

SUSTAINABILITY STATEMENT

ESRS 2 General disclosures

This sustainability statement has been prepared with guidance from the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Basis for preparation and accounting policies

General basis

BP-1

The sustainability statement has been prepared on a consolidated basis like the financial statements and includes the parent company and the wholly-owned operations. It covers our own operations as well as upstream and downstream value chains.

No information corresponding to intellectual property, know-how or the results of innovation has been omitted from the sustainability statement.

Changes for the year

BP-2

This is the first year that Latour has prepared a sustainability statement with guidance from the requirements of the CSRD and the ESRS. The change from the previous year therefore includes the full sustainability statement and additional disclosures as required by the ESRS.

Sustainability governance

Roles and responsibilities

GOV-1

The Board of Directors has overall responsibility for sustainability-related matters (ESG) and has delegated authority to the CEO. The Board receives regular updates on ESG from the CEO and has endorsed this report, including the selection of material topics in it.

Latour's Board of Directors consists of eight members, including the CEO. Five members are men and three are women (38 per cent female members). All members, except the CEO, are independent of the company and the company management (88 per cent independent not executive members). The Board has extensive experience of industrial global companies and has knowledge of the sustainability-related matters that are important to Latour. Employees are represented in the subsidiary Latour-Gruppen AB, which is the parent company of the wholly-owned companies within the industrial operations. They are therefore not represented in

the investment company's board.

Latour's Group management team consists of four members, including the CEO. Three of the members are men and one is a woman (25 per cent female management team members). The Executive Committee is responsible for setting Latour's objectives, monitoring progress and the governing policies that address Latour's material impacts, risks and opportunities. Members of the management team are continuously updated with sustainability-related information and regulatory developments.

Sustainability governance process

GOV-2

The wholly-owned operations are divided into seven business areas. The business area managers are accountable for implementing Latour's sustainability management within their respective business areas. Reporting occurs through a combination of monthly updates to Group management and regular presentations to each business area's board, where sustainability is a standing agenda item. Each business area possesses expertise on sustainability matters specific to its industry and the geographic regions in which it operates.

A central organisation within Latour consolidates the sustainability-related data reported by the business areas via a shared digital reporting system and provides quarterly reports outlining progress and developments. This central organisation is responsible for reporting to the Executive Committee and for communicating and facilitating the implementation of the governing policies that address Latour's material impacts, risks and opportunities to the business areas.

ESG in incentive schemes

GOV-3

Latour's sustainability strategy is built on the premise that the board of directors in each business area plays a pivotal role in setting demands and driving further sustainable development. One of Latour's minimum requirements is that all of Latour's holdings incorporate non-financial criteria into the CEO's bonus targets, with the specifics of these targets varying between holdings.

Due diligence of sustainability processes GOV-4

Core elements of due diligence	Paragraphs in the sustainability statement	Page
a) Embedding due diligence in governance, strategy and business model.	ESRS 2 GOV-2 ESRS 2 GOV-3 ESRS 2 SBM-3-EI ESRS 2 SBM-3-SI ESRS 2 SBM-3-GI	146 146 149 158 161
b) Engaging with affected stakeholders in all key steps of the due diligence.	ESRS 2 GOV-2 ESRS 2 SBM-2 ESRS 2 IRO-1 ESRS 2 MDR-P, EI-2 ESRS 2 MDR-P, SI-1 ESRS 2 MDR-P, GI-1	146 147 148 150 158 161
c) Identifying and addressing adverse impacts.	ESRS 2 IRO-1 ESRS 2 SBM-3-EI ESRS 2 SBM-3-SI ESRS 2 SBM-3-GI	148 149 158 161
d) Taking actions to address those adverse impacts.	ESRS 2 MDR-A, EI-3-6 ESRS 2 MDR-A, SI-4-9	150-152 158-159
e) Tracking the effectiveness of these efforts and communicating.	ESRS 2 MDR-M, EI-4 ESRS 2 MDR-M, SI-5 ESRS 2 MDR-M, SI-9 ESRS 2 MDR-T, EI-4 ESRS 2 MDR-T, SI-5 ESRS 2 MDR-T, SI-9	150 159 160 150 159 160

Risk management and internal control

GOV-5

Latour's sustainability reporting is exposed to the risk of material misstatement due to human error or incomplete data. In order to mitigate and manage these risks, there are several internal control processes in place for the Group's sustainability reporting. Latour has established central guidelines to standardise definitions, calculations and key metrics such as emission factors, and Latour's accounting policies align with the ESRS requirements for sustainability information. Sustainability-related KPIs are reviewed on a quarterly basis.

Business model and strategy

Strategy, business model and value chain SBM-1

As an international investment company, Latour's key contribution to sustainable development is to direct financial resources to companies that are best able to generate sustainable value, and then be an active and responsible owner. Through the work of the Board, Latour is a driving force and has high expectations for sustainable growth in all of its holdings.

Sustainability is integrated into Latour's business model and investment criteria. Development of sustainable operations creates long-term values. Latour is a global group with holdings operating in a variety of industries and geographic regions. All holdings meet Latour's investment criteria, which include ensuring that the products and services of the companies are aligned with global megatrends. One of these is sustainability. Latour has businesses that specialise in areas such as energy efficiency, accessibility, ergonomics and safety, each contributing in various ways to sustainability for the benefit of end customers, users and the environment. Latour's strategy centres on ensuring that its holdings lead in sustainability, which is essential for maintaining and gaining market share while driving long-term profitability. This extends to

sustainability within its own operations as well as throughout the entire value chain.

Management of risks and identification of opportunities linked to sustainability are increasingly key components of corporate governance, risk assessment and strategic management and planning activities. Risk assessments, including sustainability-related risks and opportunities, are carried out on a regular basis. A comprehensive risk assessment is carried out annually in the wholly-owned industrial operations and the findings are reported to the Board.

Latour has a common set of sustainability goals within its ESG framework for the wholly-owned companies. These are reviewed quarterly. For more information on targets and outcomes, see pages 151-160. In addition, each business area sets its own targets tailored to its operations, based on its specific risk management and strategy activities.

Stakeholders and their impact

SBM-2

Latour places great emphasis on fostering strong relationships with its stakeholders, and considers this essential to producing long-term sustainable value, favourable returns and a positive impact. Latour's stakeholders include owners, investors, holdings, employees, customers, end users, society and the environment. Stakeholder feedback is regularly discussed at management and board meetings, and at strategy review and risk assessment meetings.

Further details on stakeholder input, due diligence and the materiality assessment can be found in IRO-1.

Latour's stakeholders	Engagement and purpose
Employees	Employees are the most valuable asset of any company, and it is essential that Latour fosters a safe, engaging, and purposeful work environment for all its employees. Latour engages and interacts with its employees through a variety of channels, including training programmes, performance and development reviews, employee surveys and a centralised whistleblowing system.
Holdings	Latour maintains regular communication with all holdings through monthly reports, verbal briefings and updates, board meetings, forums and networks, as well as quarterly and annual reports.
Owners and investors	Latour's principle owners are represented on the Board of Directors, and communication with them occurs through monthly reports, verbal briefings and updates, board meetings, and the annual reporting process.
Customers and end users	Latour strives to be as transparent and accessible as possible to its broader shareholder and investor base. Communication with these stakeholders takes place via digital quarterly presentations, annual and sustainability reports, the Annual General Meeting, investor presentations, and one-on-one meetings at which Latour can interact directly with owners and investors.
Society	Engaging with customers to understand their perspectives and needs is a critical component of the business models of the holdings. This dialogue is mainly conducted at the business area level, rather than at the Latour corporate level. The feedback Latour receives from these discussions is integrated into broader sustainability and strategy initiatives.
Nature	The national laws and regulations of all countries in which Latour operates must be complied with at all times. This is a fundamental requirement and is explicitly stated in Latour's Code of Conduct.

Material sustainability matters

Material impacts, risks and opportunities

SBM-3

The material impacts, risks and opportunities identified by the double materiality assessment are presented alongside the standards ESRS E1 Climate Change, S1 Own Workforce and G1 Business Conduct in this sustainability statement.

Conducting a double materiality assessment

IRO-1

In 2023–2024, Latour conducted a double materiality assessment as required by the ESRS. This process involved the use of a variety of sources to identify all the impacts, risks and opportunities along the value chain. Internal and external reports, and assessments from Latour's headquarters and the wholly-owned business areas, were complemented by sustainability-related questionnaires directed at internal experts across all business areas. A comprehensive assessment of sustainability performance was also conducted by external experts. Latour has engaged in ongoing dialogue with its stakeholders to identify the company's material sustainability matters, and the feedback has provided input for the assessment but was not part of the assessment itself.

The materiality assessment and criteria were carried out in accordance with the requirements of ESRS 1, applying the double materiality principle, which comprises:

- ▶ Impact materiality: Consideration of scale, scope, remediability and likelihood of the impact being positive/negative and actual/potential.
- ▶ ESRS 1, paragraph 45, specifies that in the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood.
- ▶ Financial materiality: Assessment of financial impacts of risks and opportunities and the likelihood that they will occur.

A sustainability matter was deemed material if at least one IRO (Impact, Risk & Opportunity) was above the threshold, indicating either impact materiality, financial materiality, or both. Non-material sustainability matters were those where no IRO was identified and/or all IROs were found to fall below these thresholds.

The findings of the materiality assessment have been consulted and confirmed by Latour's CFO, Group Finance Director and Sustainability and Compliance Manager. The findings were then reported and approved by the other members of the Executive Committee and finally by Latour's Board.

Double materiality assessment findings

IRO-2

IMPACT MATERIALITY	DOUBLE MATERIALITY
S1 – Diversity G1 – Protection of whistleblowers	EI – Climate change mitigation EI – Energy S1 – Health and safety G1 – Corporate culture
NOT MATERIAL	FINANCIAL MATERIALITY
E2 – Pollution E3 – Water and marine resources E4 – Biodiversity and ecosystems E5 – Circular economy S2 – Workers in the value chain S3 – Affected communities S4 – Consumers and end users	EI – Climate change adaptation G1 – Prevention and detection including training

E1

Climate change

Transition plan

E1-1

Latour's 2030 emission reduction targets is aligned with the Science-Based Targets initiative (SBTi), which in turn supports the goal of limiting global warming to 1.5°C, as outlined in the Paris Agreement. As an investment company, Latour's emissions primarily stem from its holdings, with the parent company contributing a negligible share. The vast majority of emissions from the industrial operations fall under Scope 3, particularly from the purchase of materials and goods, freight, and the use phase of products.

As part of its transition plan, Latour requires all the business areas to join the SBTi and have their targets validated by 2025. Some smaller entities are exempt from this requirement, but are instead required to comply with other central emissions reduction targets in line with the SBTi for Scopes 1, 2, and 3 emissions. Joining the SBTi and developing validated goals requires the creation of a transition plan. Latour's minimum requirements for all wholly-owned companies are based on the SBTi guidelines, where the aim is to reduce greenhouse gas (GHG) emissions by 2030. This aligns with Latour's business strategy of developing sustainable businesses that generate long-term value. Latour's Board of Directors has approved the transition plan, and five of the six business areas that are required to join the SBTi did so in 2024. Three of them have had their targets validated, while the remaining business areas are in the process of developing validated targets.

A portion of the capital expenditure (CAPEX) budget is dedicated annually to support emission reduction projects, including investments in solar panels and energy-efficient measures. The EU Taxonomy Regulation has activities that cover some of Latour's operations, and plans are in place for some of them to shift turnover, CAPEX, and operational expenditures (OPEX) from "eligible" to "aligned" over the long term in accordance with EU taxonomy criteria.

Latour is not excluded from Paris-aligned benchmarks.

Climate-related impacts, risks and opportunities

SBM-3

The materiality assessment described in disclosure requirement IRO-2 identified the following material impacts:

Greenhouse gas emissions from own operations

Latour has a negative impact on the environment through the emission of greenhouse gases. These emissions mainly stem from use of energy in our own production and heating/cooling systems in the buildings where we operate. By consuming

fossil fuels for these purposes, we generate emissions that have an actual, negative impact on the environment, which contributes to climate change over the short, medium and long terms. Investments in the green transition to reduce emissions could pose a transition risk in the short term. The same applies to policy and regulatory initiatives if they conflict with its own strategic plans for the transition.

Greenhouse gas emissions in the value chain

The value chain is the largest source of Latour's greenhouse gas emissions. Several of Latour's operations use steel in the manufacture of their products. Steel is a high-emission raw material. The majority of the companies' products need transporting to customers in one way or another. This generates freight-related greenhouse gas emissions. Some of the operations' products require energy during their use phase, which results in emission of greenhouse gases. These greenhouse gas emissions in the value chain have an actual, negative impact on the environment, which contributes to climate change over the short, medium and long terms.

Energy efficiency

Latour's business areas Bemsiq Group and Swegon contribute positively to the environment with their ranges of energy efficient products. The positive impact occurs downstream in the value chain and over the short and medium terms. Several other Latour holdings that produce energy-powered products have also identified a potential competitive advantage in offering the most energy-efficient products possible to the market. Investing in and promoting businesses that contribute to the green transition through energy efficiency is a short-term and medium-term growth opportunity identified by Latour.

Climate-related risk and strategy activities

IRO-1

Risk assessments, including climate-related risks and opportunities, are carried out on a regular basis. The comprehensive risk assessment carried out annually in the wholly-owned industrial operations includes the assessment of climate-related risks and opportunities. Latour has not conducted a climate-related scenario assessment but looks at the overall financial impact of the risks and opportunities in the short, medium and long terms. The next step is to conduct medium and long term scenario assessments of identified risks and opportunities in the wholly-owned industrial operations.

The following table provides a summary of the Group's identified climate-related risks and opportunities.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

RISKS	OPPORTUNITIES
<i>Latour's climate-related financial risks exist in the holdings</i>	<i>Latour's opportunities are mainly within governance, and investment in and promotion of the transition</i>
Physical risks <ul style="list-style-type: none"> - Risks in the supply chain - Risks in own production 	An entrepreneurial culture that promotes transition <ul style="list-style-type: none"> - A strong network - Investment aid - An active owner - An overall sustainability strategy that is driving change - Investment strategy with the focus on sustainability
Transition risks <ul style="list-style-type: none"> - Political and regulatory risks - Investments – green transition - Market 	

The findings of the assessments have influenced Latour's strategy work and risk management. Latour's opportunities are mainly within corporate governance, and investment in and promotion of the transition to a green economy. Sustainability and climate-related opportunities are clearly implemented in Latour's investment criteria. Measures to address the identified risks are described in section EI-3.

Climate-related policies*EI-2*

Environmental stewardship is ingrained in Latour's corporate culture and is a critical factor for ensuring long-term sustainable development. Latour's environmental policy emphasises making environmentally conscious choices across all long-term business activities, from selecting partners and developing products to choosing production inputs. The environmental policy is available to all the companies through Latour's group-wide intranet and can be downloaded by external stakeholders from Latour's website, latour.se.

To ensure sustainable development, Latour has a number of key environmental goals for reducing its impact that include all the wholly-owned companies. The complete list of Latour's key environmental goals can be found on pages 32-33. In addition to these key goals, each business area is required to set additional relevant objectives for its own operations, based on a materiality assessment. The key environmental goals have been communicated and endorsed by the CEO and CFO of each business area, and progress is regularly reported to their respective boards.

Latour's Group management holds overall responsibility for both the environmental policy and the key goals, while individual business areas are responsible for implementing them in their operations. The environmental policy and the key goals are reviewed annually by the Sustainability Manager and Group management.

Actions for managing climate-related risks*EI-3*

Reducing greenhouse gas emissions is a vital part of climate change mitigation and adaptation. Latour is implementing the following measures to reduce its greenhouse gas emissions:

Greenhouse gas reporting:

All holdings must have joined the Science Based Target initiative (SBTi) and have their emissions reduction targets validated by 2025, at the latest. Carbon reduction goals that are validated by the SBTi include both the organisation's and the entire value chain's emissions, including materials and the user phase for sold products.

Energy efficiency investments:

Latour is in a strong financial position and is continuously investing in the operations. Facility upgrades and renovations often include energy efficiency improvements. Such as switching to LED lighting, installing solar panels and investing in new, more energy-efficient machinery.

Green energy:

Latour has set a goal of sourcing 100 per cent renewable electricity for its operations by 2030. Progress towards this goal is ongoing, with some countries, like Sweden, already nearing this target. In countries where options for purchasing renewable electricity from the grid are more restricted, the companies can reduce the negative impact by, for example, buying electricity certificates.

Innovation and entrepreneurship

Latour's corporate culture is characterised by a strong entrepreneurial spirit that fosters innovation and drives the green transition. By being an active owner, Latour enables its companies to make forward-looking investments in product development and their own operations to maintain a leading position and ensure long-term relevance.

Targets related to climate change mitigation and adaptation*EI-4*

Latour has four climate-related targets for climate change mitigation and adaptation. They focus on emissions from its own operations, emissions from the value chain, energy consumption and electricity mix. The targets align with the goal of limiting global warming to 1.5°C, as recommended by the SBTi. Numerous initiatives are underway across the Group to meet these targets, including investments in solar panels, a transition to electric vehicles, energy efficiency measures, and product development.

*Energy consumption**EI-5*

Latour's energy consumption primarily consists of heating and cooling of production facilities and offices, electricity usage, and fuel for vehicles, such as forklift trucks and company cars. The central objective is to reduce MWh consumption in relation to turnover (SEK m) by at least 5 per cent annually. The companies are constantly striving to improve efficiency, reduce energy consumption and transition from fossil fuels to renewable energy sources. The ambition is to source 100 per cent renewables for all the energy it needs by 2030.

ENERGY CONSUMPTION

Presents MWh consumption in relation to turnover (SEK m) for the wholly-owned industrial operations.
The goal is an annual relative decrease of at least 5 per cent.

	MWh/SEK m			MWh		
	2024	2023	Change, %	2024	2023	Change, %
Bemsig Group	2.1	1.9	7	4,092	3,084	33
Caljan	7.6	5.7	33	10,976	11,326	-3
Hultafors Group	3.3	3.5	-4	22,610	24,175	-6
Innovalift	3.5	3.4	3	8,699	8,495	2
Latour Industries	5.4	5.8	-8	10,284	10,741	-4
Nord-Lock Group	7.1	7.1	0	13,719	13,303	3
Swegon	4.7	5.1	-7	43,898	44,819	-2
Investment AB Latour (HQ)*	-	-	-	188	172	9
Total	4.4	4.5	-2	114,466	116,115	-1

* Investment AB Latour (HQ) has no turnover of its own and therefore does not report MWh/MSEK.

ENERGY MIX

Presents the percentage of renewable energy of the total electricity consumption for the industrial operations and the parent company.
The goal is 100% renewable purchased electricity by 2030.

Percentage of renewable energy, %	2024			2023		
	Sweden	Abroad	Total	Sweden	Abroad	Total
Bemsig Group	70	58	60	92	48	53
Caljan	-	74	74	-	66	66
Hultafors Group	99	64	79	97	72	83
Innovalift	100	59	84	100	64	86
Latour Industries	100	93	97	100	91	95
Nord-Lock Group	99	66	89	98	55	85
Swegon	97	52	73	98	51	74
Investment AB Latour (HQ)	100	-	100	100	-	100
Total	98	63	80	98	64	80

TOTAL ENERGY USE FROM FOSSIL SOURCES

MWh	2024
Bemsig Group	1,693
Caljan	7,688
Hultafors Group	4,287
Innovalift	60
Latour Industries	1,805
Nord-Lock Group	3,432
Swegon	18,450
Investment AB Latour (HQ)	77
Total	37,492

TOTAL ENERGY USE FROM NUCLEAR ENERGY SOURCES

MWh	2024
Bemsig Group	517
Caljan	85
Hultafors Group	472
Innovalift	0
Latour Industries	25
Nord-Lock Group	139
Swegon	616
Investment AB Latour (HQ)	0
Total	1,853

TOTAL ENERGY USE FROM RENEWABLE SOURCES BROKEN DOWN BY:

MWh	Fuel consumption	Consumption of purchased or acquired electricity, heating, steam and cooling		Consumption of self-produced non-fuel energy
		2024	2024	
Bemsig Group	129	2,189	0	
Caljan	0	2,213	132	
Hultafors Group	3,422	13,318	517	
Innovalift	696	4,491	0	
Latour Industries	1,396	7,932	47	
Nord-Lock Group	164	9,764	34,017	
Swegon	758	17,486	710	
Investment AB Latour (HQ)	0	110	0	
Total	6,565	57,503	35,422	

Greenhouse gas emissions

E1-6

CO₂E EMISSIONSPresents greenhouse gas emissions (CO₂e) for the industrial operations and the parent company.

The goal is, by 2030, to have reduced emissions by 40 per cent in Scopes 1 & 2 and by 20 per cent in Scope 3 (base year 2022).

Tonnes CO ₂ e 2024	Bemsig Group	Caljan	Hultafors Group	Innvalift	Latour Industries	Nord-Lock Group	Swegon	Investment AB Latour	Total
Scope 1	391	1,743	2,516	1,173	851	716	4,393	14	11,798
Scope 2 location-based	504	167	2,755	412	1,880	1,253	2,504	1	9,477
Scope 2 market-based	338	167	1,312	258	215	435	2,210	0	4,935
Scope 3	86,374	63,015	244,813	97,229	16,626	16,537	5,170,580	396	5,695,570
Total location-based	87,270	64,925	250,084	98,814	19,357	18,506	5,177,477	412	5,716,845
Total market-based	87,104	64,925	248,641	98,660	17,692	17,688	5,177,183	410	5,712,303
GHG emissions intensity, location-based (tCO ₂ e/mSEK)	45	45	37	40	10	10	555	-	221
GHG emissions intensity, market-based (tCO ₂ e/mSEK)	45	45	37	40	9	9	555	-	221

Tonnes of CO ₂ e base year 2022*	Bemsig Group	Caljan	Hultafors Group	Innvalift	Latour Industries	Nord-Lock Group	Swegon	Investment AB Latour	Total
Scope 1	344	1,748	2,398	1,573	988	899	4,286	6	12,243
Scope 2 location-based	356	266	2,965	705	1,920	1,431	814	0.45	8,458
Scope 2 market-based	225	266	1,192	472	455	705	1,599	0	4,915
Scope 3	67,338	128,733	294,298	97,159	15,588	20,327	5,638,908	374	6,262,724
Total location-based	68,038	130,747	299,661	99,437	18,495	22,658	5,644,008	380	6,283,424
Total market-based	67,907	130,747	297,888	99,204	17,030	21,932	5,644,793	380	6,279,881
GHG emissions intensity, location-based (tCO ₂ e/mSEK)	54	61	45	44	12	14	797	-	278
GHG emissions intensity, market-based (tCO ₂ e/mSEK)	54	61	45	44	11	13	797	-	278

*Slight adjustments have been made to Scope 2 figures due to erroneous calculations discovered in some of the smaller business units.

Significant Scope 3 emissions, tonnes CO ₂ e	Scope 3			Change 2024 against base year 2022		
	2024	base year 2022	Change, %	%	Scope 1+2	Scope 3
1. Purchased goods and services	774,068	871,115	-11	Bemsig Group	3	28
2. Capital goods	4,042	6,864	-41	Caljan	-5	-51
3. Fuel and energy-related activities	2,326	2,675	-13	Hultafors Group	7	-17
4. Upstream freight and distribution	31,985	39,530	-19	Innvalift	-30	0
5. Waste management	1,190	2,577	-54	Latour Industries	-26	7
6. Business travel	3,981	2,924	36	Nord-Lock Group	-28	-19
7. Employees commuting	4,004	3,974	1	Swegon	12	-8
9. Downstream freight and distribution	23,160	16,640	39	Investment AB Latour (HQ)	141	6
10. Processing of sold products	420	409	3	Total	-3	-9
11. Use of sold products	4,846,666	5,305,711	-9			
12. End-of-life of sold products	3,729	10,305	-64			
Total Latour Group	5,695,570	6,262,724	-9			

SCOPE 3 CATEGORY 15 INVESTMENTS

Investment AB Latour's indirect emissions from the investment portfolio. Data are for 2023 and are based on Latour's share of equity in each holding.

Investment portfolio	Share of equity %	Tonnes CO ₂ e (Scopes 1+2)
Alimak Group	29.8	2,305
ASSA ABLOY	9.5	21,579
CTEK	33.0	15
Fagerhult	47.8	5,501
HMS Networks	25.9	157
Nederman	30.0	871
Securitas	10.9	16,122
Sweco	26.9	4,071
TOMRA	21.1	5,855
Troax	30.1	1,466
Total		57,942

Environmentally certified facilities

Presents the proportion of ISO 14001 certified production facilities in the industrial operations. Larger facilities are prioritised in the first instance. The goal is to achieve 100% environmentally certified facilities by 2025 at the latest.

Percentage of ISO 14001 certified facilities, %	2024	2023
Bemsiq Group	50	44
Caljan	100	33
Hultafors Group	86	79
Innovalift	43	29
Latour Industries	79	60
Nord-Lock Group	43	50
Swegon	48	41
Total	67	56

Science Based Target initiative (SBTi)

Reports which holdings have committed to the SBTi and which have also had their carbon reduction targets verified. The goal is for all holdings to have committed the SBTi and have their carbon reduction targets validated by 2025. Due to its structure with several small business units, Latour Industries is exempted from this target.

	2024	
	Committed	Validated goals
Wholly-owned companies		
Bemsiq Group	Yes	No
Caljan	Yes	Yes
Hultafors Group	Yes	Yes
Innovalift	No	No
Nord-Lock Group	Yes	No
Swegon	Yes	Yes
Total	5/6	3/6
Investment portfolio		
Alimak Group	Yes	No
ASSA ABLOY	Yes	Yes
CTEK	Yes	Yes
Fagerhult	Yes	Yes
HMS Networks	Yes	No
Nederman	Yes	Yes
Securitas	Yes	Yes
Sweco	Yes	Yes
TOMRA	Yes	Yes
Troax	Yes	No
Total	10/10	7/10

Carbon credits

E1-7

Latour does not use any greenhouse gas removals and storage and has no carbon credits.

Internal carbon pricing

E1-8

Latour does not apply internal carbon pricing schemes.

EU Taxonomy

Taxonomy reporting 2024

Latour reports eligibility and alignment for all six environmental objectives in the EU taxonomy. The economic activities that have been classed as environmentally sustainable according to the Taxonomy are making a significant contribution to the climate change goal, through energy-efficient cooling and ventilation systems, category 3.5 (i), and for smart monitoring, heat metering and sensor equipment, category 3.5 (n, o, q).

The technical screening criteria have been reviewed and are deemed to have been met. For category 3.5 (i), energy labels A+ and A according to Eurovent Certita Certification have been used in the assessment, a third party verified certification system within the EU. In addition, a Do-No-Significant-Harm (DNSH) assessment, including climate risk, vulnerability and other factors, has been carried out in accordance with the guidelines of the Taxonomy Regulation. Latour meets the criteria for minimum safeguards. There has been an increase since last year within all taxonomy aligned economic activities. Turnover increased to SEK 1,882 m (SEK 1,716 m), OPEX increased to SEK 110 m (SEK 83 m) and CAPEX increased to SEK 69 m (SEK 8 m). The change for the year is mainly due to an increase in turnover and no new economic activities have been added.

Since no company has identified the same activity and same turnover, OPEX or CAPEX under several different appendices, no risk of double accounting has occurred.

Two green bonds totalling SEK 700 m, issued by Latour in 2022, have been used to refinance Swegon's taxonomy aligned operations in Kvänum. More details about the green bonds can be found in the Annual Report which is available to download from latour.se.

► Taxonomy reporting 2024 cont.

Turnover

Net sales comprise total external turnover of the wholly-owned industrial operations. See Notes 4–6. Taxonomy eligible economic activities that do not exceed 1 per cent of the reporting entity's turnover are excluded from reporting.

TAXONOMY (TURNOVER)

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Climate change mitigation (17)	Climate change adaptation (18)	Water and marine resources (19)	Circular economy (20)	Pollution (21)	Biodiversity and ecosystems (22)	Minimum safeguards (17)	Taxonomy aligned proportion of turnover, 2022 (18)	Category/ enabling activity or (19)	Category (transitional activity) (20)										
				SEK m	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N																											
A. Taxonomy eligible activities																																										
A.1. Environmentally sustainable activities (taxonomy aligned)																																										
Manufacture of energy-saving equipment for buildings	CCM 3.5	1,882	7%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	7%	E																								
Total (A.1)		1,882	7%	7%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	7%																									
Of which enabling		1,882	7%	7%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	7%	E																								
Of which transitional activity		0	0%							-	-	-	-	-	-	-	0%										T															
A.2. Taxonomy eligible activities not yet documented as environmentally sustainable																																										
Manufacture of low-carbon technology for transport	CCM 3.3	193	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL																																	
Manufacture of energy-saving equipment for buildings	CCM 3.5	3,211	12%	EL	N/EL	N/EL	N/EL	N/EL	N/EL																			16%														
Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	261	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL																			1%														
Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings	CCM 7.5	72	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL																		0%															
Repair, renovation and reuse	CE 5.1	157	1%	N/EL	N/EL	N/EL	EL	N/EL	N/EL																		-															
Sale of spare parts	CE 5.2	117	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL																		-															
Total (A.2)		4,011	15%	14%						1%																	17%															
Total (A.1+A.2)		5,893	23%																									23%														
B. Taxonomy non-eligible activities																																										
Turnover of taxonomy non-eligible activities (B)				19,993	77%																																					
Total (A+B)				25,886	100%																																					

Proportion of turnover/total turnover

Taxonomy aligned per objective	Taxonomy eligible per objective
CCM	7
CCA	0
WTR	0
CE	1
PPC	0
BIO	0

OPEX

Taxonomy-related operating expenses include expenditure related to assets or processes associated with the production of products and services that ultimately generate business turnover. In the calculation of operating expenses as required by the Taxonomy, adjustments have been made for indirect, non-economic activities. The assessment of what is deemed to be eligible and to be aligned with the Taxonomy follows the same structure as the assessment for turnover. Latour has decided to exclude expenditure that leads to the business

becoming low-carbon or to a reduction in CO emissions, so-called standalone OPEX, from taxonomy-eligible and/or taxonomy-aligned OPEX where the amount is considered not to be significant. Latour has decided to exclude expensed investments that relate to future turnover that will be subject to taxonomy within five years, as no operations have established specific plans for this purpose, which is required to include the expenditure as taxonomy-eligible and/or taxonomy-aligned.

TAXONOMY (OPEX)

Economic activities (1)	Code(s) (2)	Absolute OPEX (3)	Proportion of OPEX (4)	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Category (transitional activity) (18)		
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of taxonomy aligned OPEX, 2023 (%) (18)	
		SEK m	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	E	T
A. Taxonomy eligible activities																		
A.1. Environmentally sustainable activities (taxonomy aligned)																		
Manufacture of energy-saving equipment for buildings	CCM 3.5	110	10%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	7%	E	
Total (A.1)		110	10%	10%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	7%		
Of which enabling		110	10%	10%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	7%	E	
Of which transitional activity		0	0%							-	-	-	-	-	-	0%	T	
A.2. Taxonomy eligible activities not yet documented as environmentally sustainable																		
Manufacture of low-carbon technology for transport	CCM 3.3	17	2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							-		
Manufacture of energy-saving equipment for buildings	CCM 3.5	199	18%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							14%		
Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	6	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0%		
Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings	CCM 7.5	8	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							1%		
Repair, renovation and reuse	CE 5.1	5	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL							1%		
Sale of spare parts	CE 5.2	11	1%	N/EL	N/EL	N/EL	EL	N/EL	N/EL							0%		
Total (A.2)		246	22%	20%						1%						17%		
Total (A.1+A.2)		356	31%	30%						1%						24%		
B. Taxonomy non-eligible activities																		
OPEX of taxonomy non-eligible activities (B)		780	69%															
Total (A+B)		1,136	100 %															

Proportion of OPEX/total OPEX		
Taxonomy aligned per objective	Taxonomy eligible per objective	
CCM	10	30
CCA	0	0
WTR	0	0
CE	0	1
PPC	0	0
BIO	0	0

► Taxonomy reporting 2024 cont.

CAPEX

Taxonomy-related capital expenses include all types of investments capitalised during the year, except for leases that do not confer the right of ownership. See Notes 20–24. Latour has set a minimum threshold amount of SEK 0.5 m for investments that lead to the business becoming low-carbon or to a reduction in CO₂ emissions, so-called standalone CAPEX,

from taxonomy-eligible and/or aligned CAPEX as an amount below the threshold is deemed not material. Latour has decided to exclude investments that relate to future turnover that will be subject to taxonomy within five years, as no operations have established specific plans for this purpose, which is required to include the expenditure as taxonomy-eligible and/or taxonomy-aligned CAPEX.

TAXONOMY (CAPEX)

Economic activities (1)	Code(s) (2)	Absolut CAPEX (3)	Substantial contribution criteria										DNSH criteria (Do No Significant Harm)																																							
			Proportion of CAPEX (4)		Climate change mitigation (5)		Climate change adaptation (6)		Water and marine resources (7)		Circular economy (8)		Pollution (9)		Biodiversity and ecosystems (10)		Climate change mitigation (11)		Climate change adaptation (12)		Water and marine resources (13)		Circular economy (14)		Pollution (15)		Biodiversity and ecosystems (16)		Minimum safeguards (17)		Proportion of Taxonomy aligned CAPEX, 2023 (18)		Category enabling activity (19)		Category transitional activity (20)																	
			SEK m	%	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	N/EL	Y	%	E	T																								
A. Taxonomy eligible activities																																																				
A.1. Environmentally sustainable activities (taxonomy aligned)																																																				
Manufacture of energy-saving equipment for buildings																																																				
Total (A.1)		69	12%	12%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2%	E																										
Of which enabling		69	12%	12%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2%	E																										
Of which transitional activity		0	0%																							0%	T																									
A.2. Taxonomy eligible activities not yet documented as environmentally sustainable																																																				
Manufacture of low-carbon technology for transport																												0%																								
Manufacture of energy-saving equipment for buildings																												14%																								
Production of electricity from solar PV	CCM 4.1	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	1%																								
Production of electricity from geothermal energy	CCM 4.6	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0%																								
Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	-	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0%																								
Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings	CCM 7.5	2	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0%																								
Repair, renovation and reuse	CE 5.1	6	1%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	1%																								
Sale of spare parts	CE 5.2	2	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0%																								
Total (A.2)		87	15%	14%																								16%																								
Total (A.1+A.2)		156	28%	26%																								18%																								
B. Taxonomy non-eligible activities																																																				
CAPEX of taxonomy non-eligible activities (B)																																																				
Total (A+B)		566	100%																																																	

Proportion of CAPEX/total CAPEX

Taxonomy aligned per objective	Taxonomy eligible per objective
CCM	12
CCA	0
WTR	0
CE	1
PPC	0
BIO	0

NUCLEAR ENERGY AND FOSSIL GAS-RELATED ACTIVITIES

Line	Nuclear energy-related activities	Yes/No
1.	The undertaking carries out, funds, or has exposures to research, development, demonstration and expansion of innovative electricity generation facilities that produce energy from nuclear energy processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds, or has exposures to construction and safe operation of new nuclear facilities to produce electricity or process heat, including for the purposes of district heating or industrial processes, such as hydrogen production, as well as for their safety upgrades, using the best available technologies.	No
3.	The undertaking carries out, funds, or has exposures to safe operation of existing nuclear facilities 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
Line	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
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
6.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

S1

Own workforce

Impacts, risks and opportunities related to own workforce

SBM-3

The materiality assessment described in disclosure requirement IRO-2 identified the following material impacts:

Health and safety

The manufacturing industry in general involves inherent health and safety risks, including the use and operation of heavy equipment. Health and safety risks have potential negative impacts on people and arise in the short term within the workplace. Taking a long-term approach is part of Latour's strategy and maintaining a high standard of health and safety is essential to this. Latour is committed to fostering a positive work environment with robust support systems that ensure both short- and long-term healthy and safe working conditions for employees and contractors alike.

Diversity, human rights & ethics

With a global workforce of over 8,000 people, Latour and its operations are strategically positioned to make a meaningful impact on employee wellbeing and to leverage the collective knowledge within the organisation to build long-term, sustainable businesses. Latour works actively to create a positive workplace environment and ensure that our employees feel happy, valued and empowered. Achieving gender equality in the manufacturing sector has historically been fraught with challenges. Latour works actively to achieve gender balance and foster diversity at all levels of the organisations. This focus creates actual positive impacts for people. The effects occur within the own operations in the short term.

Policies related to own workforce

S1-1

Ensuring a safe, healthy, and stimulating work environment is one of Latour's top priorities. While a healthy corporate culture plays a significant role in this, it is also reinforced by having clear policies for the operations. Latour's Code of Conduct serves as the baseline for the parent company and all the holdings, and shall be seen as a minimum requirement for the holdings. Among other things, the Code of Conduct emphasises the importance of a safe and healthy working environment and includes guidelines to eliminate discrimination and harassment, promote equal opportunities, inclusion and diversity at all levels. The Code also emphasises that Latour supports and respects the protection of internationally proclaimed human rights and clarify that complicity in human

rights violations is not permitted. Latour has a strict policy against child labour and any kind of work conducted under duress or threat of violence. The minimum employment age is the age at which compulsory education ends. The Code of Conduct also emphasises that the right to organise and the right to collective bargaining agreements should be respected throughout Latour. In addition to Latour's Code of Conduct, several of the business areas have a policy on equality and diversity.

Latour has signed the UN Global Compact and supports the ten principles of human rights, labour standards, protection of the environment, and anti-corruption. These principles must be incorporated into every aspect of the operations of all of Latour's holdings.

Several of Latour's holdings have a volunteering policy, enabling employees to contribute to community initiatives during work hours.

The operations that have their own production facilities have management systems in place to prevent workplace accidents. Latour has a zero accident vision and a baseline requirement for all companies to report incidents in order to take preventive actions to eliminate accidents.

Actions in 2024

S1-4

All individuals in management, purchasing and sales roles within Latour are required to undergo training at least every two years to ensure a thorough understanding of Latour's Code of Conduct. Latour also encourages broader participation in the training across its workforce.

Latour has a centralised whistleblowing system, WhistleB, that enables employees to report an actual or suspected breach of the Code of Conduct or any other irregularities anonymously.

Latour's routine of regularly reporting and following up on workplace accidents and incidents is linked to the Code of Conduct, which stipulates that all employees of the Latour Group must be provided with a safe and healthy working environment.

Employee surveys are conducted regularly in all business areas. The findings are followed up with activities and actions and feedback is presented to the respective boards. All employees are offered performance reviews to track their personal development and well-being.

Latour puts skills training and development high on its agenda and a range of training programmes are provided by

the business areas. Latour's central programme, the Latour Executive Program, was also run during the year and was available to all holdings. One of Latour's ambitions is for the entire Group to be seen as an internal labour market, where talents are identified and given opportunities to develop further within the organisation.

Networking within Latour is important as it promotes development of both the holdings and the employees who participate. There are numerous forums and opportunities for networking and development within the Group. These include the Latour Executive Program, the annual Sustainability Day event, and mentoring programmes through the Mitt Liv (My Life) organisation.

Objectives

SI-5

Latour has a zero accident vision for its workplaces and continuously monitors developments in the operations. All companies regularly report the number of workplace accidents that result in at least one day of absence. The 2024 index reached 14 accidents per thousand employees, up from 13 in 2023.

Latour also monitors reported near-miss incidents in the operations as a preventive measure aimed at achieving a high level of transparency. Incident reporting can prevent workplace accidents and foster a culture of transparency.

During the target-setting process, Latour engaged in dialogue with representatives from our business areas. The key performance indicators are monitored quarterly and reported to the respective boards. Ongoing dialogue within the organisations and networking between the companies ensures that improvements are identified and lessons learned are shared among the companies.

INCIDENTS

Presents the number of incidents (near-misses) in the industrial operations as an index per thousand employees. The goal is greater transparency in order to prevent future accidents.

Index per thousand employees	2024	2023
Bemsiq Group	16	8
Caljan	26	50
Hultafors Group	77	91
Innvalift	91	63
Latour Industries	31	51
Nord-Lock Group	144	110
Swegon	209	240
Total	122	133

WORKPLACE ACCIDENTS

Presents the number of workplace accidents that lead to at least one day's absence in the industrial operations as an index per thousand employees. The goal is a zero vision.

ACCIDENTS IN OUR OPERATIONS

Index per thousand employees	2024	2023
Bemsiq Group	5	4
Caljan	14	2
Hultafors Group	11	3
Innvalift	14	18
Latour Industries	13	15
Nord-Lock Group	7	8
Swegon	18	21
Total	14	13

GENDER RATIO

Presents the gender ratios at various levels in the industrial operations and the parent company, as well as in our listed holdings. The goal is to achieve a gender ratio of 40–60 per cent women in all boards of directors by 2030 at the latest, and to achieve a gender ratio of 40–60 per cent women in the industrial operations' and the parent company's management teams and for salary-setting managers by 2040 at the latest.

Wholly-owned companies, %	Board members				Salary-setting managers				Senior executives			
	2024		2023		2024		2023		2024		2023	
	Wom.	Men	Wom.	Men	Wom.	Men	Wom.	Men	Wom.	Men	Wom.	Men
Bemsiq Group ¹	29	71	29	71	18	82	21	79	14	86	29	71
Caljan	50	50	25	75	20	80	17	83	14	86	14	86
Hultafors Group	33	67	20	80	37	63	37	63	20	80	0	100
Innovoilift	25	75	-	-	21	79	24	76	18	82	-	-
Latour Industries ²	-	-	-	-	24	76	24	76	33	67	25	75
Nord-Lock Group	40	60	20	80	21	79	22	78	17	83	29	71
Swegon	40	60	33	67	20	80	20	80	29	71	29	71
Investment AB Latour (HQ)	43	57	43	57	25	75	25	75	25	75	25	75
Target achievement	4/7		1/6		0/8		0/8		0/8		0/7	

¹ Comparative prior-year figures adjusted for salary-setting managers due to change in definition of metrics.

² Latour Industries does not conduct any in-house Board work, and is therefore not included in the target for Board members.

Investment portfolio, %	Board members			
	2024		2023	
	Wom.	Men	Wom.	Men
Alimak Group	50	50	50	50
ASSA ABLOY	50	50	50	50
CTEK	33	67	29	71
Fagerhult	57	43	50	50
HMS Networks	50	50	50	50
Nederman	40	60	40	60
Securitas	38	63	44	56
Sweco	33	67	33	67
TOMRA	40	60	40	60
Troax	43	57	40	60
Target achievement	7/10		8/10	

BREAKDOWN OF EMPLOYEES BY AGE GROUP

Headcount, %	Under 30 years		
	Under 30 years	30–50 years	Over 50 years
Bemsiq Group	13	55	32
Caljan	15	59	26
Hultafors Group	8	54	38
Innovoilift	14	55	31
Latour Industries	15	58	27
Nord-Lock Group	16	57	27
Swegon	15	52	33
Investment AB Latour (HQ)	0	56	44

Diversity indicators**S1-9**

Latour is committed to achieving gender balance in its organisations and assesses progress at three levels. The goal is to achieve a gender ratio of 40–60 per cent women for all boards of directors by 2030, and 40–60 per cent women for all management teams and for salary-setting managers by 2040.

Health and safety metrics**S1-14**

All business areas have a health and safety management system covering 100 per cent of their workforce. There have been zero fatalities caused by work-related injuries and work-related ill health. See section S1-5 for the number and frequency of recordable work-related accidents.

Whistleblowing related to human rights**S1-17**

A total of 13 whistleblowing reports were received in 2024. Six of these were of a whistleblowing nature. They were all followed up, investigated and closed. The others were found to be HR-related, rather than actual or suspected breaches of the Code of Conduct, and were dealt with by the respective business area.

No human rights violations were identified during the year.

G1

Business conduct

Impacts, risks and opportunities related to own workforce SBM-3

The materiality assessment described in disclosure requirement IRO-2 identified the following material impacts:

Corporate culture

For Latour, as an investment company with a high degree of delegated responsibility, its diverse holdings are united by a shared corporate culture, grounded in common values such as ethics, integrity and high transparency. The focus is on responsible business practices, characterised by strong ethical standards and a commitment to the welfare of individuals within the company and society at large. A healthy corporate culture is part of Latour's DNA and is highly valued. The risk of an unhealthy corporate culture would have a potential negative impact on people within the own organisation in the short term.

Protection of whistleblowers

Employees at Latour play a critical role in identifying any irregularities that need correcting. They must feel confident in reporting any suspected misconduct without fear of retaliation. Ensuring the protection of whistleblowers is a top priority. Failure to uphold this protection risks potential short-term negative impacts on people along the value chain.

Corruption and bribery

Latour has a zero-tolerance stance on corruption and bribery and strives to maintain a high level of ethical business practices in all of its business relationships. There is a short-term risk of bribery or corruption arising within its own operations. To mitigate this risk, anti-corruption training is carried out every two years and followed up with local management.

Business ethics policies and corporate culture

GI-1

Latour's Code of Conduct establishes the framework for its business integrity and sets the tone for the ethical principles that guide the organisation. This Code applies to all of Latour's holdings and employees. Some business areas have their own, more comprehensive codes that are tailored to their specific activities. However, these are all grounded in Latour's overarching framework. A core requirement from Latour is that the operations extend the Code of Conduct to suppliers and business partners. Those that do not have their own code of conduct shall apply Latour's.

As an investment company, Latour recognises that each individual holding may have its own distinct corporate culture. However, Latour's overarching core values - a long-term perspective, professionalism, trust and responsibility, and development - are consistently reflected across all companies in which Latour holds an ownership interest. This is stated in the Code of Conduct. Managers are important ambassadors in Latour's decentralised decision-making structure and have a great responsibility to nurture the corporate culture that Latour has in both existing holdings and newly acquired com-

panies. The Code of Conduct is a part of nurturing the corporate culture, but it is equally important to practise what you preach with a high level of transparency.

All individuals in management, purchasing and sales roles within Latour are required to undergo training at least every two years to ensure a thorough understanding of Latour's Code of Conduct and anti-corruption policy. These roles are considered the most vulnerable to corruption and bribery, but Latour encourages the training to be extended to a broader group of employees.

Whistleblowing system

Latour uses WhistleB to make anonymous whistleblowing possible. Each business area has its own channel in the system and Latour has access to aggregated statistics. All employees can access the whistleblowing system and raise a whistleblowing concern anonymously. A person reporting a genuine suspicion or concern will not be at risk of losing his or her job or suffering any form of sanction or personal disadvantage as a result. It does not matter if the suspicion turns out to be unfounded, provided that the whistleblower has acted in good faith.

The persons or entities managing the reporting channels are autonomous and independent in their work. This means that the person(s) in question have the power and the mandate to receive, investigate and follow up on whistleblowing reports on behalf of the company. The investigator(s) should have no conflict of interest in the matter. Group Management is informed of concerns raised through the whistleblowing channel. If a report of serious misconduct is submitted, the Board of Directors is informed.

Corruption and bribery

GI-3

Latour has a zero-tolerance stance on corruption and bribery and strives to maintain a high level of ethical business practices in all of its business relationships. Latour's anti-corruption policy, which applies across all holdings and to all employees, sets out the principles relating to anti-corruption and bribery. The policy provides clear definitions of corruption and bribery, and explains the rules that apply to gifts and hospitality, training and reporting measures. All holdings comply with this policy, as well as with local laws and regulations.

Latour uses WhistleB to enable anonymous whistleblowing (see section G1-1 for more details).

Confirmed cases of corruption and bribery

GI-4

A total of 13 whistleblowing reports were received in 2024. Six of these were of a whistleblowing nature. They were all followed up, investigated and closed. The others were found to be HR-related, rather than actual or suspected breaches of the Code of Conduct, and were dealt with by the respective business area.

Latour did not receive any injunction, ruling, conviction, fine or similar for violation of anti-corruption or anti-bribery legislation during the year.

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ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	146
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator no. 10 Table 3 of Annex I				Material	147
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator no. 4 Table 1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator no. 9 Table 2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator no. 14 Table 1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not material	
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ESRS EI-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1(d) to (g) and Article 12.2		Not material	
ESRS EI-4 GHG emissions reduction targets paragraph 34	Indicator no. 4 Table 2 of Annex I	Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Tempalte 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	Material		150
ESRS EI-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator no. 5 Table 1 and indicator no. 5 Table 2 of Annex I				Not material	
ESRS EI-5 Energy consumption and mix, paragraph 37	Indicator no. 5 Table 1 of Annex I			Material		150-151
ESRS EI-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator no. 6 Table 1 of Annex I			Not material		

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ESRS EI-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicator no. 1 and indicator no. 2 Table 1 of Annex I	Article 449a, Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)		Material	152
ESRS EI-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator no. 3 Table 1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics			Material	152
ESRS EI-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1).	Not material	
ESRS EI-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II; Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS EI-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47:			Not material	
ESRS EI-9 Location of significant assets at material physical risk, paragraph 66 (c)		Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			Not material	
ESRS EI-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, paragraph 34, Template 2: Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Not material	
ESRS EI-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material	
ESRS E2-4 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, paragraph 28	Indicator no. 8 Table 1 of Annex I Indicator no. 2 Table 2 of Annex I Indicator no. 1 Table 2 of Annex I Indicator no. 3 Table 2 of Annex I				Not material	
ESRS E3-1 Water and marine resources paragraph 9	Indicator no. 7 Table 2 of Annex I				Not material	
ESRS E3-1 Dedicated policy paragraph 13	Indicator no. 8 Table 2 of Annex I				Not material	
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator no. 12 Table 2 of Annex I				Not material	
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator no. 6.2 Table 2 of Annex I				Not material	

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ESRS 2 - IRO-1 - E4 paragraph 16 (a) i	Indicator no. 7 Table 1 of Annex I				Not material	
ESRS 2 - IRO-1 - E4 paragraph 16 (b)	Indicator no. 10 Table 2 of Annex I				Not material	
ESRS 2 - IRO-1 - E4 paragraph 16 (c)	Indicator no. 14 Table 2 of Annex I				Not material	
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	Indicator no. 11 Table 2 of Annex I				Not material	
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator no. 12 Table 2 of Annex I				Not material	
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator no. 15 Table 2 of Annex I				Not material	
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator no. 13 Table 2 of Annex I				Not material	
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator no. 9 Table 1 of Annex I				Not material	
ESRS 2 - SBM3 - SI Risk of incidents of forced labour paragraph 14 (f)	Indicator no. 13 Table 3 of Annex I				Not material	
ESRS 2 - SBM3 - SI Risk of incidents of child labour paragraph 14 (g)	Indicator no. 12 Table 3 of Annex I				Not material	
ESRS SI-1 Human rights policy commitments paragraph 20	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I				Material	158
ESRS SI-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21		Delegated Regulation (EU) 2020/1816, Annex II			Material	158
ESRS SI-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator no. 11 Table 3 of Annex I				Not material	
ESRS SI-1 Workplace accident prevention policy or management system paragraph 23	Indicator no. 1 Table 3 of Annex I				Material	158
ESRS SI-3 grievance/complaints handling mechanisms related to employee matters paragraph 32 (c)	Indicator no. 5 Table 3 of Annex I				Not material	
ESRS SI-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator no. 2 Table 3 of Annex I	Delegated Regulation (EU) 2020/1816, Annex II			Material	160
ESRS SI-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator no. 3 Table 3 of Annex I				Material, but exempt from reporting in year 1	

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ESRS SI-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator no. 12 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS SI-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator no. 8 Table 3 of Annex I				Not material	
ESRS SI-17 Incidents of discrimination paragraph 103 (a)	Indicator no. 7 Table 3 of Annex I				Material	160
ESRS SI-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator no. 10 Table 1 and indicator no. 14 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Material	160
ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicator no. 12 and indicator no. 13 Table 3 of Annex I				Not material	
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I				Not material	
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator no. 11 and indicator no. 4 Table 3 of Annex I				Not material	
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator no. 9 Table 3 of Annex I and indicator no. 11 Table 1 of Annex I				Not material	
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS S4-1 Policies related to consumers and end users paragraph 16	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I				Not material	
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS GI-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator no. 15 Table 3 of Annex I				Not material	

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ESRS GI-1 Protection of whistleblowers paragraph 10 (d)	Indicator no. 6 Table 3 of Annex I				Material	161
ESRS GI-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator no. 17 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	161
ESRS GI-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator no. 16 Table 3 of Annex I				Material	161