MANUFACTURING MADE EASY

HANZA

Sustainability Report 2024

We aim to contribute to global sustainable development

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As Head of Sustainability, I am proud of our 2024 sustainability report. At HANZA, we believe that sustainable business decisions contribute to both a better society and greater competitiveness.

This year, we have made a concerted effort to prepare our reporting as closely as possible in line with the European Sustainability Reporting Standards (ESRS). We welcome the Corporate Sustainability Reporting Directive (CSRD), as it represents a significant step forward in sustainability reporting by reducing greenwashing and increasing transparency across industries. The directive ensures that all companies are held accountable for sustainable development. It also highlights those who do not contribute, thereby promoting a more honest and sustainable business environment.

Our 2024 sustainability report still lacks certain information, and there are areas for improvement that we will work on in 2025 before achieving full compliance. This year, we conducted our first double materiality assessment, which provided us with a thorough review of all the impacts we have on the environment and people, as well as the potential impact on our own economic value. The assessment produced several insights and areas that we will continue to work on. As this work progresses, we aim to improve and refine our sustainability performance and ensure that our reporting is both accurate and transparent.

We look forward to continuing this important work and sharing our progress with you in the years ahead.

Pasi Pöyry, Head of Sustainability, HANZA

ESRS 2 General information

BP-1, BP-2

About the report

HANZA's sustainability report has largely been prepared in accordance with the CSRD (Corporate Sustainability Reporting Directive) and the ESRS (European Sustainability Reporting Standards). The report meets current requirements under the Swedish Annual Accounts Act. Starting from HANZA's financial year 2025, CSRD becomes mandatory. The structure and several disclosures – such as the implementation of the double materiality assessment – differ from previous reports. The sustainability report covers HANZA's operations at the consolidated level in accordance with the financial annual reporting. HANZA's entire value chain has been taken into account in the materiality assessment process and, where relevant, in the definition of policies, actions, targets and metrics. In year-on-year comparisons of key performance indicators, no adjustments have been made for HANZA's acquisitions. The 2024 reporting is affected by the acquisition of Orbit One. The report addresses all material topics, but some required disclosures may lack certain information. No exemptions have been applied regarding information related to intellectual property rights, know-how or innovations (ESRS 1, section 7.7), or disclosure requirements 19a.3 and 29a.3 in Directive 2013/34/EU. Forward-looking statements are preliminary.

Reported climate emissions are based on estimates and represent an approximation of actual emissions.

GOV-1, GOV-2

Sustainability expertise and material topics in 2024

Some of the sustainability matters specifically addressed by HANZA's executive management and Board of Directors in 2024 included occupational health and safety risks, business conduct, HANZA's ability to operate climate-neutrally, the adaptation to CSRD sustainability reporting requirements and the execution and outcome of a new materiality assessment. Internal work and training contribute to competence development across all of these areas. For the 2025 financial year, sustainability will be a particular area of focus in the Board's work.

Within the company, the Global Head of Quality was assigned additional responsibility as Group Head of Sustainability and was provided with increased resources. Sustainability specialists were recruited to a newly established centralized sustainability function. The use of external expertise increased, particularly in areas such as reporting and environmental and climate impact calculations. In 2025, HANZA will further develop the sustainability function and make use of external expertise regarding climate-related targets and necessary adjustments.

Governance of sustainability efforts

Board of Directors and Group management	Number of members	Percentage women, %	Percentage men, %	Percentage of women in relation to men, %
Board of Directors[1]	4	50	50	100
Management	3	0	100	0

1) Since the 2024 Annual General Meeting.

Disclosures in accordance with ESRS in other parts of the Annual Report	Page, section of the Annual Report
GOV-1	
§21b Information about employee representatives **§21c** Experience and expertise of the Board **§21e** Percentage of independent Board members **§22a** Members of the Board and executive management **§22b** Nomination committee selection criteria, Board procedures and CEO instructions	65, 68-69 corporate governance report
GOV-3	
§29a Incentive schemes	62, 105 management report
SBM-1	
§40aiii Employees by geographical area **§40b** Total revenue	87, management report 70, management report

Allocation of responsibility for sustainability-related matters

Board of Directors

- Annually decides on HANZA's impacts, risks and opportunities based on the materiality assessment. In the event of changes, such as sudden risks, the Board is informed immediately.
- Monitors due diligence and other processes aimed at managing sustainability impacts.
- Annually approves sustainability policies and targets related to the company's overall strategy.
- Annually monitors the results of sustainability targets, as well as customer and employee surveys.
- Issues the annual sustainability report.

Audit Committee (preparatory)

The Audit Committee prepares Board decisions related to sustainability, monitors developments in reporting requirements and annually reviews internal control and risk management concerning material KPIs.

CEO

- Ensures that sustainability is part of HANZA's strategy and that significant sustainability issues are integrated into the strategy, risk management, and acquisitions.
- Decides annually on action plans, risk management, resources, detailed policies, and goals related to sustainability in business operations.
- Regularly informed about the monitoring of policies and goals with key performance indicators from various clusters: monthly for occupational health and safety, annually for environmental matters, and annual development within certified management systems.
- Presents and is accountable to the Board of Directors for outcomes in internal sustainability processes: risk management, personnel management, supplier management, environmental processes and compliance.

Materiality assessment, monitoring, and sustainability reporting.

CFO

Reports and follows up in the annual sustainability report, including the taxonomy.

Ensures compliance with reporting requirements and coordination with auditors.

Sustainability team, external expertise

Head of Sustainability

Conducts materiality assessment.

Compiles sustainability report.

Stakeholder dialogue – compilation.

Prepares sustainability policies.

Monitors sustainability key performance indicators.

Follows trends and legislation.

Proposes sustainability goals.

Implementation of sustainability.

COO

Sustainability monitoring across all of HANZA's operations, including suppliers and customers.

Head of Sourcing

Evaluates the sustainability of electronics suppliers as well as certain mechanical materials.

Responsible for the Kodiak system for supplier relationships.

Head of Information Security

Data security within HANZA.

Certifications in information security.

CHRO

Leadership development for improved employee outcomes.

Employee survey (engagement survey)

Cluster Presidents

Conducts risk analyses for each cluster.

Pilot projects with customers for sustainable design of instruments and mechanical components.

Performs sustainability assessments of mechanical suppliers for specific materials.

Responsible for employee health and safety, development and motivation.

Head of Quality

Certifications of management systems for environment, occupational health and safety, and quality.

Assesses legal requirements.

Assesses environmental aspects such as permit-requiring activities, as well as occupational health and safety risks.

Internal audits of management systems.

Management reviews.

Head of Sales

Customer dialogue.

Customer satisfaction survey.

Sustainability business plan.

Head of IT

Maintains and is responsible for system support for sustainability data.

Policies and third-party commitments
Policies are available to relevant stakeholders upon request and in this sustainability report. The Code of Conduct is summarized in HANZA's employee handbook. The Supplier Code of Conduct is included in supplier agreements.

Group-wide policies related to sustainability	Purpose and content	Link to standards and declarations	Responsibility for implementation
HANZA Code of Conduct	Outlines the group's core principles concerning the company's impact on people, the environment and business conduct. Applies to HANZA as well as consultants and subcontractors contracted by the Group. Describes reporting channels for irregularities available to employees and external stakeholders, as well as HANZA's stakeholder dialogue. HANZA adheres to national and international legislation, industry standards, the ten principles of the UN Global Compact (including the application of the precautionary principle to environmental challenges in accordance with the Rio Declaration), the OECD Guidelines for Multinational Enterprises, the UN Convention against Corruption, and the UN Guiding Principles on Business and Human Rights, which incorporate international conventions such as the ILO Convention on Freedom of Association and the UN Conventions on the Rights of the Child and on non-discrimination.		CEO
HANZA Supplier Code of Conduct	Outlines HANZA's expectations of suppliers and their supply chains regarding their impacts on the environment and people, as well as expectations related to business conduct and anti-corruption. Refers to the HANZA Code of Conduct, international standards, the principles of the UN Global Compact, etc.	Declaration Conflict Minerals, Environmental declarations (RoHS, REACH)	COO
Quality Policy	In addition to quality requirements, outlines HANZA's ambitions for workplace conditions (high motivation, free from accidents, harassment and corruption) and for environmental efforts (minimized freight, consumption and emissions).	ISO 9001 quality management system	Head of Quality
Environmental Policy	Outlines expectations for environmental efforts at HANZA as well as for consultants and subcontractors contracted by the Group.	ISO 14001 environmental management system	Head of Quality
Information Security Policy	Aims to protect HANZA and its customers, and refers to several internal guidelines on data security.	ISO 27001 information security management system	CEO
HR Policy	Describes key employee routines, approaches and tools related to leadership, health and safety, competence development, intra-group collaboration, business conduct, employee dialogue and employee surveys. Refers to several internal guidelines for employees and sustainability.		CHRO

Group-wide policies related to sustainability	Purpose and content	Link to standards and declarations	Responsibility for implementation
Health and Safety Policy	Outlines how the goal of providing all employees with physically, socially, and mentally safe workplaces, with a zero-accident vision, is to be achieved. Also addresses a healthy and stimulating work environment, as well as employee dialogue on health and safety efforts.	ISO 45001 occupational health and safety management system	CHRO
Diversity policy	Aims to foster an internal culture of diversity and inclusion across HANZA.		CHRO
Policy for sponsorship and donations	Clarifies how HANZA's sponsorships and donations are used to support the broader community.		CEO, Cluster Presidents (locally)
Whistleblowing policy	Clarifies the whistleblower's anonymity and protection from retaliation, and outlines procedures for HANZA's external whistleblower function.		CHRO

GOV-3

Incentive scheme

HANZA's variable remuneration system for senior executives and Cluster Presidents in 2024 was linked to performance development and working capital commitment.
(GOV-3 §29a, see Management Report p. 62).

GOV-5

Risk management and internal control over sustainability reporting

HANZA has established a number of processes for risk management and internal control of reporting.

At the cluster level, results related to occupational health and safety, corruption, whistleblowing and data security are monitored monthly, while environmental performance is followed up annually. Results are compiled by the Head of Quality and reported to Group management. Deviations from targets and previous years are considered and reconciled.

Prior to adoption of the sustainability report, an overall review is conducted with the auditors.

Governance of the sustainability report corresponds to that of financial reporting. The Audit Committee prepares the sustainability report before it is submitted for approval by the Board of Directors. The Audit Committee's work includes a focus on the quality and accuracy of the group's reporting. In their annual audit report, which is also presented orally to the Board, the auditors present their observations from the audit along with their analysis of the company's internal control processes.

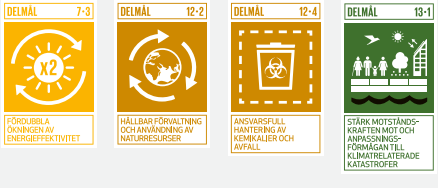
UN Global Compact

HANZA has been a signatory to the UN Global Compact's ten principles since 2023. This includes reporting our progress in accordance with Global Compact requirements, applying the precautionary principle regarding environmental challenges and not engaging suppliers where there is a risk of violating or infringing any of the Global Compact's ten principles.

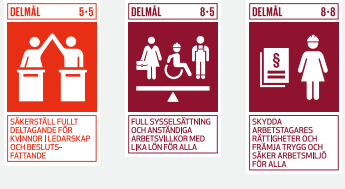
The Sustainable Development Goals

HANZA has identified six of the 17 Sustainable Development Goals that together aim to eradicate extreme poverty, reduce inequality and injustice in the world, promote peace and justice, and address the climate crisis.

Environment and climate



People



Business conduct

HANZA's strategy, business model and value chain

SBM-1

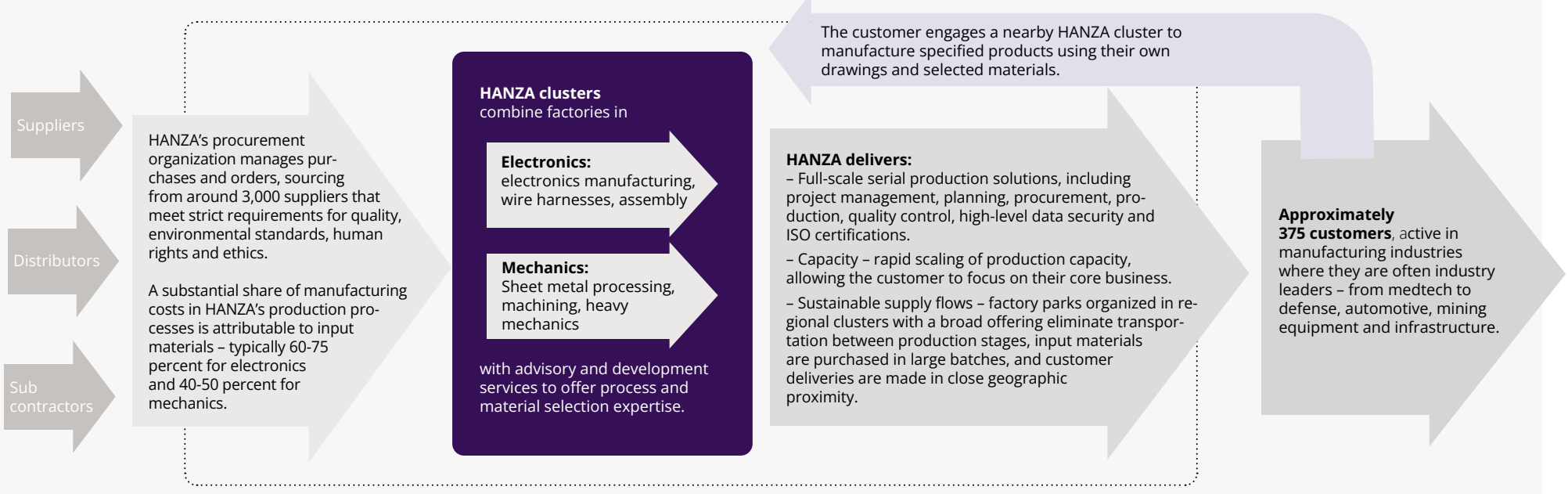
As a contract manufacturer, HANZA operates as a production unit for the manufacturing of its customers' precisely specified products. Based on customer drawings and material selections adapted for use and life cycle, production takes place in HANZA's sixteen production units and one business development unit, organized into geographically based clusters near the customer. In addition to manufacturing, HANZA offers expertise in processes that can enhance product sustainability features, such as material choices that reduce the use of chemicals.

Revenue distribution by manufacturing area	Total revenue[1]	
	2024	2023
Electronics	2,616	1,779
Mechanics	2,221	2,347
Total revenue, SEKm	**4,837**	**4,126**

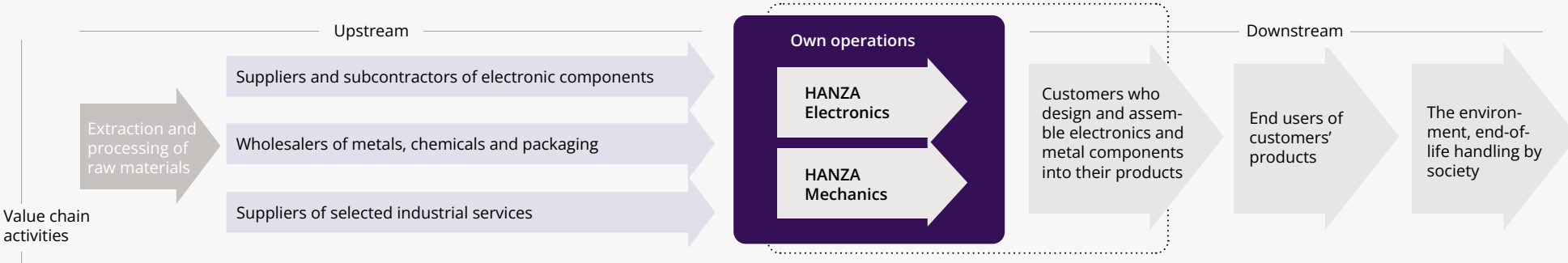
1) The increase in revenue in 2024 is due in part to the acquisition of Orbit One.

Revenue distribution by manufacturing area	Number of units delivered (millions)	
	2024	2023
Electronics	36.6	22.6
Mechanics	14.4	14.6
Total revenue, SEKm	**51.0**	**37.2**

HANZA's business model



HANZA's value chain – key elements



Electronics: Purchased components include copper, small quantities of cobalt, nickel, tantalum, tungsten, gold, mica and chemicals.
Mechanics: Large quantities of steel, some aluminum, and chemicals used in HANZA's processes.

Electronics: Subcontractors include manufacturers of semiconductors, plastic components, wire harnesses, etc. Suppliers include producers of more advanced electronic components, distributors, and packaging manufacturers.
Mechanics: Suppliers include wholesalers of metals and chemicals, packaging manufacturers, and companies offering industrial services such as painting and metal surface treatment.

Operations at the factories typically include, within electronics, assembly of electronic instruments using complex techniques, and within mechanics, machining of metal components produced through automated manufacturing processes.
Other operations include sales and consulting, procurement, IT security, and investor and banking relationships.

Customers engage HANZA as a production unit for manufacturing clearly specified products, such as painted metal sheets and assembled electronics, which are later integrated as small but essential parts of their end products.

End users of customers' products that incorporate HANZA's instruments and components include a wide range of professional groups such as agricultural and forestry equipment operators, healthcare staff, industrial workers and, in some cases, consumers.

End-of-life handling of customers' products, including metal recycling, waste management, etc.

Employees

HANZA employs approximately 2,600 people, the majority of whom work in factory environments across the group's six clusters. In addition to permanent employees, temporary staff are engaged to enable scaling of production in line with customer orders. Other employees work in management and support functions. (SBM-1 §40 aiii, b, see Board of Directors' Report p. 87).

Customers

HANZA has a highly diversified customer base, with the ten largest customers accounting for less than half of total revenue. Customers include industry leaders across a broad range of manufacturing sectors, such as 3M, ABB, Epiroc, GE, Getinge, John Deere, Mitsubishi, SAAB, Sandvik, Siemens and Tomra. None of the company's revenue is derived from customers in fossil fuels, chemical production, controversial weapons, or tobacco. Products leaving HANZA's manufacturing processes are incorporated into end products used in the defense industry, medical technology, recycling machines for consumer goods, and forestry and agricultural machinery. End users include numerous professional categories, and in some cases consumers.

Revenue by geographic market	Net sales. SEKm	Share of revenue, %
Nordics + Germany	3,806	78
Rest of Europe	803	17
North America	126	3
Rest of the world	116	2

HANZA's stakeholders

SBM-2

Stakeholders provide essential insights for our sustainability and strategic work. Their perspectives help us assess the severity or benefits of HANZA's impact on people and the environment and evaluate our sustainability-related risks and opportunities.

Stakeholders fall into two main groups. The first group includes those directly or indirectly affected by our operations in the value chain, or those who can influence HANZA's ability to meet its objectives, such as employees, customers and the environment. The second group includes stakeholders who rely on our sustainability disclosures, such as customers and investors.

Stakeholders share their insights either in direct dialogue or indirectly via representatives. We provide feedback on our sustainability priorities and actions during these dialogues and through other communication channels, such as quarterly and annual reporting. In 2024, HANZA conducted in-depth interviews with customers regarding their sustainability priorities. Customers emphasized that environmental issues are a high priority, particularly suppliers' ability to operate with a low carbon footprint. Under regulations such as CSRD and the Ecodesign Directive, customers are obliged to hold HANZA to the same standards as their own production. As part of regulatory compliance, customers are requesting support for eco-friendly design, increased use of recycled materials and improved supply chain transparency. Key social aspects include supplier diversity and gender equality.

Employee feedback is gathered through annual employee surveys, performance appraisals and dialogue with local managers, as well as through union representatives. Our feedback to employees is communicated by managers who share outcomes and develop action plans for their teams. (See ERSR S1 "Employee Dialogue" p. 44).

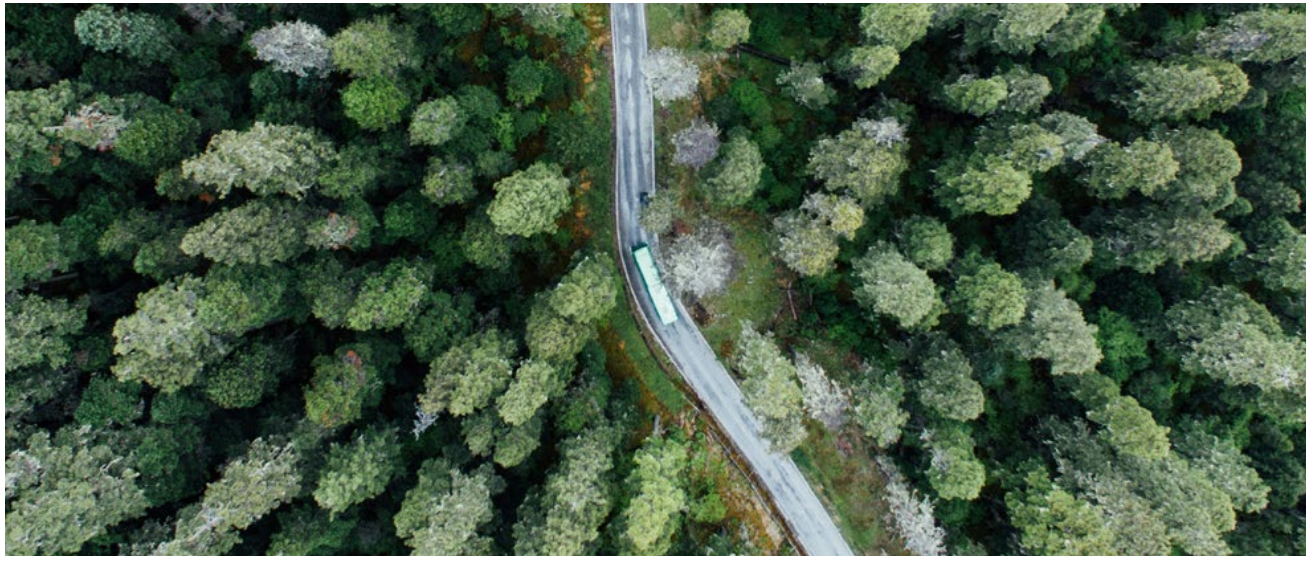
Investors often raise questions regarding carbon footprint and procurement processes that ensure respect for human rights. Through ongoing supplier dialogues, HANZA reviews suppliers' procurement practices to confirm a shared understanding of the company's environmental and social commitments. Feedback and insights from the environment, as well as from employees and communities in the supply chain, are typically considered through reports from organizations such as Human Rights Watch, scientific studies, etc.

A resilient business model

Stakeholder dialogue insights are regularly communicated to HANZA's management and Board of Directors. They lead to strategic adjustments and new processes in the business model aimed at minimizing our negative impact, maximizing positive outcomes, and managing sustainability-related risks and opportunities. Some examples include:

- HANZA's cluster strategy, built around broad regional offerings, helps reduce transport needs and lower the carbon footprint.
- Occupational health and safety management systems provide employees with safe working environments.
- Environmental management systems minimize the environmental impact of production.
- Guidance on supply chains and material inputs supports the development of sustainable production and logistics.
- Robust supplier evaluations help ensure that purchased products and services comply with requirements regarding human rights and working conditions.

As part of our 2024 double materiality assessment, stakeholder insights played a key role in identifying numerous impact topics, risks and opportunities across the entire value chain. Inspired by the stakeholder dialogues, in 2025 HANZA plans to explore the feasibility of joining the Science Based Targets initiative (SBTi) and transitioning to climate-neutral operations in accordance with the Paris Agreement. HANZA has already been evaluating several joint pilot projects with customers focused on eco-friendly design, along with efforts to strengthen the sustainability focus in procurement processes.



Primary stake-holder groups	Expectations, feedback	Trend	Key dialogue opportunities
Customers	Reduced carbon footprint, increased traceability in the supply chain. Growing demand for more eco-friendly input materials (low carbon foot-print, recycled, lighter weight, etc.) but recognizing that availability is a challenge. Social responsibility, ensured business conduct and data security at the supplier level.	Alignment with all EU environmental objectives. Encourage suppliers to commit to climate-neutral operations and SBTi. Request supplier participation in the design phase to reduce resource use and/or pollution. Improved procurement processes including audits, evaluations and transparency. Increased diversity and gender equality among suppliers.	Customer survey, annual. Customer meetings, regular. Customer interviews, dialogue 2024. Customer audits of HANZA, as needed.
Employees	Safe and healthy work environment, development opportunities, social engagement (inclusion, wages and benefits, equal opportunities).	Support regarding stress, development opportunities, communication.	Employee survey, annual. Trade union negotiations, annual. Career development meetings, annual. Employee dialogue, annual.
Investors and owners, banks	Customer satisfaction and competitiveness, ensured environmental, social and business-ethical operations throughout the value chain, transparent communication, regulatory compliance.	Climate issue. Uphold human rights in both input materials and the customer chain, ensuring that no violations occur such as child labor, the use of conflict minerals, or involvement in the production of war materials such as cluster bombs and landmines.	Investor meetings, ongoing, often in connection with reporting. Annual general meeting, annual.
The environment	Minimal environmental impact through emissions and consumption of natural resources, as well as waste.	Protection of the environment.	Evaluation and auditing of suppliers, conducted regularly (typically annually).
People and communities in the supply chain	Minimal environmental impact affecting people's health and livelihood.	Protecting people through environmental safeguards, safe working conditions, and respect for human rights and labor rights.	Evaluation and auditing of suppliers, conducted regularly (typically annually). Insights from Human Rights Watch, Responsible Minerals, etc.

HANZA's significant impact, risks and opportunities

SBM-3

The environment

Up-stream	HANZA	Down-stream		Material sustainability matters
E1 Climate change				
Climate change adaptation				
X	X	X	Risk	Climate-related events such as storms may disrupt logistics, especially in areas where HANZA relies on a single or limited number of suppliers, leading to potential revenue loss. Severe weather events can also cause production stoppages in HANZA's own operations and lead to reduced order intake from customers.
Climate change mitigation				
X	X	X	Actual negative impact	Climate emissions that burden the environment are primarily generated during the production of input materials, but also in HANZA's manufacturing processes.
	X		Risk Opportunity	Potential new climate taxes. - May lead to short-term increases in HANZA's transportation costs. + May enhance market advantages with HANZA's regional cluster model.
X	X		Risk Opportunity	Net-zero emissions requirements and expanded climate reporting to meet future customer expectations. - May require increased investment in fossil-free energy sources and greater transparency regarding input materials. + May strengthen HANZA's market position compared to smaller competitors due to better conditions for meeting these requirements.
Energy				
	X		Actual negative impact	Purchased energy for production processes contributes to CO_2emissions.
E2 Pollution				
Pollution of water				
	X		Potential negative impact	Potential water pollution is a consequence of surface treatments within mechanics. The water is treated after use, and hazardous metals such as iron oxide are handled as hazardous waste. Some hazardous substances may remain in the subsequent rinsing processes if not handled properly.
X			Potential negative impact	In some input materials in purchased electronic components, such as cobalt, copper, aluminum, zinc and nickel, water pollution may occur during extraction.
Pollution of soil				
X			Potential negative impact	In some input materials in purchased electronic components, such as cobalt, copper, aluminum, zinc, and nickel, soil pollution may occur during extraction.

The environment

Up-stream	HANZA	Down-stream		Material sustainability matters
E2 Pollution, cont'd				
Substances of very high concern				
X		X	Potential negative impact	In some purchased electronic components, substances of concern may be present in small quantities that pose a risk to the environment and human health during end-of-life disposal.
E4 Biodiversity				
Direct impact drivers of biodiversity loss				
X	X	X	Potential negative impact	Climate change throughout the value chain contributes to direct losses of biodiversity and degradation of ecosystems.
E5 Resource use and circular economy				
Resource inflows including resource use				
X			Actual negative impact	HANZA's production processes have a high share of input materials, typically 60-70 percent of manufacturing cost for electronics and 40-50 percent for mechanics, which entails resource extraction.
	X	X	Opportunity	Green customer projects and a focus on customers with sustainable business models can enhance customer relationships and create opportunities for strengthened long-term revenue streams.
Resource outflows including waste				
	X		Actual negative impact	HANZA's production processes generate waste, both hazardous and non-hazardous, leading to resource loss and added environmental impact from handling, such as pollution and transport.
	X		Risk	Tighter regulations on hazardous waste management may lead to higher costs for HANZA.

Social issues

Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities
S1 Own workforce				
Working conditions				
	X		Actual negative impact	Temporary spikes in factory production may lead to increased health and safety risks for the workforce, along with a negative perception of the work environment due to stress and overtime.
	X		Risk	Serious health and safety incidents can damage HANZA's reputation, reduce business opportunities, and result in additional costs for implementing new procedures.
Equal treatment and opportunities for all				
	X		Actual positive impact	Employees benefit from training and development opportunities.
	X		Opportunity	Skill development can improve efficiency and make HANZA more attractive to customers, leading to higher margins and new business opportunities.
	X		Actual positive impact	Employees benefit from equal opportunities and equal pay for equivalent work.
	X		Risk	Difficulties attracting the right people and competencies can lead to capacity constraints and lost business opportunities.
	X		Actual positive impact	Zero tolerance for workplace discrimination supports a healthy work environment for employees.
	X		Actual positive impact	Employees benefit from a work environment marked by diversity.
	X		Opportunity	Inclusion and diverse experiences and backgrounds offer new perspectives and recruitment opportunities, fostering innovation and opening up new business opportunities.

Social issues

Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities
S2 Value chain workers				
Working conditions				
X			Potential negative impact	Extraction of input materials and component manufacturing early in the value chain in countries with limited respect for human rights may involve poor working conditions for workers.
Other work-related rights				
X			Potential negative impact	Extraction of input materials and component manufacturing early in the value chain in countries with limited respect for human rights may involve risks of child and forced labor and violations of workers' rights.
X			Risk	Human rights violations linked to certain key input materials, individual suppliers, or their subcontractors may result in costs or lost business opportunities, as corrective action is required to address concerns about inadequate procurement practices.
S3 Affected communities				
Communities' economic, social and cultural rights				
X			Potential negative impact	Input materials extracted using methods that pollute groundwater and limit local communities' access to clean water may be present in the electronic components used in HANZA's production.
x			Potential negative impact	Input materials extracted using methods that affect local communities' access to land – either through land appropriation or acquisition processes that displace communities without compensation – may potentially be included in the electronic components used in HANZA's production.
X			Potential negative impact	Input materials extracted using methods that affect local communities' access to land – either through land appropriation or acquisition processes that displace communities without compensation – may potentially be included in the electronic components used in HANZA's production.

Responsible business practices

Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities
G1 Business conduct				
Corporate culture				
X	X	X	Actual negative impact	High standard of business conduct contributes to strong relationships with employees, customers, and the broader community.
	X		Risk	Damage to trust from potential violations of internal business conduct policies can harm HANZA's relationships with customers, employees, the capital markets and the broader community, resulting in significant revenue loss and increased financing costs.
Protection of whistleblowers				
X	X	X	Actual positive impact	Protection of whistleblowers enhances the ability of the company and employees to address violations of regulations.
Corruption and bribery				
X	X	X	Actual positive impact	Preventive measures against corruption increase the trust of the external environment in the company.
Relationships with suppliers, payment procedures				
X	X		Actual positive impact	Reasonable payment terms benefit smaller local suppliers where HANZA is a major purchaser and customer.
X	X		Risk	Procurement practices related to sustainability that do not meet customer requirements may jeopardize business opportunities.
Company specific: Information security				
Information security				
	X	X	Potential negative impact	Potential data leaks of sensitive customer information pose financial risks for both HANZA and its customers, and consequently for their employees and owners.
X			Risk	Data breaches resulting in lost data or ransomware can damage customers' trust in HANZA, leading to revenue losses as a consequence. Breaches also contribute to internal costs from production downtime.

A more detailed description of the connection between material sustainability matters and HANZA's strategy, business model, and sustainability targets is presented under each sustainability standard: ESRS E1, E2, E4, E5, S1, S2, S3, G1 and Information Security.

Materiality assessment

IRO-1

A central part of HANZA's alignment with the CSRD was the implementation of a double materiality assessment in accordance with the ESRS and EFRAG's Implementation Guidance Materiality Assessment (December 2023) during 2024. An internal sustainability team, led by the Head of Sustainability, was responsible for the process, execution and documentation. The outcome and process were reviewed with the auditors and then presented internally within the company. Following adjustments, the outcome was approved by HANZA's Board of Directors.

Process

STEP 1 - We started from the stakeholders' perspective. Business relationships and key stakeholder groups in the value chain were mapped using existing sustainability and business processes, the previous materiality assessment, and our industry knowledge. HANZA's due diligence processes, which identify, prevent, mitigate, and report negative impacts on the environment and people, provided significant information.

STEP 2 - We identified significant market trends, upcoming legislative changes, and other external factors. Stakeholder insights, such as customer and investor demands, reports, and employee survey results, were analyzed. Certain stakeholders, such as affected communities, were not consulted; instead, we relied on external reports. Areas and activities in the value chain that affect the environment, people and business conduct and that are either caused or supported by HANZA's operations or can be linked to them over the short, medium or long term were identified. One key theme was purchased input materials, focusing both on their impact on people and the environment across the value chain and on how purchasing decisions are made. Another key theme was HANZA's production processes, including their impact on people and the environment, the location of facilities (none near [1] biodiversity-sensitive areas), and how business transactions are conducted. A third theme was potential interdependencies between various environmental and social areas.

1) Protected areas listed in the World Database on Protected Areas (WDPA), Natura 2000 sites, UNESCO World Heritage sites, areas scientifically recognized as important for biodiversity under the Key Biodiversity Areas framework and other designated protected areas.

STEP 3 - All relevant actual and potential impacts were identified and mapped across the value chain. Impacts were assessed across different time horizons. Guidance for the compilation was drawn in part from the ten ESRS sustainability matters and their subtopics. Other company-specific sustainability effects were also identified.

STEP 4 - We analyzed how our sustainability impact results in risks and opportunities for HANZA, and how it may affect our financial position over different timeframes.

Materiality assessment

STEP 5 - Each impact topic was assessed and given a score. Negative impact was assessed based on the scale, scope, and remediability of the effect, each scored from 1 to 5 and weighted equally. A score of 1 corresponds to barely noticeable, limited in scope and easily remediable, while 5 corresponds to very significant, widespread and irreparable harm. Positive impact was assessed based on the scale and scope of the effect, each scored from 1 to 5 and weighted equally. Potential impact also considered the likelihood of the effect occurring, expressed as a percentage. Two exceptions were applied for negative potential impacts, where severity (i.e., scale, scope and remediability) was prioritized over likelihood: first, in cases of potential human rights violations; second, where the negative impact was assessed to be of very high severity. The scoring was grounded in objective criteria wherever possible, drawing on statistics, additional data sources, scientific consensus and stakeholder feedback. Where relevant data was lacking, internal estimates were used. A quantitative threshold was then established to define the topics with the greatest impact on people and the environment. Significant impact issues have been broadly validated by stakeholder feedback and the previous materiality assessment.

STEP 6 - Risks and opportunities were assessed based on estimated annual financial impact in SEK (with HANZA's 2023 EBITDA as a reference point) and the likelihood of occurrence, expressed as a percentage. A threshold amount in SEK was set to determine which risks and opportunities are financially material. Risks whose estimated value exceeds the financial threshold are followed up through HANZA's broader risk management process. Identified material opportunities are integrated into relevant internal processes, business planning, and strategy.

Sustainability matter with material topics	Significant impact				Financial materiality	
	Actual positive impact	Potential positive impact	Actual negative impact	Potential negative impact	Opportunity	Risk
E1 Climate change			■		■	■
E2 Pollution				■		
E4 Biodiversity*			■			
E5 Resource use and circular economy			■		■	■
S1 Own workforce	■		■		■	■
S2 Value chain workers				■		■
S3 Affected communities*				■		
G1 Business conduct	■			■		■
Company specific: Information security				■		■
Non-material sustainability matters:						
E3 Water and marine resources**						
S4 Consumers and end users						

*) Sustainability matters that have been fully or partially added as material sustainability matters compared to the previous materiality assessment.
**) Sustainability matter that is no longer considered material compared to the previous materiality assessment.

Results

HANZA has identified material sustainability matters across nine ESRS sustainability areas. The four environmental areas are primarily related to input materials and our production processes. Input materials also contribute to our social impact at the supplier level. Information security is a company-specific sustainability matter that is growing in importance for us and our customers.

HANZA already has well-developed strategies in place for most of the identified sustainability matters. However, the assessment identified areas where we need to deepen stakeholder dialogue and refine our strategies. The materiality assessment will be reviewed annually.

Two ESRS topics for which HANZA applied all steps in the materiality assessment were deemed not material: E3 Water and marine resources and S4 End users and consumers. The assessment of HANZA's impact on Water and marine resources considered HANZA's water consumption in and outside water-scarce areas, reports on water consumption in the production of key components, and the connection between water consumption and human rights in mineral extraction.

Environmental information

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ESRS E1 Climate change

Production and transportation of input materials are responsible for almost 90 percent of HANZA's carbon footprint. HANZA's own production accounts for less than 5 percent of carbon emissions.

Strategy: Climate neutrality and alignment with SBTi

HANZA prioritizes significantly reducing carbon emissions. In 2024, HANZA decided to assess the feasibility of aligning with the SBTi and achieving climate-neutral operations in line with the Paris Agreement. A decision on the matter is expected in 2025. The Board also intends to adopt new sustainability targets in 2025, once data from Leden Group has been consolidated with HANZA's data.

Climate analysis and risks

As part of the 2024 materiality assessment, HANZA identified climate-related risks and opportunities affecting its operations and strategy. The assessment was high-level and covered the full value chain, based on a scenario of relatively rapid transition in which the Paris Agreement is achieved, reflecting our customers' collective climate ambition. Internal experts and customers were consulted. The analysis covers the short-, medium- and long-term time horizons. When evaluating climate-related risks and opportunities, HANZA took into account the geographic distribution of its factories and the business flows throughout the value chain. Risks and opportunities were evaluated in terms of potential financial impact (see ESRS2, IRO-1 p. 28). HANZA aims to expand its climate analysis in 2025, including the development of a scenario reflecting a slower climate transition.

One significant physical climate-related risk was identified. Storms and extreme weather events pose a risk of logistics disruptions across the value chain, particularly in areas where HANZA relies on single-source suppliers.

Regulations are a key driver, creating a need among our customers to reduce their carbon footprints. For HANZA, this primarily means a number of market-related risks and opportunities tied to the transition. Our customers demand industrial processes that align with their climate targets, which places requirements on us to adapt, since the largest share of their environmental impact typically occurs in the supply chain. Among contract manufacturers, size and ability to meet customer demand for reduced carbon footprints are expected to become key competitive advantages – or conversely, transition risks. Contract manufacturers that can offer a shift to renewable energy sources, energy efficiency, reduced transport and the ability to move toward climate-neutral operations will benefit.

A clear conclusion is that HANZA's overall transition largely depends on the transition capacity of its customers. Customers control our largest source of emissions – input materials, which account for 83 percent of climate emissions in the value chain. HANZA's collaborations with customers who take a long-term, ambitious approach to sustainability are a key part of the group's long-term strategy. Considering both physical and transition-related climate risks is therefore an integral part of operations, as they represent business risks.

Magnitude of climate-related risks and opportunities

2024 marked the first time HANZA evaluated its climate risks. The risks and opportunities with the highest magnitude include the risk of lost business opportunities linked to customer demands for climate neutrality, and the opportunity to generate new business through our cluster model should new fuel and carbon taxes be introduced.

How reduced climate emissions are ensured

Policies

- HANZA Code of Conduct
- HANZA Supplier Code of Conduct
- Environmental Policy

(see ESRS 2, "Policies and third-party commitments" pp. 15-16).

The overall environmental efforts aim to reduce the environmental footprint and apply the precautionary principle by developing and using eco-friendly technologies, products and services across the value chain. HANZA applies a structured environmental management approach with continuous improvements to reduce resource use and prevent emissions. Suppliers must ensure that they and their supply chains hold the necessary environmental permits, comply with legal requirements, have systems in place that at a minimum prevent, reduce and control their environmental impact, and seek to implement certified environmental management processes. Key climate considerations include energy use, renewable sources and transportation. HANZA's current policies do not explicitly address mitigation or adaptation to climate change, energy efficiency, or the use of renewable energy. The policies will be updated in 2025 to align with HANZA's climate neutrality plan.

Actions and resources

Strategic adjustments to HANZA's business model:

Transport – In HANZA's cluster strategy, complete products are manufactured in factories that are based in clusters geographically close to its customers, which reduces emissions from shipping. Total transports to the cluster are minimized by our frequent large purchases from a limited number of suppliers.

Input materials – We support customers with advice and collaboration on supply chains, low-carbon materials, and resource efficiency to reduce emissions from input material manufacturing.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Climate change adaptation								
X	X	X	Risk (climate-related acute physical risk)	Climate-related events such as storms may disrupt logistics, especially in areas where HANZA relies on a single or limited number of suppliers, leading to potential revenue loss. Severe weather events can also cause production stoppages and revenue delays in HANZA's own operations and lead to reduced order intake from customers.	X			
Climate change mitigation								
X	X	X	Actual negative impact	Climate emissions that burden the environment are primarily generated during the production of input materials, but also in HANZA's manufacturing processes.	X			HANZA's regional cluster model that minimizes transportation. Environmental management system. Advice to customers regarding material choices. Collaborations with customers who have high climate ambitions. Expanded use of renewable energy. Systematic energy efficiency improvements and savings.
	X		Risk (transition) Opportunity (market)	Potential new climate taxes. May lead to short-term increases in HANZA's transportation costs. May enhance market advantages with HANZA's regional cluster model.		X		
X	X		Risk (transition) Opportunity (market)	Net-zero emissions requirements and expanded climate reporting to meet future customer expectations. May require increased investment in fossil-free energy sources and greater transparency regarding input materials. May strengthen HANZA's market position compared to smaller competitors due to better conditions for meeting these requirements.		X		Analysis of the conditions for alignment with SBTi and climate neutrality. Collaborations with customers who have high climate ambitions.
Energy								
	X		Actual negative impact	Purchased energy for production processes contributes to CO_2emissions.	X			Investments in self-produced solar energy as well as systematic energy efficiency improvements and savings, which reduce consumption.

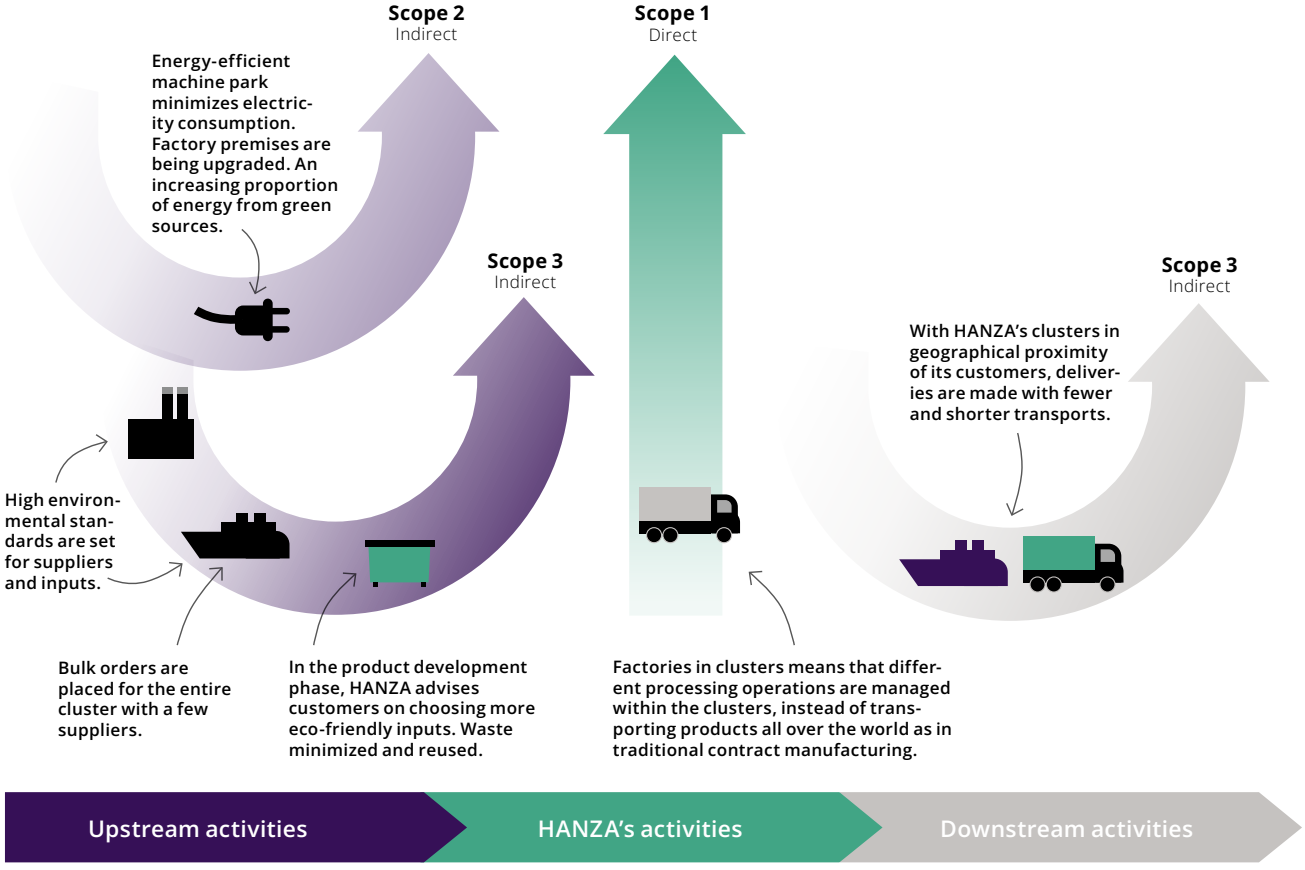
Energy consumption – Under HANZA's environmental management system, energy use in each cluster is monitored, with heating of factories and offices and power supply to machinery as the main contributors. Production lines are gradually being replaced with more energy-efficient alternatives. Energy leakage is regularly checked and minimized. Employee involvement and awareness campaigns on energy losses and savings help raise overall awareness across the group.

In 2024, HANZA invested approximately SEK 70 million in new energy-efficient machinery, including in the Mechanics factory in Kunovice, Czech Republic, where three older metal bending machines were replaced with modern ones. The energy savings are estimated at 165 MWh per year, or 96 percent of the old machines' consumption – equivalent to 142.4 tons of carbon emissions.

Energy sources – The gradual shift to renewable energy sources across our clusters has reduced emissions from our own operations (scope 1 and 2) in recent years. With continued investment in green energy, the internal transition can progress relatively smoothly. In 2024, the expansion of the Mechanics factory in Tartu, Estonia also included an expansion of its solar power system, adding 887.2 MWh of annual capacity. In total, HANZA's factories have solar panels with a capacity of 1,237.2 MWh, of which the solar installation at the Mechanics factories in Tartu accounts for 71.7 percent.

Our ISO 14001:2015 certified environmental management system constitutes the group-wide environmental management system that has been implemented in most of HANZA's factories. Thirteen out of a total of sixteen factory parks are currently certified under the system, which includes measurements and targets for energy consumption and waste management. At each individual factory, specific environmental issues are identified, such as activities requiring permits, toxic emissions and environmental risks. The possibility of reducing or recycling materials and replacing hazardous materials with more eco-friendly alternatives is being considered.

Measures to reduce HANZA's CO_2 footprint



Targets

HANZA's 2023 climate targets aim to deliver year-on-year improvements in energy efficiency, a shift to fossil-free energy sources, and reductions in emissions from manufacturing. New targets will be set in 2025 for the company's own operations (scope 1 and 2) pending a transition plan for the entire value chain.

	Target achievement	
HANZA's climate and energy targets	**2024**	**2023**
Annually increase the share of energy use from fossil-free energy sources in own operations.	ok	ok
Annually reduce CO_2emissions from energy use in own operations relative to sales.	ok	ok
Annually reduce energy use in own operations relative to sales (MWh/SEKm).	ok	ok

Climate emissions 2024

Emissions from the company's own operations consist primarily of fuel and company vehicles within Scope 1, and within Scope 2, 60 percent from energy consumption in two mechanics factories.

The positive effect of HANZA's increased purchases of fossil-free energy during the year was offset by the energy consumption of three newly acquired factories and elevated emission factors.

Scope 3 indirect emissions are largely driven by input materials and have increased as a result of higher production across more sites. The mix has shifted toward lower-carbon materials. Higher emissions from logistics are due to improved reporting within HANZA.

Climate performance indicators

Group climate emissions (tCO_2e)[2]	**2024**	**2023**	**%**
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO_2e)	1,616	1,893	-15
Percentage of Scope 1 GHG emissions from regulated emission trading schemes, %	0	0	0
Scope 2 GHG emissions			
Location-based gross Scope 2 GHG emissions (tCO_2e)	8,030	9,372	-14
Gross market-based Scope 2 GHG emissions (tCO_2e)	8,067	8,261	-2
Significant Scope 3 GHG emissions			
Total indirect gross Scope 3 emissions (tCO_2e)	**180,021**	**169,708**	**6**
1 Purchased goods and services	157,336	154,466	2
2 Capital goods	5,368	6,992	-23
3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	4,115	4,019	2
4 Upstream transportation and distribution	9,874	1,398	606
5 Waste generated in operations	749	876	-14
6 Business travel	319	303	5
7 Employee commuting	2,091	1,609	30
8 Upstream leased assets	48	45	7
9 Downstream transportation	121	N/A	N/A
Total GHG emissions			
Total GHG emissions (location-based) (tCO_2e)	**186,667**	**180,973**	**5**
Total GHG emissions (market-based) (tCO_2e)	**189,704**	**179,862**	**5**

GHG intensity in HANZA, total emissions relative to revenue[1]	**2024**	**2023**
Location-based GHG emissions (tCO_2eq)/ revenue SEKm	73	64
Market-based GHG emissions (tCO_2eq)/ revenue SEKm	75	64

1) Revenue in SEK for 2024, refers to 100% of operations, see p. 70 in the income statement.

2) Calculations based on GHG Protocol standard and richlines.
Scope 1: includes owned and leased vehicles in HANZA, with emissions based on kilometers driven and fuel consumption. Fuel is based on a combination of cost-based and actual data.
Scope 2: for purchased electricity and district heating/cooling, primary data and actual emission factors from suppliers are used primarily, followed by estimates based on area and the Finnish residual mix.
Scope 3: Categories 1, 4, 6, 7, 8, 9 - based on a combination of actual and cost-based data; Category 2 - based on cost-based data for the year: Category 3 - based on data from Scope 1 and Scope 2; Category 5 - based on actual data. The majority of the emission factors used are sourced from Defra

Revisions of previously reported data for 2023:
Scope 1: +5% due to corrected consumption information and a new method for calculating hybrid vehicles.
Scope 2: -15% due to corrected consumption information and a new method for calculating hybrid vehicles.
Scope 3: Category 1 +15% due to adjusted emission factors, other categories due to adjusted emission factors as well as new and improved calculation methods.

Energy performance indicators

Energy consumption in HANZA, total broken down by energy source[1]	2024	2023	2022	2021
Energy consumption from coal and coal products, MWh	0	0	N/A	N/A
Energy consumption from oil and petroleum products MWh	1,369	1,077	N/A	N/A
Energy consumption from natural gas, MWh	4,451	6,142	N/A	N/A
Fuel consumption from other fossil fuel sources, MWh	0	0	N/A	N/A
Purchased electricity, heating, cooling from fossil sources, MWh	19,141	17,652	N/A	N/A
Total fossil energy, MWh	**24,961**	**24,871**	N/A	N/A
Total fossil energy, % share of total consumption	**54**	**59**	N/A	N/A
Nuclear power, MWh	**7,543**	N/A	N/A	N/A
Nuclear power, % share of total consumption	**16**	N/A	N/A	N/A
Fuel/energy/fuels from renewable sources (biofuels, biomass, biogas, hydrogen), MWh	0	0	N/A	N/A
Purchased electricity, heating, cooling from renewable sources, MWh	12,682	17,044	N/A	N/A
Self-generated fuel from renewable sources, MWh	841	N/A	N/A	N/A
Total renewable energy, MWh	**13,523**	**17,044**	N/A	N/A
Total renewable energy, % share of total consumption	**30**	**41**	N/A	N/A
Total energy consumption, MWh	**46,027**	**41,916**	**44,002**	**38,451**
Mechanics - share of energy consumption %	75	80	81	84
Electronics - share of energy consumption %	25	20	19	16

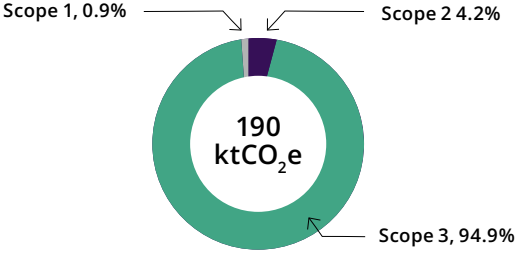
1) A portion of fossil-free energy was misclassified as renewable energy in the 2023 reporting and has not been corrected in the table.

Total energy production, HANZA	2024	2023
From non-renewable sources, MWh	0	N/A
From non-renewable sources, % share of total production	0	N/A
From renewable sources, MWh	841	281
From renewable sources, % share of total production	100	100
Total self-produced energy	**841**	**281**

Energy intensity in HANZA	2024	2023	2022	2021
Total energy consumption MWh/revenue[2] SEKm	8.3	10.1	12.4	15.3

2) Revenue in SEK for 2024, refers to 100% of operations, see p. 70 in the income statement.

Breakdown between Scope 1, 2 and 3 emissions



Purchased materials account for 83% of HANZA's total emissions.

ESRS E2 Pollution

Controls are in place to minimize pollution in both HANZA's and its suppliers' processes. Pollution may arise from handling errors within HANZA's operations or from the extraction of certain low-volume materials.

HANZA is committed to minimizing pollution in its operations and promoting robust environmental standards among its suppliers. In our own operations, potential pollution is primarily linked to chemical use in surface treatment within Mechanics, where residual products in the form of heavy metals are handled as hazardous waste. Pollution may occur if mistakes are made in these processes, such as water not being purified before discharge.

In the supply chain, small quantities of minerals in purchased electronic components may have been extracted using methods that polluted both soil and water, such as cobalt, copper, aluminum, zinc and nickel. Since electronic components are manufactured in multiple stages and transported globally, the traceability of these minerals is limited. Additionally, some purchased components contain small quantities of harmful substances[1] that are difficult to substitute.

How limited pollution is ensured

Policy

- HANZA Code of Conduct
- HANZA Supplier Code of Conduct
- Environmental Policy

(see ESRS 2 "Policies and third-party commitments" pp. 15-16).

HANZA shall operate with controlled environmental management systems at all factory units and generally promote the use of environmentally friendly methods and products. To limit the use of hazardous substances, regulations such as REACH and

1) Substances of very high concern.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Pollution of water								
	X		Potential negative impact	Potential water pollution is a consequence of surface treatments within Mechanics. The water is treated after use, and hazardous metals such as iron oxide are handled as hazardous waste. Some hazardous substances may remain in the subsequent rinsing processes if not handled properly.	X			Environmental management system. BAT – Best Available Techniques for pollution abatement. Advisory services to customers on climate-smart alternatives.
X			Potential negative impact	In some input materials in purchased electronic components, such as cobalt, copper, aluminum, zinc and nickel, water pollution may occur during extraction.		X		Structured purchasing process with supplier evaluation. Sustainability audits of key suppliers.
Pollution of soil								
X			Potential negative impact	In some input materials in purchased electronic components, such as cobalt, copper, aluminum, zinc and nickel, soil pollution may occur during extraction.		X		
Substances of very high concern								
X		X	Potential negative impact	In certain purchased electronic components, substances of very high concern may be present in small quantities which pose a risk to the environment and human health during end-of-life disposal.		X		

RoHS must be followed within HANZA and by suppliers. Suppliers must maintain records and prepare raw material declarations such as MDS or similar, and ensure that they and their supply chain hold necessary environmental permits, comply with legal requirements concerning, for example, banned substances and raw material declarations, aim for certified environmental management processes, and have systems in place at a minimum to prevent, reduce and control their environmental impact. Priority aspects include emissions to air, water and soil, as well as waste management. Substances of very high concern or potential environmental impacts are not explicitly addressed by policies.

Actions and resources

HANZA's structured procurement process (see ESRS G1-2), controlled environmental management systems, and advisory services to customers – sharing past experiences with environmentally friendly production alternatives – aim to reduce the occurrence of pollution. For customer-specific purchases, customer lists of banned materials are often attached, with HANZA responsible for the procurement process.

The mapping of harmful substances in purchased components shows that no purchases were made in 2024 where the content of substances of very high concern in components exceeded reporting thresholds. HANZA has urged relevant suppliers to submit material declarations.

Targets

HANZA does not have specific targets for pollution; however, it has established targets for hazardous waste to mitigate environmentally harmful processes (see ESRS E5). HANZA's environmental management system monitors any incidents within its own operations. Structured procurement processes impose requirements on suppliers.

ESRS E4 Biodiversity

HANZA's direct and indirect contributions to climate change adversely affect biodiversity.

Efforts to support biodiversity

The disruptions caused by climate emissions and related climate effects on ecosystems, as well as on species and biodiversity, are among today's major environmental challenges and pose a systemic risk to the stability of ecosystems. Some examples include climate-related extreme weather events that lead to the loss of critical mangrove areas and the impact on essential ecosystem services such as water availability. Our work on biodiversity – i.e. policies and actions – takes place within the framework of our climate efforts.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream	Significant impact, risks and opportunities		Short term	Medium term	Long term	Adjustments to the business model to manage impact
Direct impact drivers of biodiversity loss								
X	X	X	Actual negative impact	Climate change throughout the value chain contributes to direct losses of biodiversity and degradation of ecosystems.	X			See ESRS E1 Climate change p. 29

ESRS E5 Resource use and circular economy

Our production is based on large volumes of raw materials and other inputs, many of which are determined by our customers. HANZA's environmental processes and follow-up focus on minimizing material use and waste.

How efficient resource use is ensured

Policy

- HANZA Code of Conduct
- Environmental Policy
- HANZA Supplier Code of Conduct
- Quality Policy

(see ESRS 2 "Policies and third-party commitments" pp. 15-16). An environmentally responsible approach is pursued in all processes, including the development and use of environmentally friendly technologies and products. Through quality and environmental management systems, continuous quality controls and recycling practices are implemented at all factories, thereby reducing product defects, minimizing material waste and decreasing overall waste generation. All hazardous waste must be disposed of in compliance with laws and environmen-

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Resource inflows including resource use								
X	X		Actual negative impact	HANZA's production processes have a high share of input materials, typically 60-70 percent of manufacturing cost for electronics and 40-50 percent for mechanics, which entails resource extraction.		X		Systematic quality management (ISO 9000) in production saves resources. Systematic environmental management (ISO 14001:2015) supports recycling, increased use of secondary materials and monitoring. Pilot projects with customers focused on greener design.
	X	X	Opportunity (market)	Green customer projects and a focus on customers with sustainable business models can enhance customer relationships and create opportunities for strengthened long-term revenue streams.		X		
Resource outflows including waste								
	X		Actual negative impact	HANZA's production processes generate waste, both hazardous and non-hazardous, leading to resource loss and added environmental impact from handling, such as pollution and transport.		X		Systematic high-quality management (ISO 9000) in production helps conserve resources and prevent waste. Systematic environmental management (ISO 14001:2015) ensures control and monitoring of waste management. Advisory and pilot projects with customers on eco-friendly technologies that reduce hazardous waste.
	X		Risk (policy)	Tighter regulations on hazardous waste management may lead to higher costs for HANZA.		X		

tal permits. Environmental management systems or similar practices at suppliers should also contribute to reducing and controlling environmental impact through minimized material consumption, increased recycling and reduced waste. When selecting suppliers, the effective use of natural resources and proper waste management practices are given high priority. The policies do not specifically describe transitioning from primary materials to recycled ones or increasing renewable material usage.

Actions

With the support of our quality and environmental management systems, resource efficiency is improved through recycling and the reduction of waste, including both non-hazardous and hazardous materials. Ensuring the correct production and use of input materials from the outset while minimizing disposal is a key strategy for conserving resources and reducing waste. Hazardous waste in operations primarily arises from the use of chemicals in painting or surface treatment within Mechanics (see ESRS E2 Pollution p. 34) and consists of heavy metals. The operation is subject to permitting requirements. After separation, hazardous waste is managed by an authorized waste handler. Waste consists of metal scraps, plastics and packaging materials, which are sorted and sent for disposal.

Customer drawings and material choices largely dictate resource consumption, and the transition to reused and renewable materials must therefore primarily occur at the initiative of customers. A clear customer trend is the increased demand for consulting and pilot projects related to product design with a greater circular focus. HANZA provides ongoing support to customers focused on recyclable and recycled metals, as well as resource minimization, such as design projects that result in products with reduced steel content while maintaining strength. Material substitutes can sometimes be a challenge, especially when they need to meet customer quality requirements.

Targets

In 2023, voluntary waste reduction targets were established. An annual reduction of generated non-hazardous and hazardous waste aims to increase resource utilization and recycling while decreasing the proportion of waste from polluting processes. Targets for the Mechanics and Electronics operations were developed in relation to their sales, taking the group's business model as a starting point.

HANZA's targets for waste and resource consumption	Target achievement	
	2024	2023
Annual reduction of waste relative to sales for electronics (tons of waste/SEKm)	Achieved	Achieved
Annual reduction of waste relative to sales for mechanics (tons of waste/SEKm)	Achieved	Achieved
Annual reduction of hazardous waste relative to sales for electronics (tons of waste/SEKm)	Not achieved	Partially achieved
Annual reduction of hazardous waste relative to sales of mechanics (tons of hazardous waste/SEKm)	Not achieved	Achieved

Resource use and resource flows performance indicators

Resource use

HANZA's sixteen factory parks are equipped primarily with light machinery, and in some cases medium-weight machinery. Transport within the factory parks is carried out primarily using forklifts. The input materials in Electronics consist of electronic components, which in turn contain plastics, metals, chemicals and minerals. In Mechanics, large volumes of metals are used, primarily steel by weight, along with various chemicals. Packaging materials are also used.

Data are drawn from actual consumption and delivery volumes, based on supplier specifications and information from HANZA's ERP system.

Resource use	2024	2023
Steel, tons	19,918	N/A
Iron, tons	141	N/A
Aluminum, tons	411	N/A
Brass, tons	112	N/A
Copper, tons	28	N/A
Bronze, tons	4	N/A
Total material, tons	**20,614**	**22,740**
Water m^3	48,646	46,849
relative to revenue	0.010	0.010

Finished products

Products leaving HANZA are either produced or refined in HANZA's manufacturing processes on behalf of customers. In 2024, 51 million units were delivered according to customer specifications.

Manufactured products by production area, units	Number (millions)	
	2024	2023
Electronics	36.6	22.6
Mechanics	14.4	14.6
Total	**51**	**37.2**

Waste performance indicators

Waste management, tons	2024	2023	2022	2021
Total waste managed	1421	1334	1,333	2,888
Relative to revenue[1]	0.29	0.32	0.38	1.15
Hazardous waste	535	516	583	449
Non-hazardous waste	886	819	750	2,439

Waste managed by business area, tons	2024	2023	2022	2021
Hazardous waste	535	516	583	449
– Electronics	31	12	9	7
– Hazardous waste tons/ revenue[1] SEKm	0.012	0.007	0.007	0.008
– Mechanics	504	504	574	442
– Hazardous waste tons/ revenue[1] SEKm	0.23	0.21	0.26	0.28
Non-hazardous waste, tons	886	818	750	2,439
– Electronics	398	196	234	69
– Non-hazardous waste tons/revenue[1] SEKm	0.152	0.116	0.163	0.075
– Mechanics	488	622	516	2,369
– Non-hazardous waste tons/revenue[1] SEKm	0.22	0.26	0.24	1.49

1) Revenue in SEK for 2024, refers to 100% of operations, see p. 70 in the income statement.

100 percent of hazardous waste is deposited with certified recycling companies that separate, recycle and manage the waste.

Total non-hazardous waste generated excludes the waste recycled within HANZA's manufacturing operations. 100 percent of non-hazardous waste – paper, cardboard, metal, glass, plastic and other waste – is delivered to local recycling companies whose handling depends on local legislation.

Social issues

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ESRS S1 Own workforce

Our point of departure is that HANZA's innovation and profitability rest entirely on the contributions of our 2,600 employees. Ensuring good working conditions and an environment characterized by sound values is essential to boost motivation, facilitate skills development and maintain the trust of society and customers.

Safe and secure working environments

HANZA aims to provide all employees with a safe work environment – free from physical injury, stress, negative workplace conditions and discrimination (see also ESRS S2 "Human Rights," pp. 47-48). As most employees work in factory environments where health, safety and working conditions pose risks, the work environment must meet high standards.

Policy[1]

- Health and Safety Policy
- HANZA Code of Conduct

(see ESRS 2 "Policies and third-party commitments" pp. 15-16).

Our goal is zero workplace accidents involving employees and contracted personnel at our facilities. In addition to complying with local laws and regulations, our sites operate under occupational health and safety management systems or other structured processes. These systems set out procedures to prevent, investigate and respond to workplace accidents affecting factory personnel. Managers are to encourage the reporting of misconduct, workplace risks and other irregularities. They must ensure awareness of HANZA's internal whistleblower function, HANZA Hotline (see ESRS G1 "Whistleblower Function" p. 50). Employees are responsible for maintaining a good working environment, including following rules and instructions.

Actions and follow-up

HANZA is gradually rolling out its work environment management system across newly acquired factories. The aim is to certify health and safety processes at all factory parks. Potential conflicts between production targets and healthy work environments are managed through systematic and transparent incident tracking. Accident risks are minimized with local initiatives such as fire safety, clearly marked evacuation routes, safety protocols, instructions in local languages, safety videos, as well as training for supervisors and safety representatives at every workplace. Ongoing training is provided for managers and safety representatives to ensure they have the necessary skills, resources and authority, while employees receive orientations from a health and safety perspective.

29 workplace accidents occurred in 2024, compared to 40 in 2023. The reduced number of accidents is attributed to improved health and safety procedures in the workplace, such as hazard identification and risk assessments. Occupational injuries relative to hours worked (LTIFR) decreased for the same

1) Unless otherwise stated, "employees" refers to both directly employed and contracted personnel.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Working conditions								
	X		Actual negative impact	Temporary spikes in factory production may lead to increased health and safety risks for the workforce, along with a negative perception of the work environment due to stress and overtime.	X			Systematic work environment management (ISO 45001) including safety procedures, training and incident follow-up. Any incidents that occur result in improvement programs.
	X		Risk (reputation)	Serious health and safety incidents can damage HANZA's reputation, reduce business opportunities, and result in additional costs for implementing new procedures.		X		
Equal treatment and opportunities for all								
	X		Actual positive impact	Employees benefit from training and development opportunities.	X			Skills transfer between factories. Action plan based on annual employee surveys.
	X		Opportunity (market)	Skill development can improve efficiency and make HANZA more attractive to customers, leading to higher margins and new business opportunities.	X			
	X		Actual positive impact	Employees benefit from equal opportunities and equal pay for equivalent work.	X			Equal employment terms and conditions for equivalent assignments.
	X		Risk (market)	Difficulties attracting the right people and competencies can lead to capacity constraints and lost business opportunities.		X		
	X		Actual positive impact	Zero tolerance for workplace discrimination supports a healthy work environment for employees.		X		Employee surveys monitor perceived victimization. Active measures are taken against all forms of harassment. Internal whistleblower function. Healthy corporate culture.
	X		Actual positive impact	Employees benefit from a work environment marked by diversity.	X			
	X		Opportunity (market)	Inclusion and diverse experiences and backgrounds offer new perspectives and recruitment opportunities, fostering innovation and opening up new business opportunities.		X		

reason. Most workplace accidents involve mechanical processes with cuts on fingers and hands or minor burns and crush injuries, often caused by improper handling. HANZA also follows up incidents in the work environment where a situation could have resulted in a workplace accident, so-called near-miss cases. In 2024, 499 incidents were reported, compared to 433 the year before. Occupational injuries and incidents are reported through HANZA's internal quarterly follow-up as well as in compliance with local legislation. Shifts in incident numbers over time are attributable in part to the group's acquisitions. As health and safety efforts are to include employee dialogue, annual action plans are developed based on employee surveys and regular discussions with union representatives. A key initiative in 2024 was the introduction of the Operational Excellence role, which will work with the factories to enhance internal workflows. For employees, this may mean that repetitive tasks linked to strain injuries are replaced by automation. Over time, the new workflows may enable more flexible jobs. HANZA does not anticipate that climate-related changes to its operations will affect employees.

Additional health-focused measures include investments in fit-for-purpose facilities. In 2024, HANZA inaugurated an expansion of the assembly plant in HANZA Mechanics Tartu and completed a brand-new 8,800 square meter factory in Töcksfors. Free menstrual products are available in factories and offices. Other benefits vary by location: in Poland, hybrid work is offered to parents; some factories offer schedules adapted to childcare needs; daytime shifts are available in the Czech Republic and Poland; Sweden and Finland provide wellness allowances; Sweden and China offer health checks; and in Estonia, employees benefit from an annual health week and daily free soup lunches.

Targets

The targets aim to gradually reduce incidents that pose serious risks to employees, including by encouraging them to report rule violations and other irregularities. HANZA's Board of Directors set the targets in 2023 without engaging in dialogue with employee representatives.

HANZA's targets for a safe and secure work environment	Target achievement 2024	2023
Zero work-related injuries in the long term. Annually reduce the number of incidents resulting in absence from work (LTIFR).	Achieved	Not achieved
All employees shall be informed about HANZA's anonymous whistleblower function.	Achieved	Not achieved

Diversity and non-discrimination

Policy

- Diversity policy
- HANZA Code of Conduct

(see ESRS 2 "Policies and third-party commitments" pp. 15-16).

Diversity among employees and an inclusive corporate culture strengthen our ability to grow and deliver strong results. Diversity of experience and background creates innovation, improves recruitment opportunities and gives us new perspectives to better understand our customers. All forms of workplace discrimination based on various grounds (see ESRS S2 "Human rights" pp. 47-48) must be actively opposed. At HANZA, diversity and inclusion are ensured by basing recruitment, promotion and compensation on individual qualifications and roles, while safeguarding a workplace free from discrimination and harassment – where everyone is treated with respect and every contribution is valued. Employees and managers share responsibility for maintaining an inclusive work environment. Reasonable and feasible accommodations are made to support employees with disabilities.

Actions and follow-up

Perceptions of the internal collaboration climate and respect from colleagues and managers have shown a positive trend in employee surveys over recent years. Perceived victimization is closely monitored and has demonstrated clear annual improvements since 2018. Suspected cases of harassment or discrimination are investigated in collaboration with local management, HR, safety representatives, union representatives and occupational health services. No cases of harassment were investigated in 2024. Leadership training on organizational and psychosocial work environments, focusing on victimization and harassment, along with occupational health support for those involved, are among the actions taken in confirmed cases.

Gender balance in the Group is relatively strong, with 42 percent women and 58 percent men. Certain job categories and

Work environment management system certified according to ISO 45001

HANZA has implemented its system in ten of its sixteen factory parks, while the others have their own management systems. Within the framework of the system, internal key performance indicators are followed up on a monthly basis. Any local deviations of key performance indicators result in mandatory measures at the local factory. Each factory therefore measures the number of workplace accidents, incidents, absences due to occupational injuries and sick leave. In addition to this, health and safety risks are evaluated on an ongoing basis, as well as any deviations from local laws and regulations. The factory then prepares customized action programs such as compulsory safety training initiatives, and directives linked to safety procedures and evacuation. In the case of company acquisitions, HANZA conducts a separate due diligence regarding the organization and employees when, among other things, existing leadership and recruitment needs are evaluated. After the acquisition, HANZA's values, policies and processes are gradually implemented, such as the work environment management system, so that all factories in the group follow the same work environment evaluation and action system. All factories will have certification by 2025.

clusters show a poorer balance, reflecting a broader challenge shared across the global engineering industry, where lighter mechanical tasks are dominated by women and heavier duties by men. An interim target is to increase the share of women in supervisory roles within the Group to improve gender balance and enhance understanding of diversity. When recruiting candidates with equal qualifications, preference is given to the underrepresented gender. Targeted recruitment efforts are also made to improve local gender balance.

Targets

The targets, which aim to promote diversity and gender equality, were set by HANZA's Board of Directors in 2023 without engaging in dialogue with employee representatives.

HANZA's diversity and non-discrimination targets	Target achievement	
	2024	2023
Zero cases of confirmed discrimination.	Achieved	Achieved
Annually increase the proportion of women in leadership roles.	Achieved	Partially achieved
All employees with a managerial role must complete HANZA's diversity policy training course.	Not achieved	Not achieved

Development and equal treatment

Policy

- HR Policy

(see ESRS 2 “Policies and third-party commitments” pp. 15-16).

Through our leadership, opportunities are created for employees to develop and fully leverage their skills, diversity and ideas. The immediate supervisor is responsible for the employee’s development, ensuring they have a relevant job description and the appropriate competencies. At least once a year, career development meetings should be conducted to evaluate results and development with the immediate supervisor. HANZA strives to provide equal employment terms and conditions for equivalent assignments. Employment contracts and company communications are in local languages. Newly hired employees and managers have an individual induction plan.

Actions and follow-up

Leadership training, annual leadership conferences, and employer branding activities are organized to strengthen leadership and establish a global HANZA culture. In the fall of 2024, a leadership program was initiated for managers at the executive and cluster levels, focusing on communicative leadership. In 2025, a digital leadership program is planned for implementation starting in 2026.

The “Competence Exchange” program, involving skill exchanges between factories, helps develop internal career opportunities and enhances the sharing of production methods across clusters. Four major skill shifts were implemented in 2024 as part of this program. Newly hired key functions are given a global introduction to HANZA by the CEO, CFO and COO.

Approximately two-thirds of employees felt in 2024 that they have clear development opportunities within the group, consistent with results from previous years’ surveys. All factories annually create plans for recruitment, employee development and training, as well as for reorganization of operations if indicated. Internal talents are leveraged, and employee development needs are identified, followed by a matching process with competency needs in other parts of the company. Employee turnover is carefully analyzed to address recruitment challenges and ensure that appropriate actions are taken. Local HR managers support this effort, coordinated by the CHRO.

Employee dialogue

HANZA’s dialogue with employees serves two primary purposes: capturing their input and providing them with essential information. Annual career development meetings assess perceived work environment, employee goals in relation to development, potential improvement measures, and updates to operational guidelines.

In annual employee surveys, employees have the opportunity to evaluate how well HANZA addresses key issues, such as safe working conditions, development opportunities and perceived corporate culture. The surveys indicate annual improvements despite the uncertainty that can arise from expansion and acquisitions. The company’s corporate culture, stability, reliability, and work environment all garner high ratings. Action plans are developed at both the group and central levels based on the feedback received, and the outcomes are communicated back to employees. Trade union representatives are engaged in ongoing dialogues. Employee turnover is analyzed by identifying which employees leave, from which departments, their duration of employment and their reasons for leaving.

The employee survey identifies communication and feedback as areas for improvement. HANZA Hub, a new mobile-friendly intranet, was launched in 2024 to serve as the central internal communication channel. To date, over 950 employees have joined the intranet, which aims to provide relevant information faster and more frequently. The intranet also provides access to HANZA’s whistleblower service (see ESRS G1 “Whistleblower Service” p. 50). The annual cost for the intranet and leadership training are less than SEK 2 million.

In certain locations where HANZA is a significant employer, ongoing dialogue and engagement occur with municipal leadership and other community functions. Sponsorships and donations to local initiatives as well as collaborations with schools aim to support employee development and the growth potential of the communities of which HANZA is a part.

Terms and conditions, contracted personnel

Remuneration and other terns of employment, such as for illness, parental leave and pensions, are based on collective agreements, legislation and industry standards. Most of HANZA’s employees are employed within the EU, where there is a high level of worker protection. GDPR is adhered to. In accordance with, among other things, HANZA’s Code of Conduct, the right to freely associate with trade unions is self-evident, and all types of child labor are of course prohibited.(See ESRS S2 “Human Rights” pp. 47-48.)

During production peaks, personnel are hired from agencies on short-term contracts, enabling scalable production and reasonable working conditions for employees. The agencies are engaged under responsible sourcing practices, with additional requirements including minimum wages and working conditions. While working at HANZA, they are covered by our work environment systems and certain other employee-related processes.

Average number of employees by country, 2024	Total	Women	Men
Sweden	736	316	418
Estonia	762	280	482
Finland	210	27	183
China	80	46	34
Poland	376	260	116
Czech Republic	185	78	107
Germany	229	85	144
Total	**2,578**	**1,092**	**1,486**

Key performance indicators (KPIs)

Gender balance at HANZA	2024	2023	2022	2021	2020
Entire organization	**2,578**	**1,999**	**1,936**	**1,741**	**1,543**
– men, number	1,486	1,195	1,174	1,067	950
– women, number	1092	804	762	674	593
Total					
– men, %	58	60	61	61	62
– women, %	42	40	39	39	38
Supervisory role/ Managerial positions					
– men, number	136	78	78	N/A	N/A
– women, number	52	22	22	N/A	N/A
Total					
– men, %	72	78	78	N/A	N/A
– women, %	28	22	22	N/A	N/A
Management team					
– men, number	3	3	3	3	3
– women, number	0	0	0	0	0
Total	**3**	**3**	**3**	**3**	**3**
– men, %	100	100	100	100	100
– women, %	0	0	0	0	0

Employee data	2024	2023	2022	2021	2020
Total employee turnover, %	16	15	18	N/A	N/A
Voluntary employee turnover, %	7	10	13	N/A	N/A
Average short-term sick leave, % of worked hours	5	7	7	5	5
Health and safety					
Employees covered by ISO 45001 Occupational Health and Safety Management System, % of total employees.[1]	63	73	N/A	N/A	N/A
Occupational accidents resulting in absence, number	29	40	31	26	32
Occupational safety observations, number	499	433	503	261	149
Lost Time Injury Frequency Rate (LTIFR)	7	11	9	11	13

1) The decrease is due to the acquisition of Orbit One, where the factories have their own health and safety management system

Employee data	2024	2023	2022	2021	2020
Non-discrimination					
Total number of reported and identified cases of discrimination, harassment.	0	0	0	0	2
Number of other reports on employee issues via the whistleblowing function	1	1	0	0	0
Fines imposed and other compensation due to discrimination incidents or similar matters, SEK	0	0	0	0	0

1) Number of employees refers to average/permanent employees/temporary employees/non-employees/full time/part time = full time equivalent during the year including the CEO;
Employee turnover = Number of FTEs who left HANZA during the year/Number of FTEs at year-end, including the CEO;
Sick leave % of working hours (based on 2,000 hours worked per year);
LTIFR is calculated as number of accidents / total number of hours worked in the organization *1,000,000;
Occupational safety observations refer to the number of occasions where a risk was identified and a potential accident was prevented;
Reported harassment refers to reports via the HANZA Hotline.

ESRS S2 Value chain workers

Respect for human rights is required throughout the supply chain. The risk of abuse is greatest early in the supply chain, where transparency relating to social conditions can be weak.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Working conditions								
X			Potential negative impact	Extraction of input materials and component manufacturing early in the value chain in countries with limited respect for human rights may involve poor working conditions for workers.		X		Controlled purchasing processes that set requirements for suppliers and their subcontractors. Audit of major suppliers. Analysis of risk areas.
Other work-related rights								
X			Potential negative impact	Extraction of input materials and component manufacturing early in the value chain in countries with limited respect for human rights may involve risks of child and forced labor and violations of workers' rights.		X		Controlled purchasing processes that set requirements for suppliers and their subcontractors. Audit of major suppliers. Analysis of risk areas.
X			Risk (market)	Human rights violations linked to certain key input materials, individual suppliers, or their subcontractors may result in costs or lost business opportunities, as corrective action is required to address concerns about inadequate procurement practices.		X		

Minerals and components primarily used in electronic parts are handled through multiple tiers of suppliers, countries and continents before the final input material reaches HANZA's production sites. When actors in the supply chain fail to comply with codes of conduct, there is a risk of human rights violations, such as people working under poor conditions, in unsafe environments, or under coercion or child labor. Such shortcomings may also result in local communities near certain mineral extraction sites facing freshwater scarcity due to pollutants from extraction methods, or land previously used by communities or Indigenous peoples being claimed, with or without compensation. We find that these risks primarily arise in manufacturing and extraction activities in high-risk countries where human rights protections are weak.

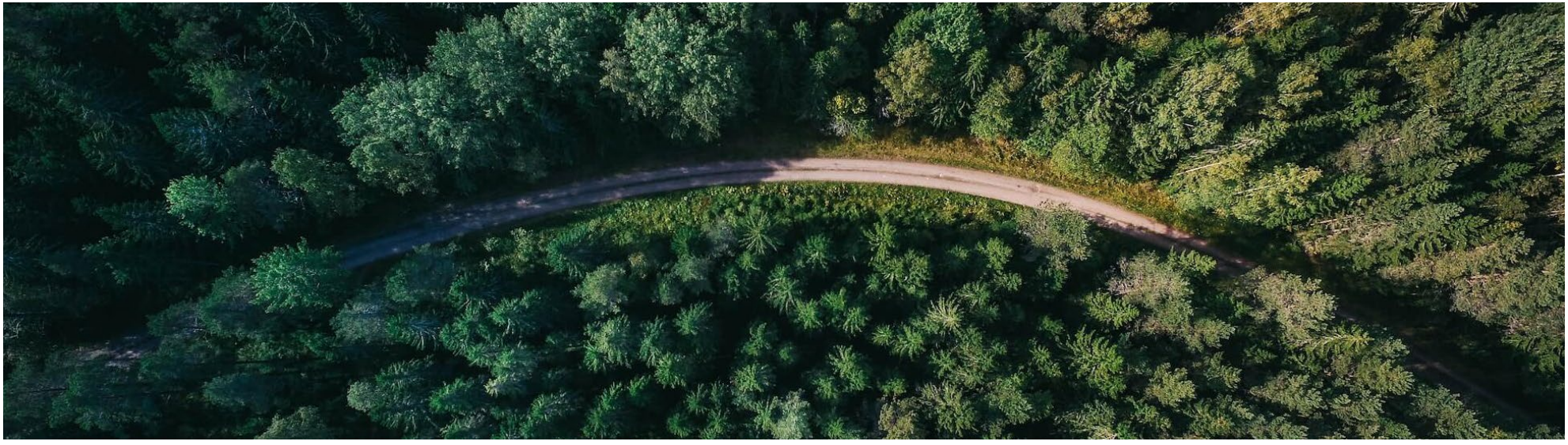
Respect for human rights

Policy

- HANZA Code of Conduct
- HANZA Supplier Code of Conduct

(See ESRS 2 "Policies and third-party commitments" pp. 15-16)

For HANZA, respect for human rights and fair working conditions is fundamental. We are firmly committed to ensuring that we do not contribute to violations in our own operations (see ESRS S1 "Safe and secure working environments" and "Diversity and non-discrimination" p. 40, 42-43), or when purchasing goods and services, and to acting decisively if we become aware of such cases. Within our operations, we oppose all forms of workplace violations, such as forced labor, unpaid overtime, human trafficking, child labor, bans on trade unions, and discrimination based on race, national or social origin, religion,



disability, gender or gender identity, ethnicity, sexual orientation, age, family structure or marital status, union membership, or political opinion. We shall promote and respect internationally recognized human rights, including the rights of people and communities to adequate living standards and land rights. We shall also work to prevent violations related to specific minerals, known as conflict minerals[1].

In accordance with the UN Guiding Principles on Business and Human Rights, we prioritize our actions based on the severity of the violation, the possibility of prevention, the likelihood of occurrence, and whether we contribute to it directly or indirectly through business relationships.

In our evaluations, dialogues and audits, we require all of the hundreds of direct suppliers and the products and services they provide to meet, at a minimum, the same social requirements as HANZA (see ESRS G1 "Suppliers" p. 51). In addition to complying with laws, collective agreements and industry standards on working hours, pay, and leave, they must uphold human rights for employees, ensure dignified and respectful treatment without discrimination, offer a healthy and safe work environment, never engage in forced or child labor, and act responsibly toward nearby communities, Indigenous peoples, and landowners. We also require that suppliers have processes in place to follow up on these matters within their own operations and supply chains. The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas must be followed, and a specific due diligence process must be implemented to ensure traceability of minerals.

Any suspected violations must always be investigated without delay. If they arise in the supply chain, necessary measures must be taken, such as inquiries, investigations, and feedback – and, if no correction occurs, termination of the cooperation. Our actions are necessary to maintain the trust of our stakeholders. HANZA's new whistleblower channel enables fully anonymous reporting of misconduct (see ESRS G1 "Whistleblowing" p. 50). No reported or investigated human rights incidents have occurred during the year such as lawsuits, allegations or compensation paid.

Actions and targets

The Head of Sustainability compiles insights from supplier contacts and reports from organizations such as Human Rights Watch and Responsible Minerals (see ESRS 2, SBM-2 pp. 20-21). These compilations support us and our customers in regularly identifying risk areas where human rights violations may occur. The insights are used in customer dialogues and supplier assessments, and to initiate special investigations where needed. In 2025, HANZA will conduct a dedicated analysis of its due diligence processes. Our purchasing framework (see ESRS G1 "Suppliers" p. 51) includes processes, resources, and follow-up, where responsibility for electronic components lies with the Head of Global Strategic Sourcing. No specific targets have been set to measure the effectiveness of the actions.

1) Gold, tantalum, tin and tungsten must be guaranteed to originate outside conflict areas.

ESRS S3 Affected communities

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Communities' economic, social and cultural rights								
X			Potential negative impact	Input materials extracted using methods that affect local communities' access to clean water – due to groundwater pollution – may potentially be included in the electronic components used in HANZA's production.		X		Controlled purchasing processes that set requirements for suppliers and their subcontractors. Audit of major suppliers. Analysis of risk areas.
X			Potential negative impact	Input materials extracted using methods that reduce local communities' access to land – either by appropriating land or through displacement without compensation – may potentially be included in the electronic components used in HANZA's production.		X		

Responsible business practices

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ESRS G1 Business conduct

Our relationships with customers, employees and the broader community are built on how HANZA conducts itself internally and in business transactions. Strong business conduct is a prerequisite for sound business practices.

How business conduct and anti-corruption are ensured

Policies

- HANZA Code of Conduct
- HR Policy
- Whistleblowing policy

(see ESRS 2 "Policies and third-party commitments" pp. 15-16).

In order to maintain confidence in HANZA, it is essential that our business is characterized by an unwavering commitment to maintaining the highest ethical standards. All employees and representatives are expected to maintain relationships with customers, colleagues, suppliers and other business partners based on honesty, integrity and our corporate values. Our annual employee surveys measure perceptions of the corporate culture. Insights from the corporate culture are discussed at quarterly internal conferences (see S1 "Employee dialogue" p. 44).

HANZA has zero tolerance for bribery and corruption. To avoid raising suspicions of impropriety or corruption, no employee may give or receive gifts intended to influence decision-making. We continuously assess risks of misconduct and conflicts of interest as part of our preventive anti-bribery work. The greatest risk is considered to lie with employees in supplier and customer-facing roles, representing fewer than 100 individuals across the group. Potential corruption incidents are investigated through the external whistleblower function. Everyone has access to the HANZA Code of Conduct on the intranet, which is mobile-adapted for easier access in factory settings; all employees are informed of the policy annually.

Whistleblower function

HANZA will promptly and objectively investigate all reports of corruption or ethical misconduct.

The HANZA Hotline has been available to employees for several years to systematically manage reports of suspected guideline breaches, misconduct, or abuse of trust. Reports are typically submitted to the immediate manager, their superior or the local HR function. As of March 2025, reports can also be made through HANZA's external whistleblower service. The service is available via HANZA's external website and allows employees and third parties to anonymously report violations of laws, regulations, or other irregularities. Through this channel, for example, employees or communities in HANZA's supply chain can report suspected misconduct. Reports are handled by an external, independent party and may be submitted digitally, via voicemail, or through a personal meeting. Once complaints are investigated they are submitted to the CHRO and CEO. Feedback to the whistleblower and protection against retaliation in accordance with the law are included in the procedures.

One whistleblower report was investigated in 2024, with no wrongdoing found. No reports of corruption or other violations have been identified. The group has no ongoing legal processes

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream		Significant impact, risks and opportunities	Short term	Medium term	Long term	Adjustments to the business model to manage impact
Corporate culture								
X	X	X	Actual positive impact	High standard of business conduct contributes to strong relationships with employees, customers, and the broader community.	X			Proactive efforts are made to promote ethical conduct internally and in business dealings, including through leadership and the clearly communicated HANZA Code of Conduct.
	X		Risk (reputation)	Damage to trust from potential violations of internal business conduct policies can harm HANZA's relationships with customers, employees, the capital markets and the broader community, resulting in significant revenue loss and increased financing costs.		X		
Protection of whistleblowers								
X	X	X	Actual positive impact	Protection of whistleblowers enhances the ability of the company and employees to address violations of regulations.	X			A whistleblower function allowing anonymous reporting of violations without retaliation is clearly communicated to all employees and made available on the external website.
Corruption and bribery								
X	X	X	Actual positive impact	Preventive anti-corruption measures reduce the likelihood of legal and financial consequences for the company, its employees and its owners.	X			Zero tolerance for bribery, maintenance of a gift register, a whistleblower function, and ongoing risk assessments related to violations and conflicts of interest.
Relationships with suppliers, payment procedures								
	X	X	Actual positive impact	Reasonable payment terms benefit smaller local suppliers where HANZA is a major purchaser and customer.	X			Applies payment terms in accordance with industry standards to all suppliers.
	X		Risk (market)	Procurement practices related to sustainability that do not meet customer requirements may jeopardize business opportunities.		X		Expanded efforts in supplier evaluations and audits.

related to corruption, and no judgments or fines have been imposed.

Suppliers

Policies

- HANZA Code of Conduct
- HANZA Supplier Code of Conduct
- Environmental Policy

(see ESRS 2 "Policies and third-party commitments" pp. 15-16). Our ability to meet customer demands for product traceability and ensure sustainable business practices requires robust evaluation processes for the procurement of products and services. The majority of our suppliers provide raw materials and components. They are expected to share HANZA's view on sustainability regarding the environment, fair working conditions, human rights, business conduct and corruption, and must have compliance processes in place and be available for audits. Manufacturing suppliers are encouraged to have certified

HANZA's values

Our values summarize the expectations employees have of one another in order for HANZA to achieve its vision of becoming a unique and value-creating manufacturing partner. The current employee policies reflect these values. The annual career development meetings are based on the values. These values are an essential starting point in the analysis of factory acquisitions.

WE ARE FOCUSED
– on ensuring that we can deliver what we have promised, and finish what we have started.

WE COMMUNICATE
– which provides the basis for the implementation of our strategies and achievement of our goals.

WE ARE TEAM PLAYERS
– we all work toward the same goal.

WE MAKE THINGS EASIER
– we are always searching for new ways to improve and simplify what we do.

WE TAKE OWNERSHIP
– by assuming responsibility, we can grow and develop.

HANZA's responsible business practices targets	Target achievement 2024	2023
Business conduct		
All employees must be informed annually about HANZA's Employee Code of Conduct.	Not achieved	Not achieved
Zero corruption incidents.	Achieved	Achieved
Suppliers		
All of HANZA's key suppliers must confirm the HANZA Supplier Code of Conduct.	Partially achieved	Not achieved
Annual audits of significant suppliers to ensure compliance with HANZA's Supplier Code of Conduct.	Achieved	Not achieved

environmental and occupational health and safety management processes in place.

The HANZA Supplier Code of Conduct, based on the sustainability principles of the HANZA Code of Conduct, applies to all suppliers and defines the minimum performance level. A number of system tools have been implemented to strengthen the quality of supplier evaluations. The largest suppliers, accounting for half of our purchases, undergo more extensive evaluations where their structures for managing and monitoring sustainability work are reviewed. Policies, required environmental permits, environmental and health and safety processes, environmental emissions and supplier compliance processes are regularly monitored. In cases of shortcomings such as weak processes or poor results, corrective action is required and if issues persist, the partnership is terminated. In addition to signing the Code of Conduct, smaller suppliers must complete a self-assessment of their sustainability work. In 2024, HANZA conducted around 15 supplier audits to verify compliance with the code. By the end of 2024, approximately 10 percent of suppliers were included in the evaluation systems. The target for 2025 is to evaluate suppliers representing a total of 50 percent of HANZA's purchases, using EcoVadis.

The responsible procurement organization handles supplier monitoring, which for certain materials is carried out by individual clusters, and for electronics and other materials by the Head of Global Strategic Sourcing. No supplier contracts were terminated in 2024 as a result of non-compliance.

Enhanced monitoring efforts are conducted in certain identified high-risk areas. For purchases of electronic components containing conflict metals, responsible sourcing from approved metal suppliers and relevant certifications are required. In cases of suspected hazardous substances, material declarations are requested.

Payment procedures

HANZA also aims to ensure sound supplier management, including payments in line with industry standards. Payment practices in line with industry standards, which vary between sectors and countries, are applied across HANZA. There are no ongoing legal proceedings related to late payments.

Targets

Targets set in 2023 for supplier evaluations aim to ensure compliance with the HANZA Supplier Code of Conduct. Progress toward targets is monitored annually.

Company specific: Information security

Increased digitalization raises the risk of harmful cyber intrusions affecting both us and our customers.

Position in the value chain					Time horizon			
Up-stream	HANZA	Down-stream	Significant impact, risks and opportunities		Short term	Medium term	Long term	Adjustments to the business model to manage impact
	X	X	Potential negative impact	Potential data leaks involving sensitive customer information may pose financial risks for both HANZA and its customers, including their employees and owners.	X			Systematic data security efforts (ISO 27001) ensure internal procedures and assess risks including data breaches.
	X		Risk (market)	Data breaches resulting in lost data or ransomware can damage customers' trust in HANZA, leading to revenue losses as a consequence. Breaches also contribute to internal costs from production downtime.		X		

Preventing data breaches

A sharp rise in attempted cyber intrusions targeting public authorities and large corporations has increased the importance of secure data handling. HANZA handles information about both customers and the components in their products, including drawings and other documentation shared with us. Customers may be harmed if this information is disclosed. As a supplier and contract manufacturer, our ability to protect customer data and ensure information security is critical to trust and competitiveness. Even cyber intrusions that do not involve customer data can harm HANZA through revenue loss if they result in production downtime.

How information security is ensured

Policy

- Information Security Policy

(see ESRS 2 "Policies and third-party commitments" pp. 15-16).

It is fundamental that confidentiality and privacy are always maintained when handling customer and personal data. The goal is to offer data privacy that meets high international standards and to comply with the most stringent international requirements for information security and customer data protection by following clearly defined responsibilities and roles across all HANZA sites, suppliers, and others with access to HANZA's systems. The certified enhanced information security system in accordance with ISO 27001, which was implemented in the group in 2021, ensures that procedures and policies are followed, and that employees are regularly updated on new risks. Monthly interactive training is provided to employees, and ongoing internal phishing tests are conducted using fake emails.

At year-end 2024, three factories in Sweden and the Baltics, HANZA's headquarters and administration in Sweden and Estonia were all certified.

Targets and key performance indicators

Targets set in 2023 aim to measure the effectiveness of the actions.

HANZA's targets for information security	Target achievement	
	2024	2023
Zero harm from serious cyber intrusions.[1]	Achieved	Achieved

1) Intrusions resulting in loss or leakage of material or sensitive data, production downtime, or other identified costs or threats.

EU Taxonomy tables

Turnover

Financial year 2024		Year		Substantial contribution criteria						Criteria for Do No Significant Harm (h) (DNSH)									
Economic activities	Code	Turnover	Proportion of turnover 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) turnover, 2023	Category enabling activity	Category transitional activity
		SEKm	%	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	M	O
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic equipment for circular economy	CE1.2	7	0	N	N	N	N	Y/EL	N	N	N	N	N	Y/EL	N	N	0		
Turnover of environmentally sustainable (taxonomy-aligned) activities (A.1)			0														0		
Of which enabling activities			0														0		
Of which transitional activities			0														0		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Manufacture of electrical and electronic equipment	CE1.2	2,609	54	N	N	N	N	EL	N								43		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0														0		
A. Turnover of Taxonomy-eligible activities (A.1 + A.2)		2,616	54														43		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of taxonomy-non-eligible activities		2,235	46														57		
TOTAL		4,851	100														100		

HANZA produces electronic equipment on behalf of product-owning customers. The produced equipment usually constitutes components in larger products, but in some cases HANZA assembles a finished product ready for delivery to the end customer. However, the products are manufactured according to the specification of the brand owner who is the one who can mainly influence the environmental impact of the product over its life cycle through the choice of input materials, through its design in terms of how it will affect the environment and climate during its lifetime and the extent to which it will be recyclable. Nevertheless, HANZA can reduce the environmental impact of the product by engaging in energy-efficient manufacturing, minimizing waste and influencing the choice of input materials in some cases.

The reported total turnover includes revenue as presented in Notes 5 and 6, and includes income from HANZA's sale of goods and services. In its 2024 taxonomy reporting, HANZA has classified turnover from the manufacture of electronics as a taxonomy-eligible activity. The turnover from HANZA's manufacture of electronic equipment used in reverse vending machines is considered taxonomy-eligible under the circular economy objective. Turnover from other production has been classified as taxonomy-non-eligible.

The increase in taxonomy-eligible activity compared with the previous year is due to the acquisition of Orbit One.

EL: Eligible
N/EL: Non-eligible

Investments (CapEx)

Financial year 2024	Year			Substantial contribution criteria						Criteria for Do No Significant Harm (h) (DNSH)									
Economic activities	Code	CapEx	Proportion of CapEx 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, 2023	Category enabling activity	Category transitional activity
		SEKm	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	M	O
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic equipment			0	N	N	N	N	Y/EL	N	N	N	N	N	Y/EL	N	N	0		
CapEx for environmentally sustainable (taxonomy-aligned) activities (A.1)			0														0		
Of which enabling activities			0														0		
Of which transitional activities			0														0		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Manufacture of electrical and electronic equipment			0														0		
CapEx for manufacture of electronic equipment that is taxonomy-eligible but not environmentally sustainable (non-aligned) (A.2)	CE1.2	47	16	N	N	N	N	EL	N								9		
CapEx for acquisition of properties that is taxonomy-eligible but not environmentally sustainable (non-aligned) (A.2)	CE7.1	86	29	N	N	N	N	EL	N								36		
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)		133	45														45		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		166	55														55		
TOTAL		299	100														100		

The taxonomy-eligible activities accounted for investments of SEK 133 million in 2024, representing 45 percent of the group's total investments.

Disclosures on CapEx that is taxonomy-eligible include investments in non-current assets as well as assets under operating leases.

Operating expenses (OpEx)

Financial year 2024	Year			Substantial contribution criteria						Criteria for Do No Significant Harm (h) (DNSH)									
Economic activities	Code	OpEx	Proportion of OpEx 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity or biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) OpEx, 2023	Category enabling activity	Category transitional activity
		SEKm	%	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y; N; N/EL (b) (c	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	M	O
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic equipment	CE1.2		0	N	N	N	N	Y/EL	N	N	N	N	N	Y/EL	N	N	0		
OpEx for environmentally sustainable (taxonomy-aligned) activities (A.1)			0														0		
Of which enabling activities			0														0		
Of which transitional activities			0														0		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
OpEx for manufacture of electronic equipment that is taxonomy-eligible but not environmentally sustainable (non-aligned) (A.2)	CE1.2	5	8	N	N	N	N	EL	N								11		
OpEx for property-related costs that are taxonomy-eligible but not environmentally sustainable (non-aligned) (A.2)	CE7.3	4	7	N	N	N	N	EL	N								4		
A. OpEx of Taxonomy-eligible activities (A.1 + A.2)		9	15														15		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
OpEx of non-eligible activities		56	85														85		
TOTAL		65	100														100		

Nuclear and fossil gas-related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, finances or is exposed to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal fuel cycle waste.	NO (NO)
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO (NO)
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO (NO)
	Fossil gas-related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO (NO)
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO (NO) 0
6.	The undertaking carries out, finances or is exposed to construction, renovation and operation of heat generation facilities that produce heating and cooling using fossil gaseous fuels.	NO (NO)

Disclosures on taxonomy-eligible CapEx include investments in property, plant and equipment as well as assets under operating leases.

Other sustainability data

ESRS 2 GOV-4

Due diligence – statement on due diligence. HANZA's system for sustainabilityrelated risk management and internal control.

Key components of due diligence	Page reference in the sustainability report	Relates to people and/or the environment
a) Due diligence in governance, strategy and business model	Governance of sustainability work ESRS 2 GOV-2, page 14 (organizational responsibility)	People and the environment
	Identify and assess material impacts ESRS 2 SBM-3 pages 22-26, E1) pages 29-31, E2) pages 34-35, E4) page 36, E5) page 37 S1) pages 40, 42, 44, S2) pages 47-48, S3) pages 47-48	People and the environment
b) Dialogue with affected stakeholders at all main steps of due diligence	Governance of sustainability work ESRS 2 GOV-2 (disclosure of sustainability impacts), p. 14	People and the environment
	Stakeholder dialogue ESRS 2 SBM-2 (stakeholders), pages 20-21, 48	People and the environment
	Materiality assessment ESRS 2 IRO-1, pages 27-28	People and the environment
	Policies for each IRO, pages 15-16	People and the environment
	S1 (employee dialogue) page 44, S2 and S3 page 47	People
c) Identify and assess negative impacts	ESRS 2 SBM-3:	
	E1) pages 29-30, E2) pages 34-35, E4) page 36, E5) page 37	Environment
	S1) pages 40-41, S2) pages 47-48, S3) pages 47-49	People
a) Take measures to address negative impacts	E1) pages 29-31, E2) pages 34-35, E4) pages 29-31, E5) page 38	Environment
	S1) pages 40-44, S2) pages 47-48, S3) pages 47-48	People
	G1) pages 50-51	People and the environment
b) Measure the effectiveness of actions and communicate results	E1) page 32-33, E2) page 35, E4) page 32-33, E5) pages 38-39	Environment
	S1) pages 40, 42-43, 45, S2) page 48, S3) page 48	People
	G1) pages 50-51	People and the environment

ESRS2 IRO-2

Page references refer to the Sustainability Report section, pages 12-54 unless otherwise stated.

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BP-1	About the sustainability report	13
BP-2	Information on special circumstances	13
GOV-1	Roles within the company, executive management and the Board of Directors	13-14 65, 68-69
GOV-2	Disclosure and handling of sustainability matters within the company, executive management and the Board of Directors	13-14, 20
GOV-3	Sustainability performance in incentive schemes	16 Management Report 62
GOV-4	Due diligence	Other sustainability data 118
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SBM-1	Strategy, business model and value chain	18-20
SBM-2	Stakeholder insights and views	20-21, 44
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E1.SBM-3	Material sustainability matters and their link to strategy and business model	29-30
E1.IRO-1	Materiality assessment	27-29
E1-2	Policies for climate change mitigation and adaptation	15-16, 29
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E1-7	Carbon removals and GHG mitigation financed through carbon credits	Not applicable
E1-8	Internal carbon pricing	Not applicable
E1-9	Anticipated financial effects from physical and transition risks, and potential climate-related opportunities	29
ESRS E2 Pollution		
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ESRS E4 Biodiversity		
E4-1	Transition plan, consideration of biodiversity in strategy and business model	Not applicable
E4. SBM-3	Material sustainability matters and their link to strategy and business model	27-28

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E4-3	Actions for biodiversity and ecosystems	See ESRS E1
E4-4	Targets for biodiversity and ecosystems	See ESRS E1
E4-5	Metrics on impacts on biodiversity and ecosystems	See ESRS E1
ESRS E5 Circular flows and resource use		
E5.IRO-1	Materiality assessment	27-28
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E5-3	Targets for resource use and circular economy	38
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S1.SBM-3	Material sustainability matters and their link to strategy and business model	40-42, 44
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ESRS S1 Own workforce. continued		
S1-4	Actions taken regarding material impacts on own workforce, strategies to mitigate material risks and leverage material opportunities, and the effectiveness of those actions	40-45
S1-5	Targets to address material negative impacts, strengthen positive effects, and manage material risks and material opportunities related to own workforce	42-44
S1-6	Information on own workforce	44-45 Management report 70
S1-7	Information on own workforce not employed	44
S1-8	Collective bargaining and social dialogue	44
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S1-10	Adequate wages	44
S1-11	Social protection	44
S1-12	Workers with disabilities	Not applicable
S1-13	Training and skills development – KPIs	Not specified
S1-14	Occupational health and safety – KPIs	40-41, 45
S1-15	Work-life balance – KPIs	Not specified
S1-16	Remuneration – pay gaps and total compensation – KPIs	Not specified
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G1-2	Management of supplier relationships	51-52
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ESRS2 IRO 2

List of data points in ESRS standards for general disclosures and sustainability matters derived from other EU legislation.
The table below shows all data points derived from other EU legislation according to ESRS 2 Appendix B, with references to where they can be found in our report and which ones were assessed as non-material.

Disclosure requirement	Data point		SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section	Page
ESRS 2 GOV-1	21 (d)	Board's gender diversity	x		x		Sustainability report	13
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent			x		Corporate Governance Report	65
ESRS 2 GOV-4	30	Statement on due diligence	x				Other sustainability data	118
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	x	x	x		Not applicable	
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	x		x		Not applicable	
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	x		x		Not applicable	
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			x		Not applicable	
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x	Sustainability report	29
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks		x	x		Not applicable	
ESRS E1-4	34	GHG emission reduction targets	x	x	x		Sustainability report	32
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x				Sustainability report	33
ESRS E1-5	37	Energy consumption and energy mix	x				Sustainability report	33
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	x				Sustainability report	33
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	x	x	x		Sustainability report	32
ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x		Sustainability report	32
ESRS E1-7	56	GHG removals and carbon credits				x	Not applicable	
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		Sustainability report	29
ESRS E1-9	66 (a); 66 (c)	Breakdown of monetary amounts by acute and chronic physical risk; Location of significant assets exposed to material physical risk		x			Sustainability report	29
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		x			Sustainability report	28
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		Sustainability report	29

Disclosure requirement	Data point		SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section	Page
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	x				Not specified	
ESRS E3-1	9	Water and marine resources	x				Non-material	
ESRS E3-1	13	Dedicated policy	x				Non-material	
ESRS E3-1	14	Sustainable oceans and seas	x				Non-material	
ESRS E3-4	28 (c)	Total water recycled and reused	x				Non-material	
ESRS E3-4	29	Total water consumption in m 3 per net revenue on own operations	x				Non-material	
ESRS 2- SBM 3 - E4	16 (a) i		x				Sustainability report	27-28
ESRS 2- SBM 3 - E4	16 (b)		x				Sustainability report	27-28
ESRS 2- SBM 3 - E4	16 (c)		x				Sustainability report	27-28
ESRS E4-2	24 (b)	sustainable land / agriculture practices or policies	x				Non-material	
ESRS E4-2	24 (c)	sustainable oceans / seas practices or policies	x				Non-material	
ESRS E4-2	24 (d)	Policies to address deforestation	x				Non-material	
ESRS E5-5	37 (d)	Non-recycled waste	x				Sustainability report	38-39
ESRS E5-5	39	Hazardous waste and radioactive waste	x				Sustainability report	38-39
ESRS 2- SBM3 - S1	14 (f)	Risk of incidents of forced labor	x				Sustainability report	44
ESRS 2- SBM3 - S1	14 (g)	Risk of incidents of child labor	x				Sustainability report	44
ESRS S1-1	20	Human rights policy commitments	x				Sustainability report	15-16, 47-48
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions			x		Sustainability report	15-16, 44, 47-48
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x				Sustainability report	15-16, 47-48
ESRS S1-1	23	Workplace accident prevention policy or management system	x				Sustainability report	40-42
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	x				Sustainability report	50
ESRS S1-14	88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	x		x		Sustainability report	40-41, 45
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	x				Sustainability report	45

Disclosure requirement	Data point		SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section	Page
ESRS S1-16	97 (a)	Unadjusted gender pay gap	x		x		Not specified	
ESRS S1-16	97 (b)	Excessive CEO pay ratio	x				Not specified	
ESRS S1-17	103 (a)	Incidents of discrimination,	x				Sustainability report	45, 48
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x		x		Sustainability report	15-16, 45, 48
ESRS 2- SBM3 – S2	11 (b)	Significant risk of child labor or forced labor in the value chain	x				Sustainability report	47-48
ESRS S2-1	17	Human rights policy commitments	x				Sustainability report	47-48
ESRS S2-1	18	Policies for workers in the value chain	x				Sustainability report	15-16, 47-48
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		Sustainability report	15-16, 47-48
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions			x		Sustainability report	15-16, 47-48
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x				Sustainability report	15-16, 47-48, 51-52
ESRS S3-1	16	Human rights commitments	x				Sustainability report	15-16, 47-48
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	x		x		Sustainability report	15-16, 47-48
ESRS S3-4	36	Human rights issues and incidents	x				Not specified	
ESRS S4-1	16	Policies related to consumers and end-users	x				Non-material	
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x		x		Non-material	
ESRS S4-4	35	Human rights issues and incidents	x				Non-material	
ESRS G1-1	§10 (b)	United Nations Convention against Corruption	x				Sustainability report	15-16, 50-52
ESRS G1-1	§10 (d)	Protection of whistleblowers	x				Sustainability report	15-16, 50
ESRS G1-4	§24 (a)	Fines for violation of anti-corruption and anti-bribery laws	x		x		Sustainability report	50
ESRS G1-4	§24 (b)	Standards of anti-corruption and anti-bribery	x				Sustainability report	50

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