

GRI Index and TCFD reference

Industrivärden's sustainability report follows the most recent version of the Global Reporting Initiative (GRI) Standard, Core level, with the Financial Services sector supplement. This is Industrivärden's fourth sustainability report produced in accordance with the GRI framework and draws from the GRI principles regarding content and quality. The report pertains to Industrivärden's own operations in 2020 (January 1–December 31, 2020). The ambition is to report yearly.

Industrivärden's operations are conducted by approximately 15 employees at the Company's head offices in Stockholm. Since 2017 stakeholder dialogues and subsequent materiality analyses have been conducted to identify the highest priority issues in the area of sustainability. These analyses form the basis for which disclosures are reported in Industrivärden's sustainability report and GRI Index. Industrivärden adheres to sustainable

business practices by adopting a clear sustainability perspective in its investment decisions and exercise of active ownership. The portfolio companies' sustainability reports are available on the respective companies' websites.

The GRI Index describes Industrivärden's sustainability work based on the GRI Standards. The report consists of the information below including the references provided as well as the information reported in the 2020 Annual and Sustainability Report, on Industrivärden's website, and on cdp.net according to the respective GRI Index.

In 2020 Industrivärden began implementing the recommendations issued by the Task Force on Climate-related Financial Disclosures (TCFD) for reporting climate-related risks, but at present does not report in accordance with the entire framework.

GRI Standards Index, Core level, financial services sector supplement

General disclosures		In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
1. Organizational Profile				
102-1	Name of the organization		Inside back cover	
102-2	Activities, brands, products and services		4–5, 14–23	
102-3	Location of headquarters		Inside back cover	
102-4	Location of operations		Inside back cover	
102-5	Ownership and legal form		30–31, 45–49	
102-6	Markets served		33–41	
102-7	Scale of the organization		14–23, 53–54, 58	
102-8	Information on employees and other workers	27	14–15, 58	All employees are active at the head offices in Stockholm. Data does not include any consultants and advisors. Industrivärden is a small company with approximately 15 employees. Apart from regulatory requirements, we therefore do not disclose information that can be coupled to individual persons.
102-9	Supply chain			Purchases of goods and services are made for the office activities in Stockholm. Suppliers are expected to comply with well-respected ethical business principles.
102-10	Significant changes to the organization and its supply chain			No major changes during the year.
102-11	Precautionary principle or approach	24		The precautionary principle is adhered to with respect to assessments and management of sustainability risks in the portfolio companies and new investments. Industrivärden is a signatory of the UN Global Compact, whose environmental risks cover the precautionary principle.
102-12	External initiatives	24–27		The UN Global Compact, CDP and Global Reporting Initiative. The Company's Code of Conduct is based on the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO Fundamental Conventions. This year's Annual and Sustainability Report also constitutes Industrivärden's Communication on Progress (COP) for the UN Global Compact.
102-13	Membership of associations	24		Confederation of Swedish Enterprise, Centre for Business and Policy Studies (SNS), Royal Swedish Academy of Engineering Sciences (IVA), Swedish Investors for Sustainable Development (SISD).

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2. Strategy

102-14	Statement from senior decision-maker		9-13	
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3. Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	24-27	14	
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4. Governance

102-18	Governance and Board of Directors		45-51	The CEO has overarching responsibility for sustainability work, which is an integral part of the Company's operations. Team managers are responsible for sustainability analyses of the respective portfolio companies. The Head of Sustainability has functional responsibility for sustainability-related issues and processes. The Board of Directors is responsible for the Company's sustainability report.
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Stakeholder engagement

102-40	List of stakeholder groups	24-25		A compilation of our most important stakeholder categories is presented on www.industrivarden.net .
102-41	Collective bargaining agreements			All employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	24-25		The process for identifying and defining the most important stakeholder categories is presented on www.industrivarden.net .
102-43	Approach to stakeholder engagement	24-25, 27		Further information on the stakeholder dialogue is presented on www.industrivarden.net .
102-44	Key topics and concerns raised	24-25		A materiality analysis and compilation of priority issues is presented on www.industrivarden.net .

6. Reporting scope and boundaries

102-45	Entities included in the consolidated financial statements		61, 66	The report covers the Parent Company and all subsidiaries.
102-46	Defining report content and topic Boundaries		57	
102-47	List of material topics/sustainability issues	24-27		
102-48	Restatements of information			This is Industrivärden's fourth sustainability report in accordance with GRI.
102-49	Changes in reporting			No significant changes have taken place since the preceding report.
102-50	Reporting period		43	
102-51	Date of most recent report			This is Industrivärden's fourth sustainability report in accordance with GRI. The most recent annual report with sustainability information was published on February 21, 2020.
102-52	Reporting cycle		75	
102-53	Contact point for questions regarding the report		72	Head of Corporate Communication and Sustainability, Sverker Sivall, ssl@industrivarden.se
102-54	Claims of reporting in accordance with the GRI Standards		75	
102-55	GRI content index		75-78	
102-56	External assurance		68-70	The auditor has given a statement on the statutory sustainability report. Significant information is also included in the Company's Board of Directors' Report, which is reviewed by Industrivärden's auditor.

General disclosures	In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
Material issues			
GRI 200: Economic			
GRI 201: Economic performance			
103-1 - 103-3 Sustainability governance	24-27	14-16, 18-19	
201-1 Direct economic value generated and distributed	27	53-67	
GRI 205: Anti-corruption			
103-1 - 103-3 Sustainability governance	24-27	14-16, 18-19	
205-1 Operations assessed for risks related to corruption	24-27		No material risks have been identified in the Company's own operations. Questions related to the Company's sustainability analysis are addressed on a continuing basis within the framework of active ownership.
205-2 Training in anti-corruption policies and procedures	24-27		All employees receive training in the annually revised Code of Conduct, which covers all aspects of corporate social responsibility in accordance with the Global Compact's 10 principles, including anti-corruption. Through Swedish Investors for Sustainable Development (SISD), Industrivärden participates in a work group that develops analysis models for anti-corruption.
GRI 300: Environment			
GRI 305: Emissions			
103-1 - 103-3 Sustainability governance	24-27	14-16, 18-19	
305-1 Direct GHG emissions (Scope 1)	26		Scope 1 emissions in 2020 amounted to 20 tonnes CO ₂ e (18). www.cdp.net: Industrivärden, CC 6.1.
305-2 Energy indirect GHG emissions (Scope 2)	26-27		Carbon footprint in 2020 was 16 tonnes CO ₂ e (17) in Scope 2 (market based method). www.cdp.net: Industrivärden, CC 6.3.
305-3 Other indirect GHG emissions (Scope 3)	26-27	79-80	Carbon footprint in 2020 was 11 tonnes CO ₂ e (27) in Scope 3 (business travel, publications, etc). www.cdp.net: Industrivärden, CC 6.5.
GRI 400: Social			
GRI 401: Employment			
103-1 - 103-3 Sustainability governance	24-27		See also the Company's Code of Conduct.
401-1 New employee hires and employee turnover			The Company has 15 employees. Employee turnover for new hires is 13% (7%), and 13% departures (13%). One man in age group -30 yrs and one woman in age group 50- yrs newly hired.
401-3 Parental leave			During the period one man and two women were on parental leave. One man and one woman returned to work after parental leave during the reporting period.
Health and safety			
103-1 - 103-3 Sustainability governance	24-27		
403-2 Types of injury and rates of injury, and absenteeism			No occupational injuries during the period. Average absenteeism relative to total working time was 0%.
GRI 400: Training and education			
103-1 - 103-3 Sustainability governance	24-27		
404-1 Average hours of training per year per employee			The average number of hours per employee was 7.
404-3 Percentage of employees receiving regular performance and career development reviews			All employees receive regular evaluations about their performance and career development.
GRI 405: Diversity and equal opportunity			
103-1 - 103-3 Sustainability governance	24-27	14-15	
405-1 Diversity of governance bodies and employees		46, 50-51, 58	

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GRI 419: Socioeconomic compliance				
103-1 – 103-3 Sustainability governance		24-27	14-16, 18-19	
419-1	Non-compliance with laws and regulations in the social and economic area			Industrivärden has not been assessed any fines or other sanctions.
Sector-specific standards, Financial Services				
103-1 – 103-3 Sustainability governance		24-27		
FS 6	Percentage of the portfolio for business lines by specific region		33	All of the portfolio companies are listed on Nasdaq OMX Nordic Stockholm.
FS 10	Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues			Sustainability issues are addressed in all portfolio companies within the framework of Industrivärden's analysis and influence activities.

References to reporting in accordance with TCFD's recommendations

Industrivärden has started implementation of the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) on reporting climate-related risks, but currently does not report entirely in accordance with the framework.

Category				
Reference	Governance	Strategy	Risk Management	Metrics and Targets
a)	45-49	24-25	18-23, 79	26-27, 79
b)	45-49	14, 24-25, 79	18-23, 79	77, 79
c)	not applicable	-	79	26-27