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Sustainability statement

Sustainability statement

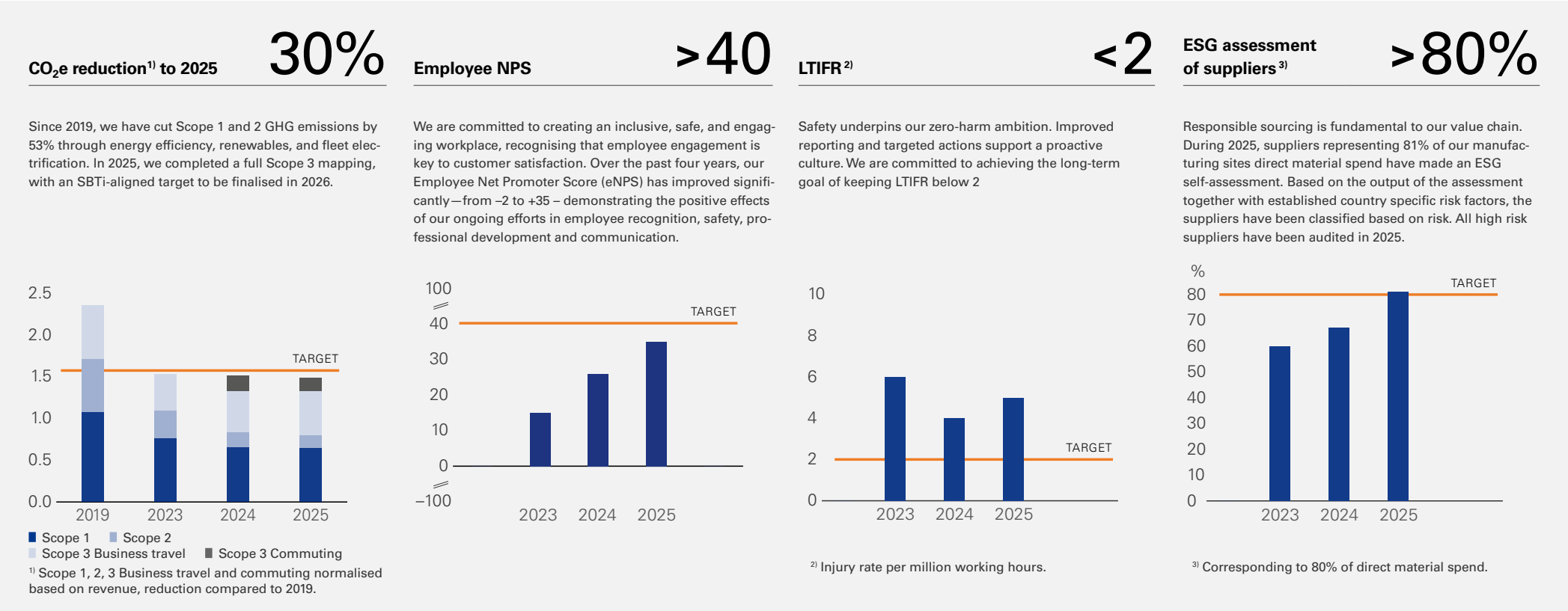
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Sustainability statement

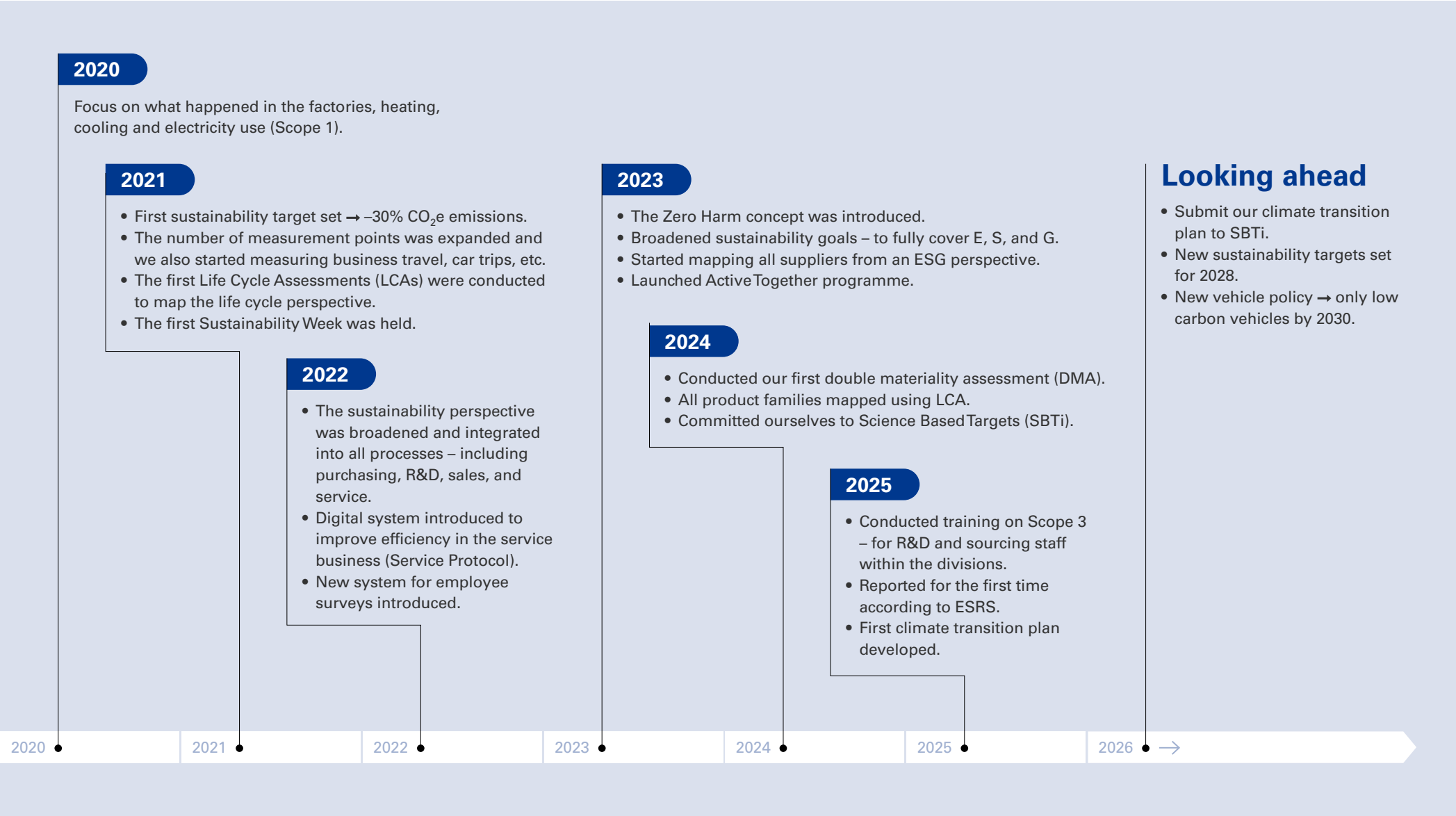
Introduction

Alimak Group’s operations are inherently linked to sustainability. Our products and services enable people to work safely and efficiently at height, contributing directly to safer workplaces and more resource-efficient projects. With a business model built on long-lasting, serviceable solutions, sustainability is embedded in how we create value over decades. Sustainability is an integral part of the Group’s overall strategy and guides everything we do – from how we engage with stakeholders and run our operations, to the solutions we deliver to the market. The 2025 reporting marks an important milestone, as it is the first time Alimak Group reports in accordance with the European Sustainability Reporting Standards (ESRS).

Sustainability targets development



Our sustainability journey at a glance



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Basis for preparation

BP-1

General basis for preparation of the sustainability statement

The reporting period covers 1 January 2025 to 31 December 2025.

Alimak Group AB (publ), corporate reg. no. 556714-1857, has its registered office in Stockholm, Sweden. The address of the Company’s headquarters is Blekholmstorget 30, 111 64 Stockholm, Sweden. Alimak Group AB and its subsidiaries form the Alimak Group, hereinafter referred to as Alimak Group or the Group. Alimak Group is listed on Nasdaq Stockholm under the ticker ALIG. Alimak Group is a global market leader in vertical access solutions for professional use. The Group also offers a comprehensive range of aftermarket services with sales to more than 120 countries. The sustainability statement was approved for issuance by the Board of Directors on 12 March 2026.

The sustainability statement has been prepared on a consolidated basis, in the same way as the financial statements. As a main rule, all subsidiaries are included in the consolidated sustainability reporting.

The value chain in the sustainability statement has been covered in the following way:

For environmental topical standards, the full value chain has been considered: from raw material extraction & refining, supplier manufacturing, transport to us, own manufacturing and assembly, transport to customer, use phase of the product, maintenance of the product, to end of life.

For the social topical standards, besides our own workforce, we have covered tier-one suppliers, as well as social hotspots in the value chain such as mines, manufacturing sites, and people working at heights.

For the governance topical standard, we have considered our own workforce, tier-one suppliers and our distributor network.

The Group did not omit any information due to intellectual property, know-how or the results of innovation nor impending developments under Directive 2013/34/EU.

Sustainability related capital and operational expenditures are embedded into Alimak Group’s wider investment processes and are not tracked or managed as stand alone categories. As a result, the Group does not publish isolated CapEx or OpEx figures in this ESRS report. Instead, sustainability driven investments are reflected holistically through our strategic initiatives, performance development, and financial statements.

Because Alimak Group operates through a divisional structure, MDR A cannot be applied exactly as described. Group sets the overall direction, but divisions make the relevant decisions and prioritise actions based on their own operational needs. Therefore, actions are presented within each topical standard in a way that, while not aligned with MDR A, accurately reflects how the Group functions and improves across each area.

BP-2

Disclosures in relation to specific circumstances

Given the extensive amount of information required under the Minimum Disclosure Requirements for Metrics (MDR M), the Group has consolidated and summarised these disclosures into a dedicated MDR M table. This table provides a structured overview of all required metrics and can be found at the end of the ESRS section of this report on page 95.

The Swedish Annual Accounts Act, Chapter 6, Sections 10–16 has been applied in the preparation of the sustainability statement.

As the previous year's report did not constitute a full ESRS-compliant disclosure, the Group does not report significant changes in this year’s sustainability reporting. Most developments reflect the inclusion of additional information that was not previously required or presented. In this year’s assessment, the Group has applied the time horizons defined by the ESRS framework, using short term (up to one year), medium term (more than one to five years), and long term (more than five years) perspectives.

Governance

GOV-1

The role of the administrative, management and supervisory bodies

Alimak Group’s corporate governance model is described in the Corporate Governance section of this annual report.

In our disclosures, we have made the following interpretations:

- Administrative body is the Board of Directors
- Management body is the Group Leadership Team
- Supervisory body is the Audit Committee

The Board is composed of eight directors, four women and four men, elected by the Annual General Meeting, which was held in April 2025. The gender ratio of directors elected by the Annual General Meeting is 50% women and 50% men.

One of the eight Board members is employed by Alimak Group, the President & CEO, Ole Kristian Jødahl. In addition to the eight directors elected by the Annual General Meeting, there are two employee representatives appointed by the trade unions. Five of the eight elected Board members (62.5%) are independent in relation to the Company and the Shareholders.

The Group Leadership Team has eleven members, three women and eight men. All eleven members of the Group Leadership Team are employed by the Group.

The members of the Board of Directors and the members of the Group Leadership Team are presented on pages 111–114 of this annual report.

At the statutory board meeting that is held after the Annual General Meeting each year, the Board adopts procedural rules for the Board and instructions for the audit committee and the CEO. These documents contain instructions relating to each party’s responsibilities in the sustainability area.

The Board has appointed Tomas Carlsson, Helena Nordman-Knutson and Heléne Mellquist as members of the Audit Committee, see page 107. The Audit Committee is a body within the Board assigned to act as a committee for questions relating to risk assessment, internal control, financial reporting, sustainability

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reporting and auditing. The committee acts as the supervisory body for matters relating to sustainability reporting, i.e. including the IRO analysis and the double materiality assessment, the committee has meetings approximately four times per year.

At Group level, the responsibility for sustainability rests with the President and CEO. The Group’s Chief Technology Officer (CTO) is responsible for IROs related to E1, E5, S2 and S4, the Chief People & Culture Officer (CPCO) for S1, and the Chief Financial Officer (CFO) is responsible for G1. Internal and external experts support the leadership team with the IRO and DMA processes, strategy, implementation, monitoring and reporting.

The CTO, the CPCO and the CFO are responsible for monitoring, managing and overseeing impacts, risks and opportunities and they hold meetings approximately every month. They are supported by an internal team of experts who hold weekly meetings, including the:

- Senior HSEQ Manager who reports to the CPCO
- Global Project Lead People & Culture who reports to the CPCO

- Lead Engineer Sustainability who reports to the CTO
- Group Sustainability Engineer who reports to the CTO
- Head of Group Tax & Legal who reports to the CFO
- Head of Group Reporting who reports to the CFO

The status of the work is reported to the Group Leadership Team, the Audit Committee and the Board.

The CTO, the CPCO and the CFO report to the President & CEO. The President & CEO reports to the Chairman of the Board.

Proposals for new targets relating to material IROs are first presented by the CTO, CFO and CPCO (depending on which topic it relates to) to the Group Leadership Team and thereafter to the Board for approval. The sustainability strategy for the material topics and the resources and specific skills needed to execute the plans are discussed at the Audit Committee meetings.

The ambition over the last few years has been to build good competence internally around ESG matters of relevance for

Alimak Group. Progress on the sustainability strategy and related targets is monitored continuously and forms a standing element of the monthly Group Leadership Team meetings. In addition, updates on progress, key developments and performance against targets are reported to the Board at least once per year.

GOV-2 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies

The CTO, the CPCO and the CFO are responsible for monitoring, managing and overseeing impacts, risks and opportunities. The status of the work is reported to the Group Leadership Team, the Audit Committee and the Board.

Two of the four Audit Committee meetings have sustainability-related topics on the agenda. One of the meetings addresses the topic sustainability reporting and the auditor’s feedback and another one has sustainability targets and activities as an agenda item. The information is normally provided to the Audit Committee by the CTO, the CPCO and/or the CFO depending on the topic.

The Global Leadership Team, the Audit Committee and the Board follow up on all the actions agreed, on metrics reported and other measures to ensure progress, otherwise corrective measures will be implemented.

The updated IROs identified through the DMA process and their level of materiality was discussed and approved by the Group Leadership Team in September 2025. When strategy and risks are being reviewed, the outcome of the DMA is used as input.

An overview of the material IROs can be seen on pages 55, 62, 70–71, 77, 82 and 85.

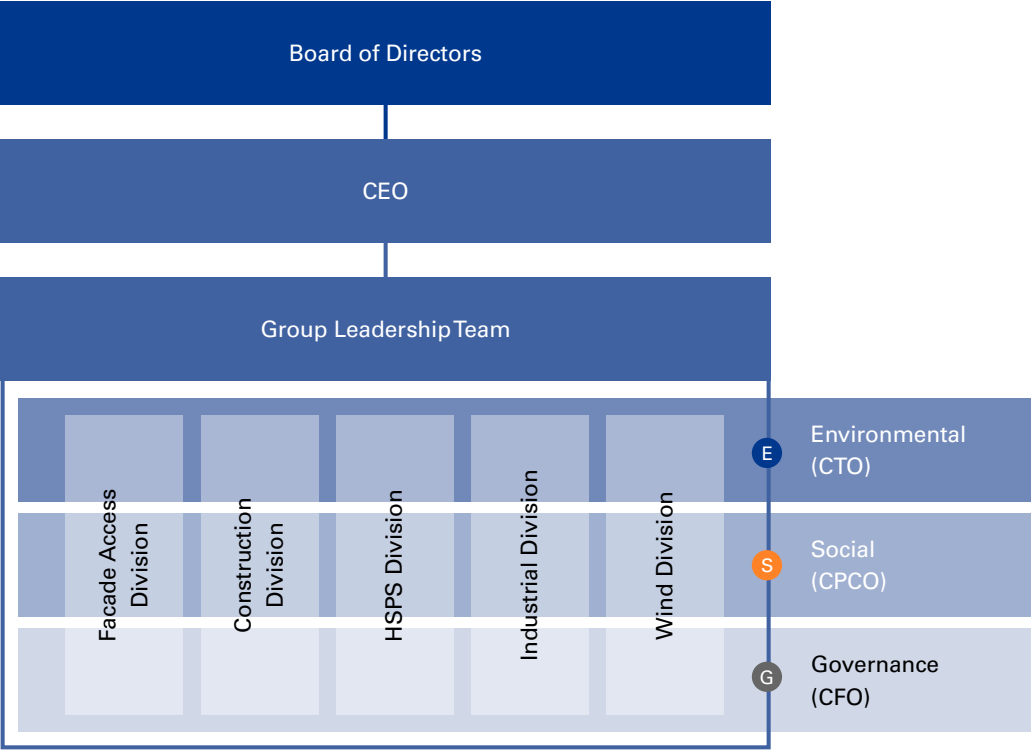
GOV-3 Integration of sustainability-related performance in incentive schemes

Since 2024, the Group’s Short-Term Incentive programme (STI) contains a sustainability target of 10% of the maximum STI outcome.

In 2025, the sustainability target relates to the Group’s commitment to Science-Based Targets and the progress to develop a transition plan to meet the CO₂e SBTi emissions targets by 2031.

The targets are proposed by the Group Leadership Team and approved by the Remuneration Committee, see page 107.

Organisational responsibility



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Updates to existing targets follow the same governance process as the setting of new ones, whereby proposed revisions are first evaluated and put forward by the Group Leadership Team and subsequently submitted to the Remuneration Committee for approval.

GOV–4

Statement on due diligence

Achieving sustainable business practices requires continuous due diligence efforts. The Group identifies and assesses adverse impacts in its operations, the supply chain and in business relationships. Actual and potential negative impacts inform the DMA process and material impacts are managed accordingly through appropriate measures to mitigate and prevent them, track implementation and communicate transparently. The sustainability statement relating to each material topic contains information about the due diligence and risk assessment tools and resources applied to that particular topic.

Core elements of due diligence	Paragraphs in the sustainability statement
A) Embedding due diligence in governance and business model	GOV 4
B) Engaging with affected stake holders in all key steps of due diligence	SBM 2
C) Identifying and assessing adverse impacts	IRO 1
D) Taking action to adress those impacts	Described in the actions listed under each topical standard
E) Tracking effectiveness of these efforts and communicating	Tracked via the metrics in the report both those defined by ESRS and those defined by Alimak Group

GOV–5

Risk management and internal controls over sustainability reporting

Alimak Group has an annual risk management process that also covers risks in the sustainability area, including sustainability reporting. The Risk Management Process is described in detail on pages 97–103. Each year, the identified risks are assessed and scored in terms of likelihood and financial impact. The initial assessment is made by the divisions and the Group functions. Subsequently, a prioritisation process is performed by the Group Leadership Team to determine which risks should take

focus. Owners and timelines for mitigation actions are agreed upon.

During the last couple of years, investments have been made in three web-based platforms to improve the collection, quality and control of sustainability metrics; one HR system, one system for supply-chain monitoring and one tool for environmental and health & safety data.

Strategy and business model

SBM–1

Strategy, business model and value chain

Alimak Group’s sustainability strategy is built around three core pillars:

- Promoting **health and safety** for its own personnel and workers across the value chain
- Reducing the **carbon footprint** throughout the full lifecycle of its products and operations
- Fostering a **corporate culture and leadership** grounded in the Group’s governance model

These priorities are embedded across all five autonomous divisions—Facade Access, Construction, Height Safety & Productivity Solutions, Industrial, and Wind — each of which is responsible for its own supply, development, manufacturing, sales, and service activities. For the Construction division, rental services also form a significant part of the business model.

Alimak Group develops, manufactures, sells, and services machines and accessories for vertical access and working at heights in over 120 countries. Its customer base includes industrial and construction companies that require temporary or permanent vertical access solutions. Products include construction hoists, platforms, industrial lifts, building maintenance units, and safety equipment for working at heights.

The Group’s full value chain spans:

- **Raw material extraction and refining** (e.g. oil wells, forestry, mining)
- **Supplier manufacturing** (e.g. metals, plastics, electronics, packaging)
- **Transport and logistics**
- **Own manufacturing and assembly** (e.g. cutting, welding, bending)
- **Intermediaries** (e.g. rental companies)

- **End users** (e.g. companies and individuals using the products)
- **Recycling and waste management**

With 26 production and assembly facilities in 15 countries, and a global service network, Alimak Group ensures that its sustainability targets are applied uniformly across all markets and operations.

The interests and rights of workers in the value chain — particularly with regard to health and safety, fair labour conditions, and environmental impact — are reflected in the Group’s supplier screening and evaluation processes. These processes include ESG self-assessment questionnaires, supplier audits and life cycle assessments to identify hotspots for Scope 3 emissions. During 2025, a preliminary transition plan has been developed to reach the emission reduction targets set by SBTi.

The Group sources both made-to-order and standardised materials from a diversified network of regional and global suppliers. Where feasible, multiple suppliers are engaged per category to reduce dependency and enhance resilience. All suppliers are expected to meet Alimak Group’s standards for delivery precision, financial stability, and ESG compliance. For environmental sustainability, the sourcing of materials plays a critical role in how the Group addresses both Scope 3 emissions reduction and the advancement of circularity practices. Relevant input materials include steel, aluminium, copper, concrete, zinc, textiles, plastics, cardboard, wood, electronics, and hydraulic/lubricating oils. Key components are also produced in-house, and final products are assembled in Group factories before being shipped to customers. Installation is often carried out by Alimak Group’s own service organisation.

The Group invests in new technologies, product development, automation, health and safety measures, and leadership development to meet its sustainability goals. A Group-wide Sustainability Week is held annually to encourage employees to participate in initiatives such as reducing waste, improving energy efficiency, and enhancing workplace safety.

Although direct engagement with value chain workers remains limited, their perspectives are considered through proxy mechanisms such as supplier feedback, audit findings, and sustainability assessments. These insights inform strategic decisions and help ensure that the Group’s business model remains aligned with responsible business conduct and stakeholder expectations.

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Our main challenges in implementing sustainability into our business model and across our value chain include:

- Operating a global production and service footprint across multiple countries and cultures, combined with varying levels of sustainability maturity, makes it challenging to ensure fully consistent implementation which is why this is a focus area for improvement.
- Managing sustainability performance across a diverse and complex supplier base is challenging, particularly in relation to uniform ESG compliance, data quality, and transparency in upstream value chains.
- Balancing the use of multiple suppliers to enhance resilience with the need for deeper, long-term collaboration on emissions reduction and circularity initiatives requires ongoing prioritisation and resource allocation.
- Achieving meaningful engagement with value chain workers is challenging due to limited direct access, resulting in continued reliance on proxy mechanisms such as supplier feedback, audits, and assessments.
- Delivering on sustainability ambitions requires continuous investment in technology, competence development, and change management, while maintaining cross functional alignment and operational efficiency.

SBM-2

Interests and views of stakeholders

Alimak Group’s business model and strategy are reviewed and updated annually to reflect market developments, customer feedback, evolving machine safety standards, emerging technologies, and innovations from suppliers.

Engagement with own workforce:
Employee satisfaction surveys are conducted three to four times per year to capture workforce views. Results are discussed at all management levels, and action plans are developed and monitored through subsequent surveys.

Value chain workers:
The interests and views of workers in the value chain are considered indirectly through supplier ESG self-assessments and audits, which provide insights into working conditions and compliance with sustainability standards.

Customer and market feedback:
Each division’s product management team collects feedback from customers and end-users on functionality, cost, and quality. This input informs product roadmaps and helps prioritise future R&D activities.

Stakeholder engagement:
Alimak Group conducts both structured and ad-hoc engagement sessions with key stakeholders —suppliers, employees, customers, end-users, and investors. Feedback from these dialogues is essential for shaping strategy and improving sustainability performance.

- **Suppliers:** Self-assessments, audits, and meetings
- **Employees:** Regular satisfaction surveys
- **Customers:** Standards committees, development projects, complaint analysis, conferences
- **Investors:** Financial reports and presentations

Responsibility for engagement:

- Suppliers: Division Supply Chain Coordinators
- Employees: Chief People & Culture Officer
- Customers: Division Head of Product Management
- Investors: Chief Financial Officer

Purpose of engagement:

- Build sustainable relationships across the value chain
- Gather input to improve operational sustainability
- Understand market demands and financial requirements
- Identify opportunities to create value and deliver sustainable solutions

Impact on strategy:
Stakeholder input has driven increased focus on sustainability, including carbon footprint reduction, supplier engagement, workforce health and safety, and governance training. In 2022, new sustainability targets were set, and in 2024, the Group committed to Science-Based Targets. New financial and sustainability targets were presented in November 2025 for the coming three-year period.

The business model and strategy are continuously updated based on market conditions, stakeholder feedback, technology

shifts, and regulatory changes. Stakeholder feedback is regularly communicated to and discussed by the Board and the Group Leadership Team, ensuring oversight and informed decision making. Forming a robust sustainability agenda covering environmental, social, and governance matters is essential in order to remain relevant for all stakeholders.

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The Alimak Group emphasises that responsible value chain management is crucial for long-term success. The company leverages a global network to maintain high standards of sustainability and business ethics.

Alimak Group continuously adapts its processes, products, and services to remain competitive while advancing sustainability. The Group’s strategy focuses on health and safety for employees and value chain workers, reducing carbon emissions across the full lifecycle, and fostering governance-driven leadership. Operating in more than 120 countries with a global value chain, Alimak integrates ESG criteria into supplier selection and monitoring, conducts double materiality assessments, and invests in automation, product innovation, and energy efficiency. Even though Alimak Group has not yet conducted a formal ESRS resilience analysis, these actions address key risks such as human rights compliance, workforce stability, and Scope 3 emissions, ensuring the business model remains ethical, and aligned with stakeholder expectations and long-term value creation. An overview of the IROs is listed below, and details can be found under each topical standard.

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Alimak Group value chain

The value chain overview shows where our material sustainability impacts, risks and opportunities occur across our full value chain.



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Impact, risk and opportunity management

IRO-1

Description of the process to identify and assess material impacts, risks and opportunities

Assumptions:

Alimak Group is a global company with low vertical integration in its supply chain. Hence the Group cannot have a perfect overview of its entire value chain and must use qualified assumptions when it comes to the impacts on the environment and human rights in the value chain. Where detailed data is missing, the Group relies on country or sometimes region-wide averages and expert opinions. In each case where assumptions were made, the Group tries to acquire as accurate data as possible. Data was collected from government and intergovernmental sources, industry organisations, NGOs, and experts. The first double materiality process was conducted in 2024, and in 2025 it was updated with more precise scoring methodology.

The process can be described as follows: One or more experts were assigned to each area of environment, social and governance. The experts familiarised themselves with the CSRD/ESRS and other relevant standards and stakeholder views. The potential and actual financial and impact materiality of the Group’s activities and business relationships on people and the environment were identified using a risk-based approach prioritising the most severe or likely effect.

- The Group monitors the changes in its financial and impact materiality and the implementation of its actions over time in relation to its position in the industry, to ensure that the Group collects and analyses relevant information and complies with relevant standards and regulations.

In the DMA process, special focus was given to the following areas:

- Environmental: Focused on areas of the value chain which are assessed to have the highest environmental impact based on the Life Cycle Assessment methodology.
- Social: Special focus was given to activities with a potential and actual negative impact on people.
- In relation to the value chain, special focus was given to countries with a high-risk profile.
- Governance: Special focus was given to suppliers, own operations, and the distributor network.

The following information/stakeholder dialogues were used in the DMA process:

- Relevant international standards such as the GRI,TCFD and GHG protocol
- Employee surveys
- Supplier ESG self-assessment, audits, and ILO
- Internal company expertise in human resources, environment, supply chain management, occupational health and safety, and the legal department
- Dialogues with customers and users have been conducted either directly or indirectly via participation in standards committees
- We directly engage with Alimak Group owners on a frequent basis via Board meetings and quarterly reports
- Market trends and competitors

IROs were prioritised based on their score. The score uses assessed relative severity, scope and likelihood as its basis of calculation. Each IRO was assigned a score based on the severity of the impact or financial magnitude multiplied by the likelihood. Whenever the score of an IRO or a collection of IROs connected to a topic was equal to or higher than the set threshold, the topic was deemed material.

The financial impact of a risk or opportunity has been estimated using the same methodology as for the overall risk assessment process implemented by the Group. Sustainability-related risks have been prioritised on the same basis as all other risks. The process to identify IROs is in line with and uses similar factors as the Group’s normal risk assessment process but it had to be adapted to fit the ESRS legislation.

When the group of internal experts completed their assessments, the outcome was presented to the Group Leadership Team and they were given the opportunity to provide their feedback. The Group Leadership Team decided on the final DMA results in September 2025. The DMA is updated on an annual basis.

IROs related to the Group’s own operations are closely monitored via monthly and/ or quarterly reports for each site. Developments and the actual metrics are presented to the Group Leadership Team and this results in actions if needed.

The Group’s decision-making process is as follows:

- The Group proposes the overall strategic development targets, considering both the sustainability-related risks and opportunities
- The Board of Directors approves the strategic objectives that affect the Group’s long-term value creation and performance
- Each division develops a detailed strategic plan for its operations, aligned with the Group’s short and long-term targets
- The Group Leadership Team oversees the implementation of the strategy and policies and monitors the sustainability-related impacts and outcomes of the undertaking's activities, products, and services

Evaluating opportunities from a sustainability perspective and other standpoints is deeply embedded in the annual update of the Group’s strategy.

IRO-2

Disclosure requirements in ESRS covered by the undertaking’s sustainability statement

The materiality assessment resulted in the following topics being assessed as material, ESRS 2, E1, E5, S1, S2, S4 and G1. List of relevant IROs is disclosed under each topical standards.

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Our material topics



Policy matrix

Policy	Description	Intention & Scope	Owner	Connected IROs
Environmental Policy: Climate change and Circular economy <i>Available to all employees internally, and provided to external parties upon request.</i>	Alimak Group’s Environmental Policy outlines its commitment to sustainability and responsible business practices. The policy focuses on reducing greenhouse gas emissions and developing low-carbon solutions, ensuring alignment with global climate objectives. It also incorporates circular economy principles by prioritising resource efficiency, reuse, and recycling to minimise waste and environmental impact.	The purpose of the policy is to ensure compliance, drive circular economy principles and support the transition to a low-carbon future in line with the Paris Agreement while creating long-term value for stakeholders. It applies to all employees, subsidiaries and partially owned companies.	CTO	ALL IROs under E1 & E5
Health and Safety Policy <i>Available to all employees internally, and provided to external parties upon request.</i>	The Health & Safety Policy places Safety First at the core of Alimak Group’s operations worldwide. It promotes a Zero Harm vision through proactive risk management, safe work systems, and employee engagement. The policy adheres to ISO 45001 Occupational Health and Safety Management Systems and ensures compliance with international and local regulations.	The intention of the policy is to embed a strong safety culture across all Alimak Group operations worldwide. Its purpose is to prevent harm, and protect the health and wellbeing of employees. It applies to all Alimak Group employees, all activities carried out on behalf of Alimak Group, and other persons in the value chain performing work for Alimak Group.	CPCO	All H&S IROs under S1
Code of Conduct <i>Publicly accessible to all via our website.</i>	The Code of Conduct defines the ethical principles guiding Alimak Group’s global operations. It covers human rights, labour practices, anti-corruption, and environmental responsibility. The Code is based on the UN Global Compact Ten Principles and aligns with OECD Guidelines for Multinational Enterprises, ILO Core Conventions, and the UN Guiding Principles on Business and Human Rights.	The purpose of the Code of Conduct is to provide a clear framework for responsible decision-making and behaviour. It aims to protect the company’s reputation, foster trust with stakeholders, and ensure that all activities are conducted ethically and in compliance with applicable laws and regulations. It applies globally across Alimak Group in all markets.	CFO	All IROs under S1 (Excluding H&S) All IROs under S4 and G1
Supplier Code of Conduct <i>Publicly accessible to all via our website.</i>	The Supplier Code of Conduct sets clear expectations for ethical, social, and environmental practices across the supply chain. Suppliers must comply with all applicable national laws and international standards, including the UN Global Compact, OECD Guidelines, ILO Core Conventions, and UN Guiding Principles on Business and Human Rights. In addition, suppliers are required to meet material compliance regulations such as REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), and any relevant local chemical safety laws to ensure products are safe and legally compliant.	The purpose of the Supplier Code of Conduct is to ensure responsible business practices throughout the supply chain. It aims to uphold human rights, promote fair and ethical standards, and support Alimak Group’s commitment to sustainability and compliance with global norms, including UN Guiding Principles on Business and Human Rights and relevant ISO standards. It applies to all suppliers delivering goods and/or services to Alimak Group.	CTO	All IROs under S2

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Environmental



📅 August 2024
Hamburg, Germany
Kai Filipiak

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E1 – Climate change

E1	Impacts, risks and opportunities (IRO)			Material for	Impact	Financial	Reference to policy			
Subtopic	Material impact or risk	Description	Mitigation/action	Value chain	Own operations	Positive	Negative	Opportunity	Risk	
E1a—Climate change adaptation	Long-term risk of decreased revenues in the oil and gas segments.	Lower investments and markets shifts away from the oil and gas segments may reduce demand for new vertical transportation systems in this sector.	This risk is managed by expanding into new customer segments such as offshore wind parks, data centres, and carbon capture projects to diversify market exposure.	●					●	Environmental policy
	Medium-term physical risk of exposure to extreme weather events at own factories and offices.	Six sites have been identified as at risk of extreme weather events. These sites, spread across China, Europe and US, are where the Group conducts manufacturing, storage, distribution, and repair activities.	These sites are located in areas where local authorities have made some investments in protective infrastructure against extreme weather events. The Group is evaluating the need for additional measures to protect its assets and ensure operational resilience.		●				●	Environmental policy
E1b—Climate change mitigation	Actual negative impact on the environment due to emissions connected to activities upstream and downstream in the value chain.	The Group's Scope 3 emissions are significantly larger than emissions from the Group's own operations. The impact is global in nature, difficult to reverse and the Group can only influence it to a limited extent.	To reduce these emissions, the Group conducts life cycle assessments to identify actions such as sourcing lower-impact materials, redesigning products, and increasing product lifespan.	●			●			Environmental policy
	Short-term risk of increased cost of imported steel and aluminium goods due to the CBAM.	From 2026, the CBAM will increase the cost of imported carbon-intensive materials from outside the EU, potentially raising prices for many Group products.	Supply chain managers must monitor regulations and increase sourcing of low-carbon alternatives to meet emissions targets and manage raw material costs.		●				●	Environmental policy
	Actual negative impact on the environment due to GHG emissions connected to own operations.	The Group's Scope 1 and 2 emissions come from fossil-fuel vehicles, equipment, and purchased energy. While their share of global emissions is small, the Group can significantly influence these emissions.	To reduce operational emissions, the Group is mapping energy use and taking actions such as purchasing green energy, reducing consumption, and electrifying vehicles and equipment.		●		●			Environmental policy
	Long-term risk of decreased market attractiveness and competitiveness if the Group's product range cannot meet customer demands.	A global shift to a net-zero economy is driving regulatory changes, customer demands, and investor expectations. A failure to adapt our products may lead to us becoming less competitive.	As most markets—especially the EU and UK—pursue decarbonisation, the Group is redesigning its product portfolio and sourcing low-carbon materials to stay competitive.		●				●	Environmental policy
E1d—Energy efficiency	Short-term risk of higher than necessary energy costs related to energy inefficiencies at the Group's larger own factories.	Some of the Group's larger factories use a significant amount of energy and are exposed to a risk of high energy consumption due to energy inefficiencies in older buildings etc.	Energy mappings are carried out to find cost-effective ways to reduce energy consumption as well as to change to energy sources with a lower carbon footprint.		●				●	Environmental policy
E1e—Renewable energy deployment	Medium-term opportunity to increase revenue from customers in the wind industry as renewable energy becomes more prevalent.	As renewable energy expands, the Group's Wind division has the potential to grow. With a strong product portfolio, the division is well-positioned to meet increasing demand for vertical access solutions in wind towers.	Industries driving the green transition will need vertical transportation solutions. Product and business development will ensure the Group captures these new opportunities.	●				●		Environmental policy
	Long-term opportunity to increase sales to customers with offshore wind farms.	As the green energy transition advances, new solutions will require vertical access systems. The Group already offers products and technologies that can meet these needs with little or no modification.	The Group is active in offshore wind farms and sees opportunities in solar power stations and mines, though these segments will take time to develop. Sales teams are focusing on new customers, while R&D is adapting product designs for diverse installations.	●				●		Environmental policy

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Introduction

Alimak Group recognises climate change as a critical challenge and has embedded it into its strategic planning. The company proactively addresses both physical risks, such as supply chain disruptions, and transitional risks, including regulatory changes and evolving market expectations. These risks have the potential to increase costs, impact reputation, and reduce demand in markets that are aiming to decarbonise.

Meanwhile, Alimak Group views climate action as a driver of innovation. The Group is advancing the development of low-carbon products, performing life cycle assessments, and exploring emerging markets such as offshore wind and carbon capture. Its policies emphasise circularity, resource efficiency, and active stakeholder engagement throughout the value chain.

By combining risk mitigation with the pursuit of new opportunities, Alimak Group demonstrates a strong commitment to sustainable growth and leadership in the green transition.

A summary table of climate-related impacts, risks, and opportunities (IROs) for Alimak Group is provided below.

GOV–3

Integration of sustainability related performance in incentive schemes

Climate-related factors are integrated into the short-term incentive programme for members of the Global Leadership Team and key managers eligible for the incentive scheme. Up to 10% of the maximum remuneration is directly linked to the development of a comprehensive transition plan addressing Scope 1, 2, and 3 emissions. This approach ensures that climate action is embedded in leadership performance and strategic planning. As such remuneration is not directly tied to the reduction of CO₂e emissions in this reporting year.

IRO–1

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

For more comprehensive details, please refer to ESRS 2. In summary, the process is as follows:

- The team begins by familiarising themselves with ESRS 1 and other key reports from intergovernmental organisations such as the OECD, IPCC, UN, and the EU.
- Each impact, risk, and opportunity (IRO) is assessed and assigned a score for its external and/or financial impact, using standardised scoring tables. The compiled list of IROs is then

reviewed, challenged, and approved by Alimak Group’s Global Leadership Team.

To evaluate the Group’s climate impact, direct emissions from company sites (including commuting and business travel) are measured and reported, while indirect emissions throughout the value chain, upstream and downstream, are estimated. An activity-based approach is used: life cycle assessments are conducted for major product categories and linked to sales data, enabling a comprehensive calculation of total value chain emissions from material acquisition, manufacturing, transport, installation, operation, maintenance, to end-of-life.

Data regarding physical climate risks has been compiled in collaboration with the Group’s insurance provider. Based on this analysis, we have identified six sites where potential action may be required: two in China, two in Spain, one in Italy, and one in the United States. The specific measures to be undertaken by the Group are currently under review and will be determined next year.

Alimak Group has implemented a structured process to identify and assess climate-related transition risks and opportunities across its operations and value chain. This includes analysing exposure and sensitivity to regulatory, market, and technological changes over the short, medium, and long term. Activities that support alignment with a climate-neutral economy are identified and prioritised accordingly.

Alimak Group continuously evaluates how climate-related developments — such as policy changes, market trends, and technological advancements — may affect its operations and value chain. This ongoing assessment helps pinpoint areas requiring adaptation, particularly over the long term, ensuring continued alignment with the Paris Agreement.

The Group has not yet conducted a climate change scenario risk analysis.

SBM–3

Material impacts, risks and opportunities and their interaction with strategy and business model

Impacts

- Actual negative impact on the environment due to emissions connected to both upstream and downstream activities in the value chain
- Actual negative impact on the environment due to GHG emissions connected to own operations

Alimak Group acknowledges that its operations generate greenhouse gas emissions both directly, from fossil-powered vehicles, equipment, and purchased energy at manufacturing and service sites, and indirectly, through upstream and downstream activities in the value chain. Notably, Scope 3 emissions from material sourcing and manufacturing are significantly larger than those from the company’s own operations, are global in scope, and are only partially within the Group’s control. These emissions are material to the business model, as they directly influence the environmental footprint of Alimak Group’s products and services.

- To address these impacts, Alimak Group is:
- Transitioning to renewable energy sources,
 - Electrifying its vehicle fleet,
 - Improving energy efficiency at key sites,
 - Conducting life cycle assessments (LCAs) on major product groups to inform decisions on sourcing lower-impact materials, enhancing product design for energy efficiency and durability, and extending product lifetimes through refurbishment and modular upgrades.

These efforts not only reduce the company’s environmental footprint but also reinforce its value proposition as a responsible supplier in sectors such as construction, energy, and infrastructure.

Risks

- Alimak Group faces a range of climate-related risks across its value chain:
- Long-term risk of declining revenue in oil and gas customer segments as markets transition away from fossil energy (Transition risk)
 - Medium-term physical risk of exposure to extreme weather events at factories and offices (Physical risk)
 - Short-term risk of increased costs for imported steel and wrought aluminium due to the Carbon Border Adjustment Mechanism (CBAM) affecting the upstream value chain (Transition risk)
 - Long-term risk of reduced market attractiveness and competitiveness if the product portfolio is not perceived as sustainable (Transition risk)
 - Short-term risk of higher-than-necessary energy costs due to inefficiencies at major production sites. (Transition risk)

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Short-term cost pressures arise from rising material prices and potential energy inefficiencies, while medium-term risks include operational disruptions from extreme weather. Over the long term, the need for a more sustainable product range and declining demand from fossil fuel sectors could impact both revenue and competitiveness.

Opportunities

The ongoing transition to renewable energy presents significant growth opportunities:

- In the medium term, increased demand from the wind industry offers potential for higher revenue, as Alimak Group’s vertical access solutions are well-suited for wind towers.
- In the long term, infrastructure development in offshore wind farms, solar power stations, and new mining operations is expected to drive demand for robust vertical access systems, supporting both equipment sales and service contracts.

The accelerating shift to renewable energy presents significant growth opportunities for Alimak Group. In the medium term, the expansion of the wind industry will create increased demand for vertical access solutions in wind towers, where Alimak Group’s existing product portfolio is well-positioned to meet evolving customer needs. This aligns with our downstream operations and may require the Group to scale production and adapt R&D to accommodate larger or more complex installations.

Looking further ahead, the green transition is expected to drive infrastructure development in offshore wind farms, solar power stations, and new mining operations. These sectors require robust and reliable vertical access systems, creating long-term potential for increased equipment sales and service contracts. Alimak Group’s ability to serve these markets with minimal product modification will support both revenue growth and strategic diversification beyond traditional fossil-based industries.

Resilience analysis

Alimak Group has not yet conducted a resilience analysis of its business strategy, but this is expected to be completed by 2026.

E1-1 Transition plan for climate change mitigation

Alimak Group is committed to aligning its business model with the transition to a sustainable economy and the Paris Agreement. Our current target is to reduce Scope 1–3 greenhouse gas emissions relative to revenue by 30% by the end of 2025. This target is ambitious and demonstrates the Group’s commitment to climate action, though it does not require an absolute reduction and may not fully align with the IPCC cross-sector emission pathways compatible with limiting global warming to 1.5°C or well below 2°C climate action pathways if market share were to grow significantly.

The Group has been actively managing Scope 1 and 2 emissions for multiple years, integrating this work into our regular business operations. To date, we have reduced Scope 1 and 2 emissions relative to revenue by approximately 53% compared with 2019. Progress has been made in Scope 3 as well, however, it has been more difficult to make targeted actions across all divisions as creating our activity-based emissions inventory took longer than expected partially due to the major acquisition of Tractel in 2022. Beyond investors encouraging the establishment of carbon reduction targets, neither they nor any other stakeholders have been involved in defining how the targets were set or in determining the ambition level, which has remained the responsibility of the Group.

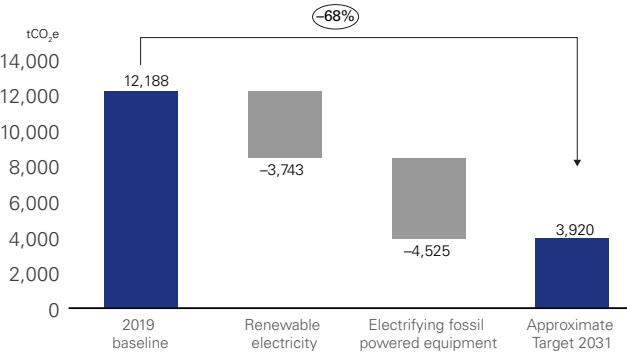
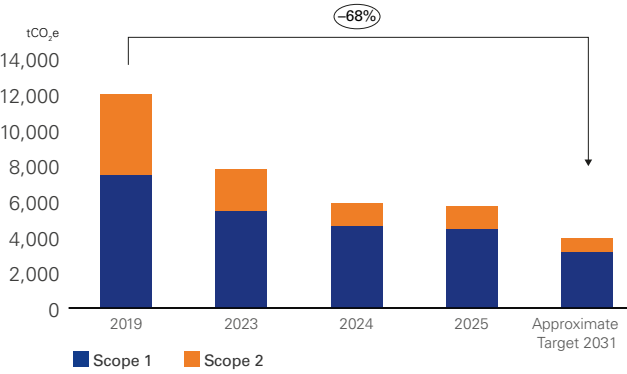
To strengthen our climate ambitions, Alimak Group is developing a science-based target for 2030–31, aiming for alignment with the 1.5°C pathway and verification by the Science Based Targets initiative (SBTi). This process will ensure that the Group’s climate goals are externally validated and consistent with global best practices.

The preliminary transition plan is supported by visual overviews and is designed to address both direct and indirect emissions throughout the value chain. The preliminary transition plan has been approved by the Group Leadership Team and was developed in close collaboration with each division. As a result, the plan is well-anchored within the organisation, providing a strong foundation for execution towards 2031, while recognising that certain assumptions may evolve over time.

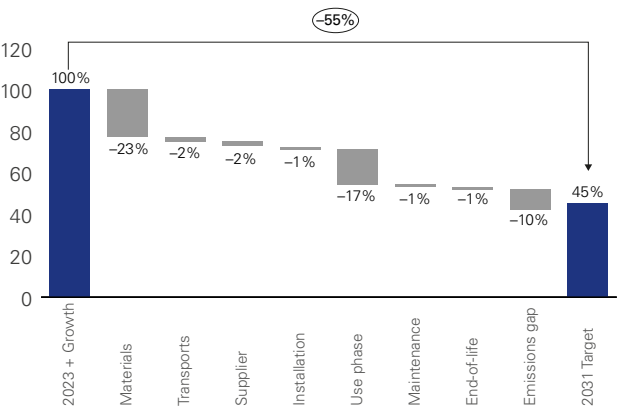
GHG reduction pathway and benchmarking

Although the exact target has not yet been verified with SBTi we expect to set a target for Scope 1 and 2 emissions, aiming for approximately an additional ~10% reduction beyond our

Absolute emissions reduction in Scope 1 and 2



Emissions tCO₂e/MSEK Revenue



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current 55% reduction versus 2019 levels. Furthermore, we expect our scope 3 reductions to follow a pathway similar to what is illustrated below. The chart provides an indicative view of how key decarbonisation levers could contribute towards achieving a potential 2031 goal of approximately 55% reduction versus 2023 levels in emissions intensity per MSEK revenue.

Key levers and estimated impact

- **Raw materials (–23%):** Reduce raw material emissions by increasing recycled metal content, refurbishing components to extend product life, and designing lighter products to lower material demand and associated carbon footprint.
- **Transport (–2%):** Optimise transport routes and shift to low-emission freight options to reduce distribution-related emissions.
- **Supplier manufacturing (–2%):** Collaborate with suppliers to adopt energy-efficient processes and renewable energy sources.
- **Installation (–1%):** Improvements in installation.
- **Use phase (–17%):** Design products with lower operational energy demand and integrate digital monitoring.
- **Maintenance (–1%):** Extend product life through predictive maintenance, improvements in spare part materials, and reduced air freight.
- **End-of-life (–1%):** Implement circular models for refurbishment and recycling, implementing circular models for refurbishment and recycling reduces the need for virgin raw materials counted in raw materials reduction.
- **Additional measures (–10%):** Close the gap through innovation and enhanced supplier engagement.

Locked-in emissions and asset management

Most of the Group’s emissions are related to Scope 3; The locked-in emissions found in Scope 1 and 2 are not large enough to pose a risk that the Group will not reach its GHG emissions reduction target.

- **Scope 1–2 assets:** Our factories account for the largest share of site emissions. We have already implemented significant improvements, but we will continue working on energy efficiency, expanding renewable energy sourcing, and accelerating the electrification of fossil-powered machines and vehicles.
- **Scope 3 products:** We will continue to address lifetime emissions by integrating sustainable design principles into all new products, leveraging connected machines for real-time

performance insights, and advancing digitalisation across our operations. These efforts will enable predictive maintenance, optimise energy use throughout the product lifecycle, and support circular business models that minimise waste and maximise resource efficiency.

Implementation status, financial planning, and taxonomy alignment

This is a preliminary transition plan, and most likely the plan will be further updated and improved during the implementation. The plan is being progressively incorporated across all divisions and into the Group’s 2030 strategy, ensuring that investments support the transition.

Exposure to fossil activities and benchmark exclusion

Although the industrial division has some sales to customers operating in coal , oil and gas, it is not large enough that Alimak Group as a whole is at risk of jeopardising our green transition. Furthermore, the Group is not excluded from EU Paris-aligned Benchmarks under the Climate Benchmark Standards Regulation.

E1–2 Policies related to climate change mitigation and adaptation

To address climate change, Alimak Group has established a comprehensive Environmental Policy that integrates both climate change and circular economy principles. This policy provides a structured framework for managing impacts related to climate and resource use throughout the value chain. It ensures compliance with all relevant legislation and promotes the adoption of ISO-aligned management systems at manufacturing sites.

The policy emphasises a precautionary approach, aiming to minimise greenhouse gas emissions through sustainable sourcing, product development, and maintenance practices. Circularity is embedded in operations and procurement, prioritising waste reduction and the use of secondary resources. The Group is firmly committed to transitioning to renewable energy, enhancing energy efficiency, and collaborating with suppliers that have science-based climate targets.

Furthermore, Alimak Group’s products and services are designed to be low-carbon, circular, and digitally enabled. This policy also incorporates business continuity planning to address risks associated with extreme weather events, ensuring resilience across operations. For further details regarding MDRP, please refer to the Policy Matrix on page 53.

E1–3 Actions and resources in relation to climate change policies

Operational Initiatives:

- **Manufacturing sites:**
 - Focus on energy efficiency via energy mappings, transitioning to renewable energy by purchasing certified renewable energy or investing in rooftop solar, and replacing fossil-powered vehicles and machinery with electric alternatives. These efforts have already delivered significant reductions and will continue to be prioritised. For data on our progress in scope 1 and 2 as well as business travel and commuting in scope 3, please see E1-6.
- **Scope 3 Decarbonisation:**
 - Sourcing recycled materials
 - Especially metals like steel and wrought aluminium
 - Advancing sustainable product design
 - Reducing raw material use, more energy efficient machines,
 - Adopting circular business models
 - Utilising digitalisation and connected machines/equipment to extend the life of our products via improved predictive maintenance and spare parts logistics
- **Refurbishment programmes:**
 - The Facade Access, Industrial, and Construction divisions operate refurbishment programmes to extend the life of installed equipment, meeting customer demand for cost-effective and sustainable solutions and reducing the Group’s climate footprint.

While Alimak Group’s climate-related actions are not yet fully aligned with MDR-A standards, the Group is actively working across multiple areas to reduce emissions and strengthen environmental performance.

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E1–4

Targets related to climate change mitigation and adaptation

Alimak Group has set a measurable, time-bound climate target: to reduce total greenhouse gas emissions (Scopes 1, 2, and 3) relative to revenue by 30% by the end of 2025, using 2019 as the baseline year. This target is global in scope and applies across all operations and the value chain, supporting the Group’s broader environmental policy objectives.

No absolute target has been set yet, and the current target excludes scope 3 categories which are not relevant to the Group such as: Fuel and energy related activities, upstream leased assets, processing of sold products, downstream leased assets, franchises, and investments. Furthermore, the boundary of the GHG emission target does not diverge from the GHG emissions reported under E1-6.

Furthermore to assess progress against our target the Group uses market-based scope two emissions.

- **Monitoring progress:**
 - Across all Alimak Group sites, the CTO function collaborates closely with local colleagues to coordinate the structured collection and validation of sustainability data in CLEARIT. Through regular dialogue, shared processes and continuous support, we aim to ensure that each site reports accurate, consistent and timely information, enabling transparent Group-wide sustainability performance tracking.
- **Scope 1 and 2 emissions:**
 - The Group has already exceeded its target by significantly increasing renewable energy use at manufacturing sites and reducing fossil fuel reliance through electrification and investments in energy-efficient equipment.
- **Scope 3 emissions:**
 - Progress has been slower due to the complexity of mapping emissions across the value chain. Product life cycle assessments (LCAs) are now applied to the most sold product categories, enabling the creation of activity-based emissions profiles and more accurate tracking and prioritisation of reduction initiatives.
- **Future outlook:**
 - The 30% reduction target roughly aligns with the 1.5°C to well below 2°C climate pathways, but has not yet been approved by a third party organisations such as the SBTi. Alimak Group is well-positioned to set a new, SBTi-verified short-term target by the end of Q1 2026.

E1–5

Energy consumption and mix

Energy consumption, MWh	2025	2024
Fossil energy total consumption	20,990	21,404
Coal & coal products	0	0
Oil & petroleum products	11,910	12,767
Natural gas	6,882	6,498
Other fossil sources	139	88
Fossil electricity, heat, steam, cooling	2,059	2,051
Nuclear energy total consumption	1,292	1,377
Renewable energy total consumption	11,216	11,065
Renewable energy: Biofuels	342	300
Renewable energy: Electricity, heat, steam, cooling	10,484	10,728
Renewable energy: Self-generated, non-fuel	390	37
TOTAL	33,498	33,846

Energy production, MWh	2025	2024
Energy production: non-renewable	0	0
Energy production: renewable	704	46

Energy intensity	2025	2024
Energy intensity, total energy MWh/revenue in MSEK	4.9	4.8

Specification of the high climate impact sectors that are used to determine the energy intensity required by paragraph 40

According to the NACE registry, this is likely to be the most relevant high impact activity to the Group:
C28.2.2 – Manufacture of lifting and handling equipment

Other relevant high impact activities:
C33 – Repair and installation of machinery and equipment
C33.1.2 – Repair of machinery
C33.2.0 – Installation of industrial machinery and equipment

Low impact activities in Alimak Group:
N77 – Rental and leasing activities
N77.2.9 – Renting and leasing of other personal and household goods
N77.3.2 – Renting and leasing of construction and civil engineering machinery and equipment
N77.3.9 – Renting and leasing of other machinery, equipment and tangible goods n.e.c.

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E1–6

Gross scopes 1, 2, 3 and total GHG emissions

	Retrospective				
	Base year 2019	2023*	2024	Current target year 2025	(2025/2024) %
Total emissions (tCO ₂ e)					
Scope 1 GHG emissions					
Gross scope 1 GHG emissions (tCO ₂ eq)	7,645	5,400	4,642	4,382	94%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%	0%	N/A
Scope 2 GHG emissions					
Gross location -based Scope 2GHG emissions (tCO ₂ EQ)	N/A	N/A	2821	2221	79%
Gross market -based Scope 2GHG emissions (tCO ₂ EQ)	4,566	2,370	1,300	1,085	83%
Significant Scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	4,529	88,589*	4,878	4,732	97%
1 Purchased goods and services	N/A	59,903*	Next year	Next year	N/A
2 Capital goods	N/A		Next year	Next year	N/A
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	N/A	N/A	N/A	N/A	N/A
4 Upstream transportation and distribution	N/A	2,723*	Next year	Next year	N/A
5 Waste generated in operations	N/A	N/A	Next year	Next year	N/A
6 Business traveling	4,529	3,092	3,568	3,567	100%
7 Employee commuting	N/A	N/A	1,310	1,165	89%
8 Upstream leased assets	N/A	N/A	N/A	N/A	N/A
9 Downstream transportation	N/A	3,058*	Next year	Next year	N/A
10 Processing of sold products	N/A	N/A	N/A	N/A	N/A
11 Use of sold products	N/A	12,241*	Next year	Next year	N/A
11.1 Maintenance of sold products	N/A	6,684*	Next year	Next year	N/A
12 End of life treatment of sold products	N/A	888*	Next year	Next year	N/A
Total GHG emissions (tCO ₂ eq)					
Total GHG emissions (location-based)	N/A	N/A	12,341	11,335	92%
Total GHG emissions (market-based)	16,740	96,359*	10,820	10,199	94%

* Includes more categories of Scope 3 than other years.

The scope 3 categories under mapping are, purchased goods and services, capital goods, transportation and distribution, waste generated in operations, use of sold products, end-of-life treatment of sold products.

Irrelevant scope 3 categories are fuel and energy related services, leased assets, processing of sold products, franchises, and Investments. Scope 3 categories have been excluded where they are not relevant to the company’s operations, where their contribution is immaterial, or where emissions are already captured within another category and cannot be reliably separated.

	Retrospective				
	Base year 2019	2023*	2024	Current target year 2025	(2025/2024) %
Emissions (tCO ₂ e) / MSEK revenue					
Scope 1 GHG emissions					
Gross scope 1 GHG emissions (tCO ₂ eq)	1.07	0.76	0.65	0.64	98%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%	0%	N/A
Scope 2 GHG emissions					
Gross location -based Scope 2GHG emissions (tCO ₂ EQ)			0.40	0.32	81%
Gross market -based Scope 2GHG emissions (tCO ₂ EQ)	0.64	0.33	0.18	0.16	88%
Significant Scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)		12.61*	0.69	0.67	97%
1 Purchased goods and services		8.52*	Next year	Next year	
2 Capital goods		0.00	Next year	Next year	
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)					
4 Upstream transportation and distribution		0.39	Next year	Next year	
5 Waste generated in operations					
6 Business traveling	0.64	0.44	0.5	0.52	104%
7 Employee commuting			0.18	0.17	94%
8 Upstream leased assets					
9 Downstream transportation		0.44*			
10 Processing of sold products					
11 Use of sold products		1.74*	Next year	Next year	
11.1 Maintenance of sold products		0.95*	Next year	Next year	
12 End of life treatment of sold products		0.13*	Next year	Next year	
Total GHG emissions (tCO ₂ eq)					
Total GHG emissions (location-based)	N/A	N/A	1.74	1.63	94%
Total GHG emissions (market-based)	1.71	13.70*	1.52	1.47	96%

* Includes more categories of Scope 3 than other years.

Scope 3 emissions in the value chain are estimated using a scalable life cycle assessment (LCA) approach. Representative category level product models are developed for average products within each major product category. These models are adapted to reflect regional differences by applying regional sales volume distributions. Total Scope 3 emissions are calculated by multiplying the resulting per unit emissions by the total number of units sold. This methodology has been applied for the 2023 reporting year as a pilot and demonstration. Additional reporting years will be incorporated once the method has been approved or refined based on feedback from the Science Based Targets initiative (SBTi).

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Disclosure of why scope 3 GHG emissions category has been excluded

During 2024, extensive work was done to map both upstream and downstream Scope 3 GHG emissions. The distribution of the emissions along the value chain is shown on page 72. During 2025, we have further quality assured the numbers and have drawn up plans for how these emissions will be reduced. From 2026 and forward, the numbers will be disclosed as part of the Sustainability statement.

Intensities	2025	2024
GHG emissions intensity (tCO ₂ e/MSEK revenue)*	1.48	1.52

* Calculated using market-based scope 2 emissions, furthermore next year, additional Scope 3 categories will be included, which may significantly change these values.

Reconciliation with the relevant line item or notes in the financial statements of the net revenue amounts (the denominator in the calculation of the GHG emissions intensity required by paragraph 53)

See Consolidated Financial Statements on page 116.



A solar energy molten salt power tower project in the northwest desert of China. By reflecting sunlight through about 2,000 mirrors and melting the salt at the top of the tower to generate electricity, an Alimak SL500 industrial lift was installed inside the tower.

E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

As mentioned in ESRS 2, sustainability related capital and operational expenditures are embedded into Alimak Group’s wider investment processes and are not tracked or managed as stand alone categories. As a result, the Group does not publish isolated CapEx or OpEx figures in this ESRS report. Instead, sustainability driven investments are reflected holistically through our strategic initiatives, performance development, and financial statements.

Net revenue from the undertaking’s customers operating in coal, oil and gas-related activities

The Industrial Division has some revenue from customers in the oil & gas and coal sectors. The revenue from these customers in 2025 amounted to MSEK 569.

Proportion (percentage) of the net revenue from the undertaking’s customers operating in coal, oil and gas-related activities

The Group’s revenue amounted to MSEK 6,874 and the revenue from customers in these segments amounted to MSEK 569, i.e. approximately 8%.

Potential to pursue climate-related opportunities

It is expected that the market for low-carbon products will gradually increase by working with:

- improving product design to reduce the impact of raw materials, energy use and maintenance emissions
- increased lifetime of machines
- sourcing reused, recycled or other sustainable materials
- refurbishment of old machines
- renovation and reselling of used equipment
- expanding the rental business

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E5 – Resource use and circular economy

E5	Impacts, risks and opportunities (IRO)			Material for	Impact	Financial	Reference to policy			
Subtopic	Material impact or risk	Description	Mitigation/action	Value chain	Own operations	Positive	Negative	Opportunity	Risk	
E5a – Resources inflows, including resource use	Actual negative impact on the environment due to use of non-recycled inflow materials in the Group's upstream value chain.	The Group uses materials that have varying environmental impacts in its upstream supply chain. Key material groups include steel, aluminium, copper, concrete, textiles (mainly polyester), plastics, bioplastics, cardboard, wood, electronics, and hazardous materials.	The Group aims to cut environmental impact by increasing reused and recycled materials in its supply chain.	●			●		Environmental policy	
	Short-term risk of raw material price fluctuations in the Group's upstream value chain, potentially leading to increased costs.	The availability and price of the raw materials to manufacture the Group's products are central. For relevant material see above.	Managing material availability and pricing is the responsibility of each division's sourcing managers. Market trends are tracked, and data analytics is used to be proactive and forecast changes.	●					●	Environmental policy
E5b – Resource outflows related to products	Actual negative impact on the environment connected to the use of non-circular materials and products throughout the Group's value chain.	Increasing circularity across the Group's product range and value chain is essential for meeting sustainability targets, as it reduces emissions, pollution, and resource impacts.	The Group plans to increase refurbishment, use more recycled materials, extend product lifespan, and optimise product weight.	●			●			Environmental policy
	Medium-term risk that the Group's products may become irrelevant if they are not designed for circularity throughout the value chain.	For long-term growth, the Group must adapt its business model to evolving market trends, achieve its sustainability goals, and remain profitable.	The Group builds long-lasting products —designed for longevity, recyclability, and modularity to enable easy repair, refurbishment, and disassembly. With new technologies and a global service network, older machines can be rebuilt to extend their life.	●					●	Environmental policy
	Short-term opportunity to increase revenue, while decreasing GHG emissions, through the Group's FA division's RRR strategy.	The FA division's RRR strategy offers repair, refurbishment, retrofitting, and replacement for old BMUs. It promotes circularity by reusing materials, extending machine life, and reducing emissions.	Local sales teams include RRR specialists to pursue this opportunity for the benefit of customers and the environment. The growth potential is significant over the next few years.		●				●	Environmental policy
	Short-term opportunity to increase revenue, while decreasing GHG emissions, through the Group's Industrial division's refurbishment strategy.	The refurbishment programme promotes circularity by extending equipment life and reducing waste across operations and the downstream value chain.	A large installed base together with global technical expertise and operational infrastructure, the division delivers refurbishment services worldwide.		●				●	Environmental policy
	Short- to medium-term opportunity to increase revenue, while decreasing GHG emissions, through the Group's Construction division's used equipment strategy.	The Construction divison buys back older machines to be refurbished and sold on the market. This approach supports circular economy goals by cutting waste, emissions, and promoting durable design.	The Construction division has a large installed base, technical expertise and operational infrastructure to upgrade older machines to new safety standards and functionalities.		●				●	Environmental policy
E5c – Waste	Medium-term potential negative impact on the environment in case waste is not managed properly in own operations.	The Group uses diverse materials that have varying environmental impacts. Operating globally, waste may not always be managed as intended and improper disposal of these materials can harm the environment.	The Group aims to ensure proper waste management by only working with reputable waste management firms so that its waste is handled properly in all locations, especially in relation to hazardous materials.	●			●			Environmental policy

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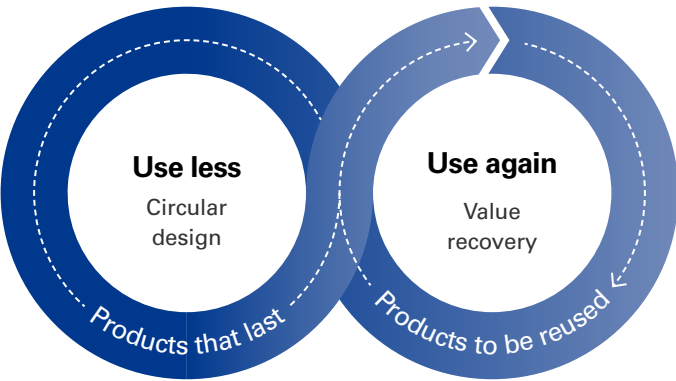
Introduction

Alimak Group utilises a range of materials, including steel, wrought aluminium, and concrete, in its products. While primary materials remain the main input, the company is actively increasing the share of recycled content to minimise its environmental footprint.

The Group faces financial risks related to raw material price volatility and the need to comply with evolving EU regulations on product design and material use. These factors can impact both cost structures and operational flexibility. Alimak Group is leveraging circular business models, such as rental, refurbishment, and leasing, particularly within the Facade Access, Construction, and Industrial divisions. These approaches extend product lifespans, reduce waste, and foster long-term value creation for both the company and its customers.

Key focus areas across all divisions include improving waste management and designing products for reuse and recyclability. These initiatives support the Group’s broader sustainability objectives and reinforce its commitment to responsible resource use.

Circular strategy



IRO–1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Alimak Group has conducted extensive screening of its operations and value chain to identify material impacts, risks, and opportunities related to resource use and the circular economy. This assessment was primarily guided by lifecycle assessments (LCAs), which have enabled the company to determine the most environmentally significant material categories. These include steel, wrought aluminium, copper, concrete, textiles, plastics, electronics, wood, cardboard, bioplastics, other bio-materials, and hazardous substances.

The screening encompassed both upstream and downstream activities, evaluation of resource inflows, outflows, and waste generation throughout the value chain. Standardised LCA tools and internal reporting systems were utilised to ensure a robust and systematic approach.

Note: Alimak Group did not conduct consultations with affected communities as part of this assessment.

SBM–3

Material impacts, risks and opportunities and their interaction with strategy and business model

Impacts

- Actual negative impact on the environment due to use of non-recycled inflow materials from the Group's upstream value chain
- Non-circular product designs across the value chain leading to increased emissions, pollution, and resource depletion. This challenges the Group’s ability to meet its environmental targets and regulatory expectations
- Medium-term potential negative impact on the environment in the event that waste is not managed properly in own operations and in the Group's downstream value chain

The sourcing of non-recycled materials like steel and wrought aluminum challenges the Group’s environmental goals and drives the need for more circular sourcing. Most of the Group’s products are designed for circularity, and where this is not the case, circularity is included in future product design where possible to reduce emissions and waste related to the value chain. Waste mismanagement, especially of hazardous materials,

poses environmental and compliance risks, thus it is important to work with reputable licenced waste management firms to handle this waste. Lastly, the shift towards circularity is influencing product and service innovation, such as refurbishment programmes and leasing models, aligning with customer demand and regulatory trends while opening new revenue streams.

Risks

- Short-term risk of raw material price fluctuations in the Group's upstream value chain, potentially leading to increased costs
- Medium-term risk that the Group's product offering will lose its competitiveness if the offering is not designed for circularity

These risks are closely linked to Alimak Group’s business model, which involves sourcing raw materials, manufacturing, global distribution, and long-term maintenance. Strategic adaptation in sourcing, design, and service models is essential to safeguard long-term business resilience.

Opportunities

- Short-term opportunity to increase revenues, while decreasing GHG emissions, through the Group's Facade Access division's RRR (Repair, Refurbish, Replace) strategy
- Short-term opportunity to increase revenues, while decreasing GHG emissions, through the Group's Industrial division's refurbishment strategy
- Short-term opportunity to increase revenues, while decreasing GHG emissions, through the Construction division's reused reused and rental strategies

Alimak Group’s business model is actively leveraging short-term opportunities in circular economy through its Facade Access and Industrial divisions. The Facade Access division’s RRR strategy enables the company to extend product lifespans, reduce greenhouse gas emissions, and generate additional service-based revenue. Similarly, the Industrial division’s refurbishment programme where old installations can be retrofitted with a new cage while keeping the mechanical structure with the mast, rack and tie-ins support lower emissions and open pathways for new revenue streams. Also, the Construction division's reused strategy along with its rental business in selected

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markets are important initiatives towards achieving more circular business models. All these opportunities align with sustainability goals while strengthening the Group’s value proposition and market relevance.

E5–1

Policies related to resource use and circular economy

Alimak Group’s Environmental Policy integrates climate change and circular economy principles, providing a structured framework for managing impacts, risks and opportunities related to circularity. The policy clearly outlines the Group’s commitment to transitioning away from virgin resource use. It emphasises the application of circular principles, “Prevent, Reduce, Reuse, Recycle,” across all operations and procurement, with a specific focus on minimising resource consumption and prioritising the use of secondary resources over virgin materials. For further details regarding MDRP, please refer to the Policy Matrix on page 53.

E5–2

Actions and resources related to resource use and circular economy

Alimak Group actively prioritises the sourcing of secondary (recycled) materials over virgin resources. This approach influences procurement decisions and supplier selection, favouring partners who are committed to circularity. By increasing the share of reused and recycled materials, such as steel, wrought aluminium, copper, concrete, textiles, plastics, and electronics, the Group reduces its environmental footprint and supports responsible resource use.

The Facade Access, Industrial, and Construction divisions are expanding refurbishment and reuse initiatives. These programmes extend product lifespans, reduce waste, and drive innovation in modular design, reparability, and material efficiency. Collaboration between R&D, sourcing, and maintenance teams ensures that products are increasingly sustainable and aligned with evolving market and regulatory expectations.

Circularity is integrated into product development through modular design, reparability, and disassembly features. This not only supports Alimak Group’s sustainability targets but also ensures compliance with emerging regulations and enhances product recyclability.

The company works exclusively with reputable waste handlers and aligns its practices with EU Ecodesign requirements.

This ensures proper disposal of waste, minimises environmental harm, and reduces compliance risks.

E5–3

Targets related to resource use and circular economy

Alimak Group does not currently have a specific quantitative target or group developed metrics for circularity. To date, efforts related to the circular economy have been integrated into the Group’s broader decarbonisation strategy. Divisions have focused on increasing the use of recycled materials and expanding refurbishment programmes as key actions.

Looking ahead, Alimak Group plans to evaluate the establishment of a dedicated circularity target.

E5-4, E5–5

Resource inflows and resource outflows

Waste-related KPIs are presented below, however, data on resource inflows and product outflows is not yet available as there are uncertainties in data quality due to differing data collection methodologies across the Group’s manufacturing sites, therefore quantitative data is not reported for 2025. The Group is actively improving its data collection and reporting processes and aims to disclose this information in the 2026 Annual Report.

- Product lifespan by division
- Industrial division
- Industrial lifts based on rack and pinion technology and traction technology: *Typical lifespan: 20–25 years*
- Construction division
- Construction hoists, mast climbing platforms, and transport platforms: *Typical lifespan: 20–25 years*
- Facade Access division
- Building Maintenance Units (BMUs) and Davits from the brands Manntech, CoxGomyl, Tractel: *Typical lifespan: ~25 years*
- Wind division
- Service lifts, ladders, climb assists, fall arrest systems, tower equipment: *Typical lifespan: 20–30 years*
- HSPS division
- Broad product range including safety gear, lifting equipment, control systems: *Typical lifespan: 1–10 years depending on product type (e.g. harnesses, anchors, sensors)*

Reparability

An established third party reparability score does not exist for Alimak Group products. However, reparability is a core feature across all mechanical product categories, and refurbishment is often considered early in the design phase. This proactive approach ensures that most products are highly repairable and suited for long-term use through proper maintenance and even with an extended lifetime through refurbishment. The exception is safety-critical items such as safety harnesses and textile-based products, which typically must be discarded when damaged due to strict safety regulations.

Lastly, we are currently unable to confirm the rates of recyclable content in products and their packaging, as data is still being collected and quality controlled.

KPIs

Across all Alimak Group sites, the CTO function collaborates closely with local colleagues to coordinate the structured collection and validation of sustainability data in CLEERIT. Through regular dialogue, shared processes, and continuous support, we aim to ensure that each site reports accurate, consistent, and timely information, enabling transparent Group-wide sustainability performance tracking.

Waste data is collected from the waste management firms / local governments which we cooperate with.

Waste KPIs, tonne	2025	2024
Non-hazardous waste sent to reuse	4	65
Non-hazardous waste sent to recycling	2,758	1,868
Non-hazardous waste sent to other recovery	439	185
Non-hazardous waste sent to incineration	73	146
Non-hazardous waste sent to landfill	40	125
Non-hazardous waste sent to other disposal	16	26
Hazardous waste sent to reuse	0	0
Hazardous waste sent to recycling	18	25
Hazardous waste sent to other recovery	10	110
Hazardous waste sent to incineration	14	106
Hazardous waste sent to landfill	3	0
Hazardous waste sent to other disposal	81	61
Total amount of non-recycled waste	231	528
Total percentage of non-recycled waste	7%	19%
Total amount of hazardous waste	126	302
Total amount of waste	3,456	2,717

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EU Taxonomy

The EU Taxonomy for sustainable investments is an official classification system that identifies environmentally sustainable economic activities. Its purpose is to steer capital towards projects and activities that make a substantial contribution to the EU’s climate objectives. Under this framework, companies are required to disclose turnover, capital expenditure (CapEx), and operating expenditure (OpEx) related to activities that are taxonomy-eligible and taxonomy-aligned.

The regulatory guidance and market practice relating to the EU Taxonomy is still limited and provides scope for interpretation. Our disclosure in 2025 is based on our current understanding of the rules and may be amended in the future to align with new regulatory guidance provided.

Taxonomy-eligible activities

Alimak Group’s Taxonomy-eligible activities have been identified by screening the economic activities in the Climate Delegated Act (Commission Delegated Regulation (EU) 2021/2139), the Complementary Climate Delegated Act (Commission Delegated Regulation (EU) 2022/1214), the Environmental Delegated Act (Commission Delegated Regulation (EU) 2023/2486, and the amendments to the Climate Delegated Act (Commission Delegated Regulation (EU) 2023/2485). The outcome of this analysis is presented below.

Alimak Group’s Wind division offers products, solutions and training courses for safe work in wind turbines, such as service lifts, ladders and safety devices. The offering also includes services. There are two activities described in the delegated acts that are deemed to encompass the operations performed by the Wind division:

- Activity CCM 3.1 Manufacture of renewable energy technologies
- Activity CCM 7.6 Installation, maintenance and repair of renewable energy technologies.

The above taxonomy-eligible activities are regarded as “enabling” and they are related to the environmental goal Climate Change Mitigation (CCM).

The environmental goal Circular Economy (CE) lists several activities that are relevant for the service businesses carried on by the Group’s four other divisions:

- Activity CE 5.1 Repair, refurbishment and remanufacturing – Construction, Industrial, Facade Access and Height Safety & Productivity Solutions perform repair and refurbishment activities
- Activity CE 5.2 Sale of spare parts - Construction, Industrial and Height Safety & Productivity Solutions sell spare parts
- Activity CE 5.4 Sale of second-hand goods - this activity is relevant to the Construction Division’s sale of used machines

A review has also been made of the activities relating to the environmental goals Climate Change Adaptation (CCA), Water and Marine Resources (WTR), Pollution Prevention and Control (PPM) and Biodiversity and Ecosystems (BIO) and the conclusion is that none of them are relevant to Alimak Group’s business.

Alimak Group does not operate or have exposure to (lending to or investments in) energy companies that produce energy using nuclear power or natural gas.

Taxonomy-aligned activities

For an economic activity to be considered taxonomy-aligned, it needs to substantially contribute to one of the six environmental goals, without causing harm to any of the other five. In addition, the activity shall meet certain defined minimum safeguards.

Substantial contribution and Do No Significant Harm (DNSH)
We are of the opinion that we fulfil the requirements for substantial contribution. Regarding the Do No Significant Harm (DNSH) requirements, the regulations identify specific criteria as to what constitutes doing harm and what assessment a company should perform to evaluate such potential harm. Work has been performed to assess our

operations against these requirements, and we are of the opinion that we fulfil most of them. However, it is deemed very difficult to assess compliance with the DNSH requirements relating to pollution prevention and control. We have therefore taken the prudent approach of not reporting anything as taxonomy-aligned until we get more guidance from the EU on how this assessment is going to be conducted.

Minimum safeguards

The EU Taxonomy requires companies to have procedures and processes in place which are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Our company policies endorse these frameworks.

As part of our commitment to manage human rights risks in the supply chain we have partnered with Worldfavor. The platform provided by Worldfavor helps us assess our suppliers based on country-specific risks and on the answers they provide to an ESG-questionnaire. The country-risk evaluation factors in research by several internationally recognised organisations, such as Transparency International (corruption), Save the Children (child labour), International Trade Union Confederation (labour rights). The risk score in Worldfavor is the basis for an action and audit plan.

An analysis has also been performed to ensure that we have adequate procedures in place to manage the human rights risks in our own operations. Examples of procedures that work as safeguards in the human rights area:

- All employees have written employment contracts.
- Employee survey conducted regularly.
- Whistleblowing channel, available for both internal and external stakeholders, allowing anonymous reporting in 16 languages.

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- Health & safety procedures.
- Code of Conduct and ethical business guidelines.
- Code of Conduct e-learning and Anti-bribery training in the form of dilemma discussions.
- Code of Conduct for suppliers and processes to ensure compliance.

More information about the work we do to manage human rights risk can be found in our sustainability statement relating to the topics; S1 Own Workforce, S2 Workers in the value chain and G1 Business Conduct.

Conclusions

The conclusion from the conducted analysis of substantial contribution, DNSH and minimum safeguards, is that we fulfil most of the requirements. However, as mentioned above, we have taken the prudent approach of not reporting anything as taxonomy-aligned until we get more guidance from EU on how to make some of the assessments, in particular the compliance with the DNSH assessment relating to pollution prevention and control. We will monitor developments relating to the EU Taxonomy and may reconsider our position as reporting guidelines evolve.

Applied accounting policy

- **Turnover:** the information about turnover relating to the Taxonomy-eligible activities are extracted from our IFRS reporting. The denominator is the revenue as presented in the Group consolidated statements of comprehensive income, MSEK 6,874.

- **Capital Expenditures (CapEx):** the Company does not have a CapEx plan and has used information from the Property, Plant & Equipment and Intangible Asset Specifications reported by all Group companies. New IFRS16 leasing contracts added during the year are also included. The Group's total CapEx (the denominator) is a combination of this year's gross investments in Notes 13 and 14 and new contracts according to Note 15. The calculation has been made per division and an allocation of each division's CapEx has been made based on the Division's proportion of taxonomy-eligible turnover.
- **Operating Expenditures (OpEx):** includes expenses for R&D, short-term leases and maintenance and repair of properties. The calculation has been made per division and an allocation of each division's OpEx has been made based on the Division's proportion of taxonomy-eligible turnover.

We ensure that Taxonomy-eligible turnover, CapEx and OpEx is allocated either fully to a single activity or split appropriately between activities where necessary, thereby preventing double counting.

Development during the reporting period

In 2025 we do not report any Taxonomy-aligned turnover, CapEx and OpEx. The numbers we disclose is the turnover, CapEx and OpEx relating to taxonomy-eligible activities. The taxonomy-eligible turnover in 2025 amounted to MSEK 2,267 (2024 MSEK 693), representing 33% of the Group's turnover (compared to 10% in 2024). The taxonomy-eligible capital expenditure in 2025 amounted to MSEK 110 (2024 MSEK 19), representing 28% of the Group's capital expenditure (8% in 2024). Operating

expenses for taxonomy-eligible operations amounted to MSEK 82 (2024 MSEK 40). Expressed as a percentage, the Group's operating expenses for taxonomy-eligible operations increased from 15% to 31%. The reason for the increase in the three KPIs is that we have added three activities relating to the environmental goal for circular economy.

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Proportion of turnover, CapEx, OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (summary KPIs)

Financial year	2025				Breakdown of environmental objectives of Taxonomy aligned activities										
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year	Proportion of Taxonomy aligned activities in previous financial year
	SEK m	%	SEK m	%	%	%	%	%	%	%	%	%	%	SEK m	%
Turnover	2,267	33%	0	0%									0%	0	0%
CapEx	110	28%	0	0%									0%	0	0%
OpEx	82	31%	0	0%									0%	0	0%

Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		Turnover											
Financial year		2025											
Economic activities	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Environmental objective of Taxonomy aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
		%	SEK m	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of renewable energy technologies	CCM 3.1	6%	0	0%									0%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	4%	0	0%									0%
Repair, refurbishment and remanufacturing	CE 5.1	12%	0	0%									0%
Sale of spare parts	CE 5.2	10%	0	0%									0%
Sale of second-hand goods	CE 5.4	1%	0	0%									0%
Sum of alignment per objective													
Total KPI		33%	0	0%									0%

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Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		CapEx											
Financial year		2025											
Economic activities	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Environmental objective of Taxonomy aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
		%	SEK m	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of renewable energy technologies	CCM 3.1	3%	0	0%									0%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	2%	0	0%									0%
Repair, refurbishment and remanufacturing	CE 5.1	10%	0	0%									0%
Sale of spare parts	CE 5.2	11%	0	0%									0%
Sale of second-hand goods	CE 5.4	2%	0	0%									0%
Sum of alignment per objective													
Total KPI		28%	0	0%									0%

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		OpEx											
Financial year		2025											
Economic activities	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Environmental objective of Taxonomy aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
		%	SEK m	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of renewable energy technologies	CCM 3.1	7%	0	0%									0%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	4%	0	0%									0%
Repair, refurbishment and remanufacturing	CE 5.1	7%	0	0%									0%
Sale of spare parts	CE 5.2	11%	0	0%									0%
Sale of second-hand goods	CE 5.4	2%	0	0%									0%
Sum of alignment per objective													
Total KPI		31%	0	0%									0%

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S1 – Own workforce

S1	Impacts, risks and opportunities (IRO)			Material for	Impact		Financial	Reference to policy	
				Value chain	Own operations	Positive	Negative	Opportunity	Risk
Subtopic	Material impact or risk	Description	Mitigation/action						
S1a8 – Health and safety	Potential negative medium-term impact on own workforce in the event of working too many hours.	If employees are overworked or not properly compensated for extra hours, they may experience health issues, injuries, and be unable to support their families.	The Group provides local employee handbooks and policies to ensure proper time off and overtime pay. Workload is monitored through employee engagement surveys 2–4 times per year, enabling timely actions to reduce negative impacts on the workforce if needed.				●		Alimak Group Code of Conduct
	Potential negative short-term impact from poor ergonomics on own workforce contributing to musculoskeletal disorders (MSDs) and other injuries if not mitigated.	Workers might be exposed to ergonomic hazards that can contribute to musculoskeletal disorders (MSDs) and other injuries. They include: repetition, awkward posture, forceful motion, stationary position, direct pressure, vibration, extreme temperature, noise and work stress levels.	Workspace ergonomic assessments are carried out regularly, with input from employees carrying out the tasks. Suitable and sufficient control measures are implemented to mitigate significant health & safety risks and reduce them to a tolerable level.		●		●		Alimak Group Health and Safety policy
	Potential negative short-term impact on employees in the event of physical hazards (heights, noise, radiation and pressure).	Workers might sustain physical injuries or ill health while carrying out work task(s) from being exposed to physical hazards. These physical hazards include slips, trips, falls from height, confined spaces, electrical hazards, extreme temperatures, machinery and equipment, vehicles, radiation, noise and vibration.	Task-based risk assessments are conducted regularly with employee input, and effective control measures are implemented to reduce health and safety risks to acceptable levels. Safe systems of work—including documented methods, risk assessments, and controls—are communicated for use by employees at a local level.		●		●		Alimak Group Health and Safety policy
	Potential negative short-term impact on own employees in the event of chemical injury.	Workers might get injured while handling chemicals in the Group’s manufacturing facilities and out on customer sites.	Chemical hazards are addressed in specific hazardous substance and task-based risk assessments. Appropriate control measures are implemented to mitigate significant health and safety risks and reduce them to a tolerable level.		●		●		Alimak Group Health and Safety policy
	Short-term risk of legal consequences and increased costs in case of workplace accidents and injuries.	Regulatory requirements for workplace health and safety expose the Group to risks if accidents or injuries occur. Safety violations or negligence can result in legal and financial consequences, as well as reputational damage to the Group.	Employee health and safety is a top priority for the Group. This risk is managed through targeted actions, a strong safety culture, and ongoing monitoring of injuries, health, and safety performance. Results are reviewed monthly by the Group Leadership Team and quarterly by the Board.		●				●

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S1Impacts, risks and opportunities (IRO) cont.

S1	Impacts, risks and opportunities (IRO) cont.			Material for	Impact	Financial	Reference to policy			
Subtopic	Material impact or risk	Description	Mitigation/action	Value chain	Own operations	Positive	Negative	Opportunity	Risk	
S1b – Equal treatment and opportunities for all	Medium-term risk of female own employees leaving the Group if discriminated against.	If female employees face gender-based discrimination, it can harm the business, increase employee turnover, and damage the Group’s reputation—especially as reporting requirements grow. A lack of gender balance and equality in compensation and representation across all roles further increases these risks.	Mitigating this risk involves ensuring equal opportunities and fair representation of women across all roles and levels. The Group does not tolerate discrimination of any kind, including gender-based, as stated in its Code of Conduct and HR Guidelines. Efforts include targeted employer branding to attract female employees and an HR system that provides global visibility on salaries by role and gender		●				●	Alimak Group Code of Conduct
	Potential negative medium-term impact on own workforce if adequate training and skills development is not provided.	Employee training boosts job satisfaction, motivation, and employability, leading to higher work quality and greater opportunities for personal and career growth	The Group fosters a culture of continuous improvement and staff development. All employees participate in Performance, Learning & Development goal setting and have the opportunity to define their training needs and actions.		●		●			Alimak Group Code of Conduct
	Medium-term risk of an ineffective own workforce that cannot deliver if adequate training and skills development is not provided.	Not training or developing employees can result in an ineffective workforce, higher turnover, and an inability to meet business needs. As digital skills become increasingly important, the Group must focus on upskilling existing employees rather than relying solely on new hires. Insufficient training can also compromise workplace safety.	The Group mitigates this risk by managing the associated potential impact S1b201NI. Training provides opportunities to upskill and reskill employees to meet business needs. The Group has expanded its training resources to define divisional needs and deliver relevant programmes. From 2026, the HR system will capture development and learning goals for all employees, enabling further analysis and improvement.		●				●	Alimak Group Code of Conduct
S1c4 – Privacy	Potential negative short-term impact on own employees in the event of inadequate privacy protections.	If the Group does not protect employees’ personal data, it could lead to serious consequences such as financial loss, discrimination, identity theft, fraud, and reputational damage—impacts that cannot be undone once data is shared.	All Group locations comply with local privacy laws, with GDPR applied as a minimum standard everywhere.		●		●			Alimak Group Code of Conduct
	Medium-term risk of regulatory and reputational consequences in the event of inadequate privacy controls related to own workforce.	The Group faces both regulatory and reputational risks if it does not have a strong privacy policy to protect personal data. In Europe, privacy and data protection are essential for a healthy democracy. Failure to comply with GDPR can result in significant fines and reputational damage.	Regulatory fines for serious violations can reach up to €20 million or 4% of annual global turnover, whichever is higher. GDPR is implemented across the Group as a minimum standard, alongside all local privacy laws and requirements.		●				●	Alimak Group Code of Conduct

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Introduction

Alimak Group is committed to fostering a sustainable and resilient business by prioritising the wellbeing and development of its own workforce. The Group’s approach centres on recognising the importance of every individual — whether permanent or temporary employees, as well as contractors or consultants — across all global operations.

By integrating workforce diversity and inclusive employment practices, Alimak Group aims to create an environment where risks are proactively managed and opportunities are maximised. Through comprehensive assessments and adherence to local and Group-wide policies, the Group seeks to identify material impacts and address potential challenges, supporting both its sustainability ambitions and strategic business objectives. This approach drives responsible growth and long-term value for all stakeholders.

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

Alimak Group’s workforce consists of a diverse range of individuals, including permanent and temporary employees, as well as contractors and consultants. This comprehensive definition ensures that all categories — full-time, part-time, and those with non-guaranteed working hours — are considered in the assessment of material impacts, risks, and opportunities (IROs). The evaluation done in 2025 covers every Alimak Group subsidiary worldwide, with particular attention paid to regional differences across APAC, ME&A, Europe, and the Americas. The assessment process integrates local employment laws, workplace regulations, and Group-wide policies to ensure thorough coverage.

Double materiality assessment

Through a double materiality assessment, Alimak Group seeks to understand and define both potential and actual impacts, risks, and opportunities. Material IROs are identified and assessed based on the location of employees around the world, and considering local employment laws and Group guidelines. The following key impacts and risks have been identified:

- **Negative Impact:** The possibility of employees working too many hours may negatively affect employee health, injuries and work environment.

- **Negative Impact:** Ergonomic hazards (repetition, awkward postures, extreme temperature, work-related stress) could contribute to musculoskeletal disorders.
- **Negative Impact:** Workers may sustain physical injuries whilst carrying out work while being exposed to physical hazards (eg. trips, falls, fire, explosion, machinery, vehicles, noise, electrical and chemical hazards).
- **Financial Risk:** Regulatory requirements for workplace health and safety expose the Group to risks of injuries and also potentially to legal consequences and increased costs due to such workplace accidents and ill health.
- **Financial Risk:** In the event that female employees face gender-based discrimination, it would harm the business, increase employee turnover and harm our reputation.
- **Negative Impact and Financial risk:** Insufficient employee training and skill development may result in a loss of critical knowledge affecting productivity, employee efficiency and operative performance.
- **Negative Impact and Financial risk:** Insufficient protection of the employees' personal data could lead to a breach of integrity, a breach of confidentiality as well as financial risk.

As part of the Double Materiality Assessment (DMA), no material opportunities related to own workforce were identified.

Strategic integration and business model alignment

Material IROs directly influence Alimak Group’s business model and strategic decision-making. Environmental and social impacts have prompted the integration of sustainability into product design, operational procedures, and supplier selection. Risks and opportunities are evaluated during strategic planning, with mitigation measures and capital allocation aligned to support resilience and long-term value creation. Anticipated effects include shifts in investment priorities, increased focus on sustainable innovation, and enhanced stakeholder engagement.

Workforce management and positive impacts

Alimak Group’s approach to managing material impacts, risks, and opportunities in the own workforce is aligned with ESRS disclosure requirements and demonstrates a proactive commitment to sustainability and responsible business conduct. The Group continuously monitors and adapts its strategy and business model to address evolving risks and opportunities, ensuring resilience and long-term value creation. Forward-looking

plans include further integration of sustainability into core operations, enhanced transparency, and ongoing stakeholder dialogues.

Connection to strategic priorities

The Group’s value proposition centres on delivering reliable vertical access solutions globally, which requires a skilled, engaged, and safe workforce. Strategic priorities drive investment in workforce training, health and safety initiatives, and employee development. Decisions related to workforce size, remuneration, and working conditions are directly influenced by the cost structure, while revenue generation depends on workforce performance and satisfaction. Strategic shifts, such as automation or expansion into new markets, may affect job security, skills requirements, and working conditions, but they also create possibilities for employee development and enhanced standards.

Commitment to responsible workforce management

By systematically identifying and addressing these risks and opportunities, Alimak Group ensures that its workforce is protected and empowered, which supports business resilience and regulatory compliance. The integration of workforce considerations into strategic decision-making and operational practices, in compliance with ESRS2 SBM-3 requirements, underpins Alimak Group's commitment to responsible and sustainable workforce management.

Our well-defined people processes such as Performance Management, Engagement Surveys, Recruitment practice, Talent reviews, data control through an HR system, continuous training, workplace risk assessments etc. are all examples of Alimak Group's strategy for addressing the impacts and risks identified for the own workforce which is comprehensive and proactive. This approach supports regulatory compliance and strengthens the Group's ability to deliver long-term value to employees, stakeholders, and society.

Alimak Group experiences normal fluctuations in employee numbers due to regular turnover, occasional reductions in workforce, and the use of temporary workers during periods of increased production demand.

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S1-1 Policies related to own workforce

Alimak Group is committed to fostering a safe, fair, and inclusive workplace. Our workforce policies and guidelines are designed to ensure compliance with all relevant laws and regulations, while actively promoting the wellbeing, development, and engagement of every employee.

To effectively identify and manage material impacts, risks, and opportunities relating to our workforce, at Alimak Group we conduct regular risk assessments and proactively mitigate health and safety hazards. We monitor workforce trends to anticipate future challenges and opportunities, and periodically review our practices to ensure they remain robust and relevant. Employees are actively engaged in the identification and management of potential workplace issues.

Our policies are aligned with the United Nations Guiding Principles on Business and Human Rights and core conventions. These standards are embedded in our **Code of Conduct Policy**, which sets clear expectations for fair treatment, non-discrimination, and professional behaviour throughout the Group. Strict anti-discrimination practices prohibit any form of discrimination based on gender, age, ethnicity, religion, disability, or other protected characteristics. Recruitment, promotion, and remuneration decisions are based solely on merit and capabilities, and this is supported by regular training for managers and staff to reinforce these principles and promote a culture of respect and inclusion. Furthermore, the policy explicitly states that the Group does not accept the use of child labour, bonded labour, or any form of forced labour.

While the Group does not condone any form of human trafficking, this is currently addressed explicitly only in the Supplier Code of Conduct. The inclusion of an explicit reference to human trafficking in the Group Code of Conduct is planned for a future update.

Alimak Group invests in ongoing employee development for sustainable and technology-driven operations. Workforce-related policies and guidelines are clearly communicated and accessible via our intranet and onboarding. Regular training and internal communications reinforce key policies, with managers ensuring their teams understand and can access support. The Group-wide Code of Conduct policy is mandatory while other policies such as **Recruitment guidelines** are set as minimum expectations alongside local laws.

Formal grievance mechanisms are in place to enable employees to raise concerns confidentially and without fear of retaliation. The **Whistleblower Policy** provides clear steps for reporting and addressing issues, with investigations conducted promptly and impartially. Additional support is available through local employee assistance and grievance channels.

Alimak Group's **Global Health & Safety Policy** defines the minimum standards of health and safety management and the conduct required from all employees and others in the value chain. The policy, approved by the CEO and Group Leadership Team, outlines roles and responsibilities, risk management, leadership requirements, system requirements, legal compliance, emergency preparedness, incident reporting, performance monitoring, and worker involvement.

In summary, Alimak Group's workforce policies and guidelines are designed to manage material impacts, risks, and opportunities while upholding the highest standards of human rights and labour practice. We remain committed to continuous improvement and regular policy review to ensure alignment with evolving legal requirements and stakeholder expectations.

S1-2 Engagement with own workforce and workers’ representatives about impacts

Alimak Group uses a comprehensive and structured approach to engaging its workforce and their representatives regarding material impacts. Engagement methods include regular employee surveys conducted two to four times per year, quarterly performance goal setting and conversations between employees and managers, and quarterly town hall meetings at both Group and local levels to facilitate information sharing and open dialogue. Monthly management calls for the Group's 450 managers further support engagement and strategic alignment across the organisation.

Employee representatives participate in various functional or global department groups, such as the People & Culture Council and the Health & Safety Council, which meet regularly to ensure alignment on social, human rights, and health and safety requirements. These councils provide an additional voice in shaping global processes and influencing strategic direction. Digital communication channels — including the intranet, Teams, Viva Engage, and feedback platforms — enable ongoing, inclusive dialogue across the workforce.

The most senior role in the Group with the operational responsibility to ensure engagement with the workforce occurs is the Chief People & Culture Officer.

Feedback from surveys and risk assessments is systematically recorded and analysed using digital tools like Peakon, Cleerit, and Safety Observation apps. Health and safety results are communicated monthly to leadership teams and quarterly to the Board, with local action plans developed in response to feedback which is shared transparently with employees. This ensures that workforce input directly influences decision-making.

Engagement activities and improvement plans occur at both the organisational and local site levels., Dedicated managers, supported by digital tools and HR, People & Culture, and Health & Safety teams, ensure that all employees participate in goal setting and development planning. Resources such as Peakon, the intranet, and Viva Engage are made available to facilitate engagement.

Alimak Group's engagement also addresses transition and equity topics, including the impacts of carbon reduction initiatives, restructuring, employment changes, training and upskilling, gender and social equity, and health and safety. Policies promote equal opportunities, gender equity, and privacy protection in compliance with GDPR.

Alimak Group does not currently have dedicated initiatives for vulnerable or at-risk worker groups, but aims to be an inclusive employer in all we do. Leaders are expected to identify and remove any barriers for these employees through targeted consultations, support services, and confidential reporting channels. Engagement activities are designed to overcome barriers such as language, connectivity, cultural differences, gender, and power imbalances, which ensures inclusivity and accessibility for all employees. Information is provided through multiple channels—including email, intranet, internal social platforms, verbal communications, and TV screens—to ensure it is understandable and accessible to all workforce members.

Conflicting interests within the workforce are resolved transparently, and are guided by the Code of Conduct, Global Employee Handbook, local workplace policies and laws. All processes are designed to be fair, transparent, and accessible. Alimak Group respects the human rights of all stakeholders, including privacy, freedom of expression, non-discrimination, and peaceful assembly, with GDPR as a minimum data

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protection standard across all locations. These principles are embedded in company policies and operational practices.

Alimak Group is dedicated to continually improving workforce engagement. Through transparent, inclusive, and responsive practices, the Group keeps workforce members and their representatives informed and supported, especially during the transition to greener operations. Engagement processes are regularly updated to address new risks, incorporate feedback, and meet legal and ethical standards.

S1–3

Processes to remediate negative impacts and channels for own workforce to raise concerns

Remediation processes

Alimak Group is committed to promptly and effectively remediating any adverse impacts experienced by our workforce. The Group has established a framework to address and remediate any material negative impacts that may arise from its operations. Through regular communication and interaction with all locations and their dedicated resources in leadership and People & Culture, we review, modify and reinforce the policies, guidelines, preferred processes and practices that are necessary to manage any negative material impacts on the workforce.

Alimak Group provides formal processes for remediating negative impacts on its workforce, including corrective actions following survey feedback, incident investigations, and policy updates. Health and safety incidents are tracked, analysed, and addressed promptly.

Channels for raising concerns

Alimak Group has established a range of formal channels through which employees may raise concerns or grievances regarding their workplace conditions, treatment, or any observed negative impacts. These channels include:

- **Internal reporting mechanisms:** employees can report concerns directly to their line managers or human resources representatives.
- **Whistleblower channel:** available in 16 different languages, employees have a channel where they can raise concerns anonymously by using this reporting channel, managed by a third-party, WhistleB. The whistleblowing service provides an opportunity to communicate regarding suspected wrongdoings affecting people, our organisation, society or the

environment, and to raise these concerns anonymously without fear of reprisal.

- **Union and worker representation:** employees may also raise issues through union representatives or workforce committees, which liaise directly with management on behalf of members.
- **Employee assistance programmes:** some local businesses within the Group have access to employee assistance programmes that offer confidential support and counselling services, so that employees are able to discuss workplace issues with trained professionals.

The Group also conducts regular anonymous engagement surveys where employees can respond by both multiple-choice questions as well as free text comments. Employees can also give direct input during Health & Safety risk assessments.

All channels are accessible, confidential, and promoted regularly to ensure workforce awareness. Alimak Group prohibits retaliation against any employee who raises a concern in good faith. The channels are designed to ensure concerns are addressed and followed up effectively, in line with UN Guiding Principles and OECD Due Diligence Guidance.

Concerns raised through the formal channels are acknowledged promptly, with a standardised process for assessment and investigation. Progress is tracked through a case management system, ensuring timely updates and resolution. The effectiveness of the grievance mechanisms and remediation processes is evaluated periodically through:

- Regular review of case outcomes
- Questions regarding the Group’s management of misconduct are asked in the employee surveys to gauge satisfaction and trust in processes
- Continuous training for managers and compliance staff

Findings from these reviews inform ongoing improvements to policies and procedures, ensuring responsiveness and relevance to workforce needs.

The Group addresses anti-retaliation measures in its Code of Conduct policy and Whistleblower guidelines to protect individuals who utilise these channels for reporting concerns or grievances. This ensures that all the employees understand they can speak up without fear of negative consequences or reprisal and that the Group has a safe and open environment for communication.

Alimak Group remains committed to providing a safe, respectful, and responsive environment for our workforce. We recognise the importance of robust remediation processes and accessible grievance channels in upholding our responsibilities and legal obligations. Ongoing evaluation and adaptation of these mechanisms ensure that concerns are addressed effectively, and that our workforce can trust in the integrity of our systems. We are dedicated to making continuous improvements in line with both legal requirements and evolving international standards.

S1–4

Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Alimak Group has established a structured approach to address material impacts affecting its workforce. These plans are informed by regular risk assessment reviews, employee feedback, and industry benchmarks. Resources are allocated to ensure focus and effective implementation, including dedicated human resources teams, comprehensive training programmes, robust health and safety infrastructure, wide-reaching employee experience surveys, and ongoing professional development opportunities. The company’s People & Culture strategy is reviewed annually to ensure responsiveness to emerging risks, impacts and opportunities.

Managing material negative impacts:

Alimak Group proactively identifies and addresses material negative impacts on its workforce, such as health and safety risks, workplace discrimination and insufficient training. Comprehensive risk assessments are conducted to map potential hazards, with mitigation strategies including enhanced safety protocols, regular training sessions, and strict enforcement of anti-discrimination policies. Some local companies also provide mental health support through employee assistance programmes and psychosocial hazard training, as well as a confidential Whistleblower reporting channel to ensure employees can raise concerns without fear of reprisal.

Alimak Group invests in employee wellbeing initiatives, skills development, and inclusive workplace practices. Programmes such as flexible working arrangements, diversity and inclusive education, and career advancement pathways and talent review

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planning are in place to support workforce engagement and development. The company has also launched several health and wellbeing initiatives in order to prevent physical and mental health injuries of the workforce. Commitment to fair remuneration and recognition further enhances motivation and retention. These initiatives are regularly evaluated to ensure they effectively contribute to a supportive and productive work environment.

Risk management:

Material risks to the workforce are managed through a process that integrates risk identification, assessment, and mitigation. To manage the risk of insufficient protection of the employees personal data, the Group provides GDPR training to managers and local assigned Data Protection Officers.

Effectiveness tracking and measurement:

Alimak Group tracks the effectiveness of its workforce-related actions through quantifiable metrics and qualitative feedback. Key performance indicators (KPIs) include incident rates, staff turnover, employee engagement scores, and diversity statistics. These metrics are reported to the Board and external stakeholders annually. The company conducts periodic employee surveys and consults with union representatives to gauge the impact of initiatives and refine approaches. Continuous improvement is embedded in the survey process and management system to ensure sustained progress.

Stakeholder involvement and workforce engagement:

Stakeholder involvement is central to Alimak Group’s workforce management strategy. Employees are engaged through regular town hall meetings, focus groups, and feedback channels. The company collaborates with external stakeholders, including industry bodies and regulatory authorities, to ensure the adoption of best practices. In many sites, the employees have elected union representatives, which enables the workforce representatives to participate in decision-making processes related to workplace changes, risk management, and opportunity identification, ensuring alignment with employee needs and expectations.

Alignment with sustainability goals:

Alimak Group’s workforce management approach is closely aligned with its broader sustainability goals. The company’s policies and actions support the United Nation’s Sustainable

Development Goals (SDGs), particularly those related to decent work, gender equality, and health and wellbeing. Sustainability performance is tracked and reported as part of the annual corporate responsibility disclosure, demonstrating the company’s commitment to ethical and responsible business practices.

Alimak Group remains committed to advancing the effectiveness of its workforce management strategies. The company aims to further strengthen its approach by investing in new technologies, expanding training programmes, and enhancing diversity and inclusion efforts. These actions will ensure the workforce remains resilient, engaged, and aligned with the company’s long-term sustainability objectives.

As stated in ESRS 2, sustainability related capital and operational expenditures are embedded into Alimak Group’s wider investment processes and are not tracked or managed as stand alone categories. As a result, the Group does not publish isolated CapEx or OpEx figures in this ESRS report. Instead, sustainability driven investments are reflected holistically through our strategic initiatives, performance development, and financial statements.

S1–5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Employees within Alimak Group are not actively involved in defining the targets aimed at managing material impacts, risks and opportunities. However, they are highly involved in the outcomes and actions taken to address them.

To address these impacts, risks and opportunities, Alimak Group has set outcome-oriented targets that are specific, measurable, and aligned with internationally recognised standards, including the UN Global Compact principles and ISO standards. These targets also support the United Nations Sustainable Development Goals (SDG 3: Good Health and Well-being and SDG 8: Decent Work and Economic Growth).

Targets are based on scenario analyses and data from employee engagement surveys and internal Health & Safety reporting. The Group aims for a zero-harm objective and a Lost Time Injury Frequency Rate (LTIFR) below 2, assuming continued investment in safety training and operational controls. It also targets an employee net promoter score (eNPS) of 40, assuming enhanced leadership capability, increased satisfaction and engagement initiatives planned through involvement of local teams as well as Group level initiatives. Each Division

EVP is responsible for action planning and tracking of improvement plans for each division.

Local regulatory requirements, cultural factors, and workforce demographics are considered to ensure relevance across regions. Each target is linked to a clear intended outcome, reviewed annually, and benchmarked against sector best practice. Methodologies ensure consistency and transparency, with documented adjustments and rationale provided to maintain stakeholder trust.

Targets may be modified in response to significant changes in external or internal contexts, such as regulatory updates, market developments, or major organisational changes. When modifications occur, Alimak Group provides clear explanations and discloses the underlying factors, which ensures that stakeholders are informed of both the rationale and expected outcomes of such changes.

Alimak Group is committed to continuous improvement in workforce management and transparent reporting on progress. By setting and regularly reviewing outcome-oriented targets, the Group strives to mitigate material negative impacts, advance positive outcomes, and manage workforce-related risks and opportunities in line with leading standards and stakeholder expectations.

In other areas, where we lack system support, data collection resources or legal grounds for collecting the data, we are not planning to include them in the future reports. Examples being employees with disabilities, average training hours broken down by gender, family-related leave and data about non-employees.

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S1–6Characteristics of the company's employees

Information on employee head count by gender	Number of employees (head count)	
	2025	2024
Male	2,406	2,488
Female	522	534
Other*	N/A	N/A
Not reported	131	20
Total employees	3,059	3,042
* Information not collected		

Employee head count in countries representing more than 10% of the Group's total number of employees

Country	Number of employees (head count)
Sweden	375
Spain	314

Information on employees by contract and gender (number of head count)	2025				
	Female	Male	Other	Not disclosed	Total
Employees	522	2,406	n/a	131	3,059
Permanent employees	501	2,332	n/a	102	2,935
Temporary employees	21	74	n/a	29	124
Non-guaranteed hours employees	3	22	n/a	0	25

Information on employees by contract type and region (number of head count)	2025		
	Americas	EMEA	Asia Pacific
Employees	439	1,955	663
Permanent employees	432	1,880	624
Temporary employees	7	75	39
Non-guaranteed hours employees	1	3	21

Employee turnover	2025	2024
Total no. of employees who have left the company during the reporting period	406	n/a
Rate of employee turnover in the reporting period	13.4%	n/a

S1–8Collective bargaining coverage and social dialogue

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees EEA*	Employees NonEEA**	Workplace representation EEA**
0-19%			
20-39%		APAC, Americas	
40-59%		EMEA(excl EEA)	
60-79%			
80-100%	Sweden, Spain		Sweden, Spain
* For countries with > 50 employees representing >10% total employees			
** Estimate for regions with > 50 employees representing >10% total employees			

S1–9Diversity metrics

	2025	2024
No. of women at top management level (GLT)	3	3
Percentage of women at top management level (GLT)	27%	30%
Age distribution of employees:		
Percentage under 30 years old	10%	9%
Percentage 30-50 years old	52%	54%
Percentage over 50 years old	38%	37%

S1–14Health&Safety metrics

	2025	2024
No. (%) own workforce under H&S Management System	100	100
No. of Employee Fatalities (injuries & ill health)	0	0
No. of Medical Treatment Injuries (MTI)	35	21
No. of Lost Time Injuries (LTI)	29	23
LTIFR: Rate of Lost Time Injuries, own employees	5	4
TRIFR: Rate of MTI + LTI + FTI, own employees	11	8
Time lost due to LTI (full days)	–	–
Time lost due to WRIH (full days)	–	–
Working hours	5,738,000	5,281,342

S1–16Remuneration metrics (pay gap and total remuneration)

Gender equality is a key priority for the Group, and we have been actively working on this area for several years. However, due to the transition to a new global HR system during the reporting period, we were unable to obtain data of sufficient quality to accurately report on gender pay gap metrics. The Group plans to report on these metrics in the next reporting year.

The HR system implementation will continue during 2026 and 2027. The new system will enable further collection of data about our own employees’ participation in regular performance and career development reviews, gender pay gaps and other self-service capabilities which will be included in the 2026 report.

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S2 – Workers in the value chain

S2	Impacts, risks and opportunities (IRO)			Material for	Impact	Financial	Reference to policy		
Subtopic	Material impact or risk	Description	Mitigation/action	Value chain	Own operations	Positive	Negative	Opportunity	Risk
S2a – Working conditions and rights	Potential medium-term negative impact on workers in the value chain in the case of working with suppliers who do not respect human rights.	Working with suppliers that do not respect human rights and the OECD due diligence guidance for Responsible Business Conduct would have a serious negative impact on workers in the value chain and their right to decent working and living conditions.	The Group takes steps to ensure that all suppliers' employees have an employment contract with clear terms and conditions that are aligned with company guidelines and local legislation. In case of a breach in this area, the suppliers will be given a short lead time in order to put in place an action plan leading to compliance. If not, the Group will exclude the supplier from its supplier panel.	●			●		Supplier Code of Conduct
	Long-term reputational risk in the case of working with suppliers who do not respect human rights.	Working with suppliers that do not respect human rights and the OECD due diligence guidance for Responsible Business Conduct could lead to customers cancelling their orders and removing our Group from their supplier panel. This would seriously damage the Group's reputation.	The Group mitigates this risk by managing the associated potential impact S2a01NI. In its Code of Conduct, the Group takes steps to inform all suppliers that employees should have an employment contract with clear terms and conditions that align with Group guidelines and local legislation. If a supplier is found non-compliant, they must quickly implement an action plan. Failure to do so will result in removal from Alimak Group's supplier panel.	●					●
S2b2 – Training and skills development	Medium-term risk of loss of manufacturing knowledge in case of a lack of supplier training and skills development.	A lack of supplier training and skills development can lead to loss of manufacturing know-how and key personnel, negatively affecting the Group's ability to deliver quality products on time—especially if critical suppliers lose skilled staff.	The Group takes steps to ensure that all suppliers provide employees with relevant training focused on enhancing their skills and expanding their knowledge. If a supplier breaches requirements, they are given a short timeframe to implement an action plan. Failure to comply results in removal from Alimak Group's supplier panel.	●					●

Introduction

At Alimak Group, we recognise that responsible value chain management is essential to our long-term success and resilience. Our business model is built on a global network of suppliers and partners, and we are dedicated to ensuring that our operations and supply chain practices consistently uphold the highest standards of sustainability and business ethics.

SBM-3Material impacts, risks and opportunities and their interaction with strategy and business model

To remain a relevant and competitive player in the market — among customers, employees, suppliers, and the financial community — Alimak Group must continuously evolve by enhancing its processes, business model, product offerings, and services. This ongoing transformation is essential to meet financial expectations and advance all key sustainability areas.

In 2025, Alimak Group conducted a double materiality assessment to identify and prioritise the most significant impacts, risks, and opportunities related to workers in the value chain. This process included input from stakeholders, supplier audits, and ESG self-assessments. The following key impacts and risks have been identified:

- **Negative Impact:** Suppliers disregarding human rights may negatively affect workers’ conditions and expose the Group to regulatory scrutiny. We believe that such cases are not widespread, and we are not aware of any evidence to suggest that they are. The following risk arising from the negative impact and dependencies on value chain workers is:
 - **Risk:** Partnerships with suppliers who do not uphold human rights or OECD guidelines can create financial risks, damage reputation and market position.
 - **Risk:** Insufficient supplier training and skills development may result in financial risks from the loss of critical manufacturing knowledge, affecting product quality, delivery, and customer satisfaction.

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As part of our Double Materiality Assessment (DMA), no material opportunities relating to workers in the value chain were identified.

Alimak Group’s value chain includes a diverse range of workers whose conditions and rights may be materially impacted by our operations or sourcing practices. Based on our double materiality assessment and supplier engagement processes, the following categories of value chain workers have been identified as subject to material impacts:

- **Direct material supplier workers:** These workers are employed by approximately 500 manufacturing site suppliers who collectively represent 80% of Alimak Group’s annual spend on direct materials. They are primarily engaged in manufacturing, assembly, and component production activities. Their working conditions, access to training, and retention are critical to maintaining product quality and delivery timelines.
- **Workers in high-risk geographies:** Value chain workers located in regions with weak labour protections, high corruption indices, or elevated risks of modern slavery are particularly vulnerable. Alimak Group uses external indices and self-assessment tools to identify and monitor these risks.

Alimak Group acknowledges that these workers are integral to the resilience and sustainability of its business model.

The Group’s strategy for addressing impacts, risks and opportunities in the value chain is comprehensive and proactive. The company embeds ESG (Environmental, Social, and Governance) criteria into every stage of supplier selection, evaluation, and ongoing monitoring. Clear expectations are established through the Supplier Code of Conduct, which is systematically communicated and enforced throughout the supply chain. To ensure compliance and continuous improvement, Alimak Group regularly audits suppliers in high-risk regions from human rights and child labour perspectives, and supports corrective action plans where necessary. We identify such regions using the World Bank’s Worldwide Governance Indicators (WGI), the Minderoo Foundation’s Global Slavery Index (GSI) and Save the Children’s End of Childhood Index which highlight high-risk countries regarding human rights violations, child labour and modern slavery. The latest data released by these indexes is provided on the ESG self-assessment platform Worldfavor, which we use to evaluate our suppliers. The following countries have been flagged as high-risk:

- Mexico – 2 suppliers identified

- India – 2 suppliers identified
- Turkey – 3 suppliers identified
- Colombia – 1 supplier identified

These risks are not necessarily systemic across all suppliers in these regions but are significant enough to warrant enhanced due diligence. Alimak Group uses this information to prioritise ethical sourcing practices, reinforce supplier audits, and implement targeted mitigation measures.

The identification of these geographies informs our supplier engagement strategy and supports our commitment to responsible business conduct. It also contributes to our broader risk management framework under ESRS S2, ensuring that potential human rights violations are addressed proactively.

Additionally, the company sets measurable objectives for supplier coverage and strives for ongoing progress in social compliance, reinforcing its commitment to responsible and sustainable value chain management.

Results are measured through several key actions. Suppliers who account for approximately 80% of Alimak Group’s annual direct material spending are required to complete a sustainability self-assessment questionnaire; this requirement also applies to new regular direct materials suppliers. If suppliers receive low ESG scores, they are subject to on-site audits and may be conditionally approved or terminated, which directly influences the procurement strategy. These measures help mitigate impacts and risks related to working conditions, human rights, and risks related to skills development, thereby supporting operational resilience, regulatory compliance (CSRD, ESRS), and customer trust.

S2-1

Policies related to value chain workers

Alimak Group’s Supplier Code of Conduct sets out the minimum sustainability standards required from all suppliers, ensuring that human rights, working conditions, environmental protection, health and safety, business ethics, material compliance, and responsible sourcing are consistently upheld throughout the supply chain. This Code is contractually binding and applies to every supplier providing goods or services to any Alimak Group company. It emphasises respect for human rights and international conventions, including those established by the United Nations, International Labour Organization, UN Global Compact, and OECD. The Code strictly prohibits

forced labour, child labour, discrimination, violence, and harassment, while it safeguards freedom of association and collective bargaining.

Suppliers are expected to provide fair compensation, maintain safe working conditions, and offer access to training. They are also required to cascade these standards to their own suppliers, ensuring that responsible practices extend throughout the value chain. The Code is available in multiple languages, and from 2026 onwards, must be signed by an authorised representative of each supplier. Compliance is monitored through self-assessment questionnaires and on-site audits, with non-compliance potentially resulting in corrective actions or termination of the business relationship.

Although Alimak Group does not currently maintain a standalone human rights policy, its commitments are embedded in the Group’s Supplier Code of Conduct. This Code sets clear expectations for ethical and responsible business practices across the value chain. It requires suppliers to respect and comply with labour laws and collective bargaining agreements, ensure fair compensation in line with local wage regulations, and provide transparent employment terms in accessible formats and languages. Suppliers must uphold freedom of association, prevent discrimination based on gender, ethnicity, religion, disability, political affiliation, or sexual orientation, and actively eliminate forced labour, child labour, and human trafficking. They are also expected to protect workers from violence and harassment. In addition, the Code promotes safe working environments through compliance with relevant laws and training initiatives.

These commitments apply not only to the supplier’s own operations but must also be cascaded to their direct suppliers. The most senior role within Alimak Group that is accountable for implementing the policy is that of Executive Vice-President of divisions. Compliance is monitored through ESG self-assessment questionnaires and on-site audits, and non-compliance may result in corrective actions or termination of the business relationship. This framework reflects Alimak Group’s alignment with international standards such as the UN Global Compact, ILO conventions, and OECD guidelines, and serves as the foundation for Group human rights’ due diligence across the value chain.

To identify and assess human rights risks, Alimak Group uses the Worldfavor platform to conduct ESG self-assessments with suppliers representing approximately 80% of its direct

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material spend. These assessments are aligned with internationally recognised frameworks, including the OECD Due Diligence Guidance, UN Guiding Principles on Business and Human Rights (UNGPs), and ILO conventions. Suppliers are scored based on their responses and external indices such as the Human Rights Index, Corruption Index, and Modern Slavery Index. Low scores trigger audits and further assessments by Alimak Group. While no formal violations have been reported, the Group continues to monitor supplier performance and encourages transparency and corrective action where gaps are identified. This process is part of Alimak Group’s broader commitment to ethical sourcing and responsible business conduct.

S2–2

Processes for engaging with value chain workers about impacts

Alimak Group engages with its suppliers through a structured ESG self-assessment process using the Worldfavor platform, covering approximately 80% of its direct material spend. This process includes a comprehensive questionnaire with 45 questions — ranging from yes/no and multiple choice to document uploads — and features 17 flagged questions for ESG-risk assessment, developed by both Worldfavor and Alimak Group. Key topics addressed include compliance with the Supplier Code of Conduct, equal rights and treatment, freedom of association, minimum age and wage compliance, employment contracts, and environmental incidents.

Based on their responses, suppliers are scored and categorised into risk-level assessment (low, medium, high, or extreme), which determines the frequency of audits and the nature of follow-up actions. Results are shared with divisional sourcing managers and drive continuous improvement plans. Suppliers identified as high or extreme-risk are subject to on-site audits at least every three years. During these audits, feedback is gathered directly from workers or their representatives, which ensures that their perspectives inform Alimak Group’s risk management and decision-making.

ESG supplier self-assessments are conducted annually, and those deemed high or extreme-risk are audited every three years. The Executive Vice-Presidents of divisions hold operational responsibility for ensuring these engagements occur and that the results inform the Group’s approach. Alimak Group adheres to the UN Global Compact, actively participating in a global network committed to responsible business conduct. This engagement provides access to shared knowledge, peer

learning, and collaborative initiatives, enhancing the company’s understanding of workers’ perspectives across its value chain.

The effectiveness of engagement with value chain workers is assessed through self-assessment questionnaires and regular supplier audits, monitoring progress on working conditions, health and safety, and rights protections. Measurable improvements, such as reductions in identified issues and enhancements in supplier practices, are tracked. When issues are identified, Alimak Group collaborates with suppliers to establish corrective action plans, which are monitored for implementation. Outcomes — such as improved compliance with the Supplier Code of Conduct or enhanced working conditions — are reviewed to ensure they contribute to meaningful and positive change across the value chain.

Currently, Alimak Group does not implement specific initiatives targeting vulnerable or marginalised worker groups, such as women, migrant workers, or workers with disabilities. However, these groups are included in the supplier self-assessment questionnaire, which helps identify and monitor potential challenges they may face. These include issues related to working conditions, discrimination, and access to grievance mechanisms. Insights gathered through this process inform the broader engagement strategy and support Alimak Group’s commitment to respecting human rights and promoting fair labour practices. While direct engagement with these groups remains limited, their inclusion in the ESG risk assessment framework enables responsive and preventive actions where needed.

S2–3

Processes to remediate negative impacts and channels for value chain workers to raise concerns

Alimak Group has established a comprehensive framework to address and remediate negative impacts affecting value chain workers. Central to this approach is a risk-based supplier audit programme, which prioritises high and extreme-risk suppliers. These audits cover working conditions, health and safety, and social and environmental compliance. Where non-conformities are identified, corrective action plans are implemented and followed up by re-audits to ensure that improvements are sustained. In cases of major violations, such as child labour or forced labour, suppliers may be removed from the supplier panel to uphold the Group’s ethical standards.

To facilitate confidential and anonymous reporting of breaches of the Supplier Code of Conduct or applicable laws,

Alimak Group provides an external whistleblowing channel (WhistleB), accessible to all stakeholders—including employees, suppliers, and third parties. This channel supports reporting in 16 languages and is available via the company’s external website. All messages are encrypted and handled confidentially, with access restricted to appointed individuals authorised to manage whistleblowing cases at WhistleB. The whistleblowing team within Alimak Group, comprising senior leaders from key functions, reviews each report and determines the need for investigation, and then involves internal or external experts as appropriate. Feedback is provided to the whistleblower, and follow-up questions can be submitted anonymously through the WhistleB channel. Anonymity is a core function of the whistleblowing channel, meaning there is no possibility of retaliation against individuals reporting. As such, Alimak Group has deemed its Code of Conduct sufficient and a specific policy covering retaliation against individuals is not necessary. For more information, see section ESRS G1-1.

Alimak Group regularly assesses the effectiveness of its remediation processes through ongoing communication with affected suppliers, self-assessment questionnaires, and audit results. These tools enable the company to monitor the implementation of corrective actions and evaluate whether they result in meaningful and sustainable improvements in working conditions and compliance. The company distinguishes between the severity of issues: serious violations result in immediate termination of supplier relationships, while less severe cases are addressed through collaborative improvement efforts, which encourage long-term change.

Oversight and accountability are ensured by presenting updates on whistleblower cases at every audit committee meeting, allowing senior leadership to monitor trends, resolution timelines, and systemic issues. While the whistleblowing system is open to all stakeholders, Alimak Group acknowledges that direct involvement of value chain workers in evaluating the channel’s effectiveness is currently limited. The company is committed to improving awareness and accessibility of this mechanism and is exploring ways to strengthen direct engagement with workers in the value chain.

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S2-4

Acting on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Alimak Group identifies and manages material impacts, risks, and opportunities related to value chain workers through a structured process that includes self-assessment questionnaires, audits, and risk-level classification. Suppliers are evaluated through a structured ESG assessment and rating system. This system is based on the country of the supplier's headquarters and their responses to specific sustainability-related questions covering human rights, working conditions, environment, health & safety, business ethics, material compliance, and responsible sourcing stated in the Group's Supplier Code of Conduct. Each supplier is scored and categorised based on risk level. High- or extreme-risk suppliers undergo on-site or remote audits to ensure a comprehensive review. These tools enable the company to monitor supplier practices and assess exposure to human rights violations, unfair labour, and health and safety impacts and risks across its supply chain.

- Audit results lead to three possible outcomes:
- **Approved:** Suppliers that meet requirements and require no further follow-up.
 - **Conditionally Approved:** Suppliers for whom clear, actionable improvement plans are established, with follow-up agreed within a defined timeframe.
 - **Rejected:** Suppliers that fail to meet requirements and show no willingness to improve will not be approved.

No severe human rights issues or incidents were identified in the Alimak Group's due diligence process when assessing its suppliers. The main findings include issues related to having their own supplier code of conduct and whistleblowing policy, and the ability to cascade their commitments to their direct suppliers as outlined in the Alimak Group's Supplier Code of Conduct.

Actions taken include issuing conditional approvals, creating corrective action plans and conducting re-audits to check fulfilment of gaps. Where necessary, supplier relationships are terminated. The local sourcing teams and health, safety, quality and environment (HSQE) managers define these corrective actions and applicable deadlines in collaboration with supplier representatives, or inform them in the event of a phase-out

decision. The expected outcome is to improve the full compliance of conditionally approved suppliers with our minimum sustainability requirements for all suppliers, covering human rights, working conditions, environment, health & safety, business ethics, material compliance, and responsible sourcing stated in the Group's Supplier Code of Conduct. These measures are tracked through key performance indicators such as the number of audits conducted, suppliers approved or terminated, and adherence to the Supplier Code of Conduct.

Despite these efforts, Alimak Group acknowledges that it currently lacks direct engagement mechanisms with value chain workers and their legitimate representatives. The whistleblowing channel is accessible but there is limited visibility into how workers' perspectives are integrated into decision-making processes. However, we have incorporated information on the whistleblowing channel in our Supplier Code of Conduct policy. From 2026, we will require supplier representatives to sign the policy, which will reinforce their commitment to complying with the requirements, or face the risk of being report for misconduct for human rights violations against their workers. Such reporting may lead to termination of their partnership with the Group. Although we do not have oversight about the level of information that workers have of this possibility, taking these steps contributes to mitigating material impacts and risks relating to working conditions and human rights across the value chain.

The company is aware of these gaps and is actively exploring improvements, including expanding access to grievance mechanisms and developing time-bound, outcome-oriented targets to better measure progress in addressing material impacts, risks and opportunities.

S2-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material impacts, risks and opportunities

Workers and their representatives within Alimak Group's value chain are not actively involved in defining the targets aimed at managing material impacts, risks, and opportunities. However, the outcomes of audits and the actions taken to address identified impacts, risks and opportunities affecting workers in the value chain are integrated into the decision-making process for setting related targets.

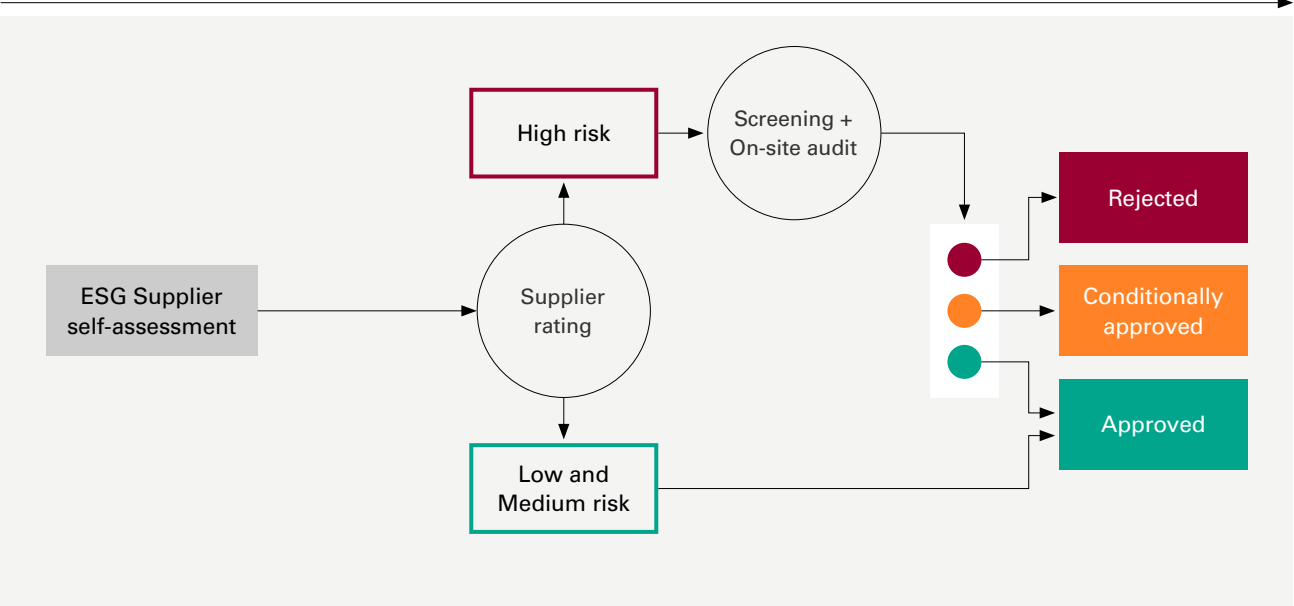
Alimak Group's current target, set by the Board, is to ensure that, from 2026 onwards, all of our suppliers (across manufacturing, distribution and services sites), who represent around 80% of the Group's direct material spend, have conducted ESG self-assessments covering environmental, social and governance aspects. Compared to our base year 2025 when the scope of the suppliers' ESG self-assessment only included Alimak Group manufacturing sites, we successfully involved suppliers that covered approximately 81% of our direct material spend. Setting such a new target will allow us to have an oversight over impacts, risks and opportunities regarding working conditions, human rights, environment, health & safety, business ethics, material compliance, and responsible sourcing of Alimak Group's distribution and services companies' suppliers. Progress toward this target is continuously monitored and reported annually in the Group's Sustainability Report.

We have also set a target for 2026 and onwards that suppliers corresponding to at least 90% of the Group's direct material spent should sign our Supplier Code of Conduct. Our current ESG self-assessment process, which is carried out through the Worldfavor platform, will include this new requirement. This official engagement from suppliers reinforces the Group's value chain process for mitigating material impacts and risks related to human rights, working conditions, the environment, health and safety, business ethics, material compliance and responsible sourcing.

Furthermore, as part of our 2025 supplier audits, corrective actions are identified, and Alimak Group monitors their implementation to ensure that improvements are achieved before the next supplier ESG self-assessment campaign, due to be held in spring 2026. We also continue measuring annually and follow up on the number of suppliers audited on social or environmental issues, including the number of suppliers that are approved, conditionally approved, or rejected.

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Alimak Group supplier due diligence process



ESG supply chain assessment KPIs	2025	2024
Significant suppliers representing 80% of direct material expense	580	479
Percentage of suppliers that have fully replied to ESG self-assessment questionnaires (%)	90	77
Percentage of suppliers with Low risk (%) ¹⁾	32.4	50
Percentage of suppliers with Medium risk (%) ¹⁾	55.6	27
Percentage of suppliers with High risk (%) ¹⁾	11.9	5
Percentage of suppliers with Extreme risk (%) ¹⁾	0.17	18
Number of audits	63	12
<i>number of approved</i>	14	–
<i>number of conditionally approved</i>	44	–
<i>number of suppliers terminated</i>	5	–

¹⁾The rating calculation method was updated in 2025 to take into account both country risk and ESG risks, which resulted in discrepancies between the 2024 and 2025 results.

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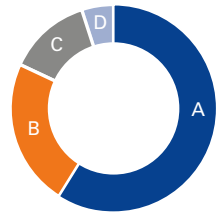
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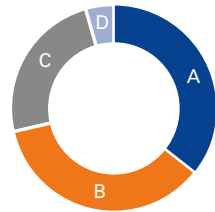
Significant suppliers geographical distribution

By no. of suppliers



- A) Europe, 59%
- B) APAC, 23%
- C) North America, 13%
- D) Middle East, 5%

By spend



- A) Europe, 55%
- B) APAC, 25%
- C) North America, 17%
- D) Middle East, 3%



S4 – Consumers and end-users

S4	Impacts, risks and opportunities (IRO)			Material for	Impact	Financial	Reference to policy			
Subtopic	Material impact or risk	Description	Mitigation/action	Value chain	Own operations	Positive	Negative	Opportunity	Risk	
S4b1 – Health and safety of end users	Potential negative short-term impact on end-users working at height in the event of breach of safety.	The Group provides a range of equipment, which is used by end-users working at heights. Safety problems or incidents could potentially lead to serious end-user bodily injury or death.	The Group’s products are certified to relevant safety standards. The Group also participates in standards committees to drive new safety standards and invests in technologies that further improve safety.	●			●		Alimak Group Code of Conduct	
	Short-term risk of regulatory fines, prosecution and loss of licence to operate in the event of lack of end-user safety.	The Group provides equipment to ensure safety when working at heights. Because these products are used at height, any incidents could result in serious injury or death, leading to reputational damage, fines, or prosecution. End-user safety is therefore critical to the business.	The Group mitigates this risk by managing the associated potential impact S4b401NI, and by proactively ensuring that relevant safety levels are met.	●					●	Alimak Group Code of Conduct
	Actual positive impact on industrial, wind and construction workers in the downstream value chain by providing safe and easy vertical access to working at heights.	The Group produces and distributes a wide range of lifts that provide safe and easy access to vertical workplaces. By reducing the need to use stairs at height, these products improve health, safety, and career longevity. They also enhance accessibility for individuals with reduced mobility, promoting inclusivity and improving quality of life	The Group's strategy is to provide solutions to transport people and material vertically in a safe way.	●		●				Alimak Group Code of Conduct

Introduction

Alimak Group provides and delivers a large range of technologies, products and services that are used in a wide range of industries and applications. Our customers expect our offer to enable vertical transport of people and material as well as working at heights in a safe, productive and efficient way. With our solutions, working conditions will be improved from an ergonomic and safety perspective for industrial and construction workers. Furthermore, our solutions will enable access to workers with reduced and limited mobility. Failure to meet specific safety expectations could be harmful to our brands and business, and may involve legal and regulatory risks. Working systematically to ensure the safety of our products is therefore of the highest priority across our operations – from design, manufacturing and service – to create customer value and long-term relationships.

SBM–3

Material impacts, risks and opportunities and their interaction with strategy and business model

Alimak Group's business is to offer a comprehensive range of machines and lifts designed for end-users such as industrial and construction personnel working at heights. While these solutions are engineered to improve safety and ergonomics, any safety issues or incidents involving our equipment could result in serious negative impact and financial risks. Any negative impact is related to individual incidents and not systemic. Financial risks are related both to regulatory fines and licence to operate. Recognising these potential impacts and risks, Alimak Group is committed to systematically enhancing product safety across all stages —from design and manufacturing to service and maintenance.

By replacing traditional vertical access methods such as stairs and ropes with our advanced solutions, we have a posi-

tive impact by contributing to healthier and safer working conditions, which supports longer and more productive careers for industrial and construction workers. Our products also improve accessibility for industrial and construction workers with reduced mobility, fostering inclusivity and enabling extended professional participation.

The Group works systematically to ensure the safety of our products and solutions. All products are certified towards relevant norms and standards to meet the quality, functionality and safety needs of our customers. The standards may vary from one market to another, but a failure to meet the requirements set by the standards might lead to legal claims.

Customer expectations for safe, reliable, and efficient vertical transport solutions are central to our business model. Failure to meet these expectations could adversely affect our brand and expose the company to legal and regulatory challenges. To address these risks and opportunities, Alimak Group actively participates in standards committees, and collaborates with

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manufacturers, consumers, and regulators to ensure our products align with stakeholder requirements and regulatory standards. This collaborative approach informs our strategic decisions and drives continuous improvements in our offerings.

S4-1

Policies related to consumers and end-users

Alimak Group is committed to meeting and exceeding customer expectations by ensuring that our products, solutions, and services are designed to fulfil the highest standards of quality, functionality, safety, and environmental responsibility. These commitments, as well as human rights, are embedded in our Code of Conduct policy, which guides our approach to product development and service delivery towards all consumers and end-users installing, using or servicing our products. We prioritise product safety and quality throughout the entire lifecycle — from design and manufacturing to installation, maintenance, and service. The Code of Conduct policy is described in the policy matrix on page 53.

To advance product safety, quality, and innovation, Alimak Group actively participates in standard committees at both national and international levels who represent the voice of consumers and end-users. This involvement enables us to contribute to the definition and continuous improvement of relevant product standards worldwide to ensure that our offerings remain aligned with evolving stakeholder requirements and regulatory expectations.

By systematically integrating these principles into our business practices, we aim to create long-term value for our customers, foster trust, and support sustainable growth.

S4-2

Processes for engaging with consumers and end-users about impacts

Alimak Group operates primarily as a B2B company and, as such, does not maintain a dedicated policy for direct engagement with consumers and end-users. Instead, the company ensures that its products and solutions are certified to applicable international standards, which have been developed in collaboration with relevant stakeholders to guarantee safety and effective use.

The primary channel to end-users is through customers. To gather insights and drive continuous improvement, Alimak Group conducts annual surveys to learn from customers’ experiences and opinions regarding their interactions with the company and its products and services. Customers are also

engaged directly in feedback discussions, which help identify areas for enhancement, particularly in relation to product safety. The feedback collected is systematically integrated into product development roadmaps, ensuring that customer perspectives inform future innovations. The EVPs of each respective division are responsible for the effectiveness of this process, and the outcome is measured in terms of the market success of the respective product line.

Although there is no specialised process for people with disabilities, Alimak Group’s products inherently improve access to construction and industrial sites, supporting inclusivity as part of their design. The company does not currently operate direct consumer-facing grievance mechanisms; instead, it relies on customer relationships to channel feedback from end-users. This approach includes regular surveys and direct discussions, with feedback continuously incorporated into product development. Additionally, the Group’s own rental business serves as an internal customer, helping to shorten feedback loops, especially for products in the construction sector.

S4-3

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Alimak Group designs its products with safety as a top priority, resulting in a very low incidence of accidents involving end-users. In the rare event that an accident does occur, a dedicated team of experts is immediately assigned to investigate the root cause and, if necessary, implement corrective actions. These actions may include modifications to product design, updates to manuals, or other relevant measures to prevent similar incidents in the future.

To ensure that consumers and end-users have a secure and confidential way to raise concerns, Alimak Group provides access to an external whistleblower channel. This channel is available to all stakeholders and enables end-users to report potential issues or breaches anonymously. All reports are handled confidentially and reviewed by authorised personnel, ensuring that concerns are addressed promptly and appropriately and to protect individuals from retaliation if used. More information is proved about the whistleblower channel under G1 page 86.

Alimak Group considers these processes to be effective and demonstrates our commitment to continuous improvement in product safety and responsiveness to stakeholder concerns, supporting both regulatory compliance and customer trust.

S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Alimak Group places the highest priority on safety throughout its entire value chain, encompassing design, manufacturing, installation, operation, and service. The overarching objective is to ensure that machines cannot be operated incorrectly, and that any unsafe actions automatically halt operation. Safety considerations are embedded in every stage of product development, with systematic risk analyses guiding each design decision.

All products are certified to relevant standards (see above text about Standard Committees), reflecting the company’s commitment to meeting regulatory and stakeholder requirements. Alimak Group also provides comprehensive product safety training and, in certain cases, certifies users based on completed training. To support safe and informed use, machines are equipped with QR codes and other digital tools that make product information readily accessible.

All issues are tracked via a Non Compliance Reporting system, and the effectiveness of actions taken is qualitatively monitored via customer dialogues. No issues related to human rights have ever been reported related to consumers and end-users.

Proactive risk management is further enhanced through online monitoring of machines, enabling rapid identification and remediation of negative impacts. Recently, digital service logs and daily checks have been implemented because of actual incidents to ensure ongoing safety and operational reliability. These measures collectively support Alimak Group’s mission to lift people and businesses safely to new heights, while fostering customer trust and regulatory compliance.

S4-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Given Alimak Group’s business model, no specific quantitative targets or metrics for consumers and end-users have been established or are planned. Instead, the Group’s commitment to safety, functionality, and efficiency is embedded within its overarching strategy to deliver certified products and solutions that enable vertical transport of people and materials, and support safe, productive, and efficient work at heights.

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G1 – Business conduct

G1	Impacts, risks and opportunities (IRO)			Material for	Impact	Financial	Reference to policy			
				Value chain	Own operations	Positive	Negative	Opportunity	Risk	
Subtopic	Material impact or risk	Description	Mitigation/action							
G1a – Corporate culture	Medium-term operational risk of own employees not acting in accordance with the Group's values and Code of Conduct.	Employees not acting in accordance with the Group's values and Code of Conduct may result in a demotivated workforce, lack of control and alignment, poor business and financial performance and bad reputation.	The Group promotes its values and corporate culture through regular employee surveys, performance conversations, relevant policies, Code of Conduct e-learning, dilemma discussions, and a whistleblower-ing channel.		●				●	Code of Conduct, Ethical Business Guidelines and Whistleblower Guideline
	Short-term risk of employees of newly acquired businesses not acting in accordance with our values and Code of Conduct.	Alimak Group has an active M&A agenda and makes regular acquisitions in different parts of the world. The acquired businesses may not have the same ethical business standards as Alimak Group.	The integration phase of the M&A process contains several activities aimed at giving the new employees a proper introduction to Alimak Group's Code of Conduct, core values and strategy.		●				●	Code of Conduct, Ethical Business Guidelines and Whistleblower Guideline
G1f – Corruption and bribery – Prevention and detection including training	Short-term risk of reputational damage and financial damage (fines) if Group employees or third-party sales channels commit acts of bribery or corruption.	Risk of corruption and bribery exists in many countries where the Group operates.	Risk assessments are performed to identify high-risk areas. The Group has relevant policies and guidelines in place, provides Code of Conduct e-learning and dilemma discussions, and offers a whistleblower channel.		●				●	Code of Conduct, Ethical Business Guidelines and Whistleblower Guideline

Introduction

Environmental, social and corporate governance considerations form an integral component in our business activities, and we regard responsible business decisions and actions as a key element of our strategy. This means that business decisions within the Group need to consider the economic, social and environmental impact on our stakeholders and the societies where we operate. We strive to develop a sustainable business by continuously improving our business performance, maximising value creation for our stakeholders and enhancing our contribution to the societies where we operate.

Alimak Group supports international standards on human rights, labour conditions, the environment and anti-corruption. Our Code of Conduct is based on the United Nations Global Compact and its ten principles which guide corporate behaviour in these areas. We strive to act as one company, based on a

GOV–1

The role of the administrative, management and supervisory bodies

See Governance section of ESRS2.

IRO–1

Description of the processes to identify and assess material impacts, risks and opportunities

Business Conduct matters (G1) are assessed through the Group's IRO and DMA processes, described in our disclosures relating to the governance section of ESRS 2.

The Group Legal function is responsible for preparing a proposal containing relevant IROs relating to business conduct. The following material was reviewed as input:

- ESRS 1
- OECD Convention on Combating Bribery
- Code to prevent corruption in business from the Swedish Anti-Corruption Institute (in Swedish: Institutet Mot Mutor IMM)
- Transparency International's Business Principles for Countering Bribery
- UN Convention against Corruption and UN Playbook on Anti-Corruption
- UK Bribery Act guidance

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In 2023, a risk assessment for Alimak Group was performed based on the following three factors for each country: turnover, if we operate through our own subsidiary or through a third-party sales channel, the Corruption Index according to Transparency International. The risk assessment was used as input for the rating of the IROs.

SBM–3

Material impacts, risks and opportunities and their interaction with strategy and business model

The following material risks relating to Business Conduct have been identified:

Risks

- Medium-term operational risk that employees do not act in accordance with the Group’s values and Code of Conduct, which may result in a demotivated workforce, lack of control and alignment, poor business and financial performance and a bad reputation.
- Short-term risk that employees of newly acquired businesses do not act in accordance with our Group values and Code of Conduct.
- Short-term risk of both reputational damage and financial damage (fines) if Group employees or third-party sales channels commit acts of bribery or corruption.

Alimak Group is a global provider of sustainable vertical access and working at height solutions. The Group is present in more than 120 countries, either through its own subsidiaries or through third-party sales channels. Risk of corruption and bribery exists in many countries where Alimak Group operates and it is therefore of great importance to ensure that both our own employees and our external sales channels understand the Code of Conduct and act in accordance with it.

Our vision and core values serve as the foundation of the Group’s corporate culture and help drive the Group towards strategy fulfilment. In addition, actively ensuring that the own workforce knows the Group’s shared values and acts in accordance with them is a way to develop a healthy and inspiring workplace for all employees.

G1–1

Business conduct policies and corporate culture

Policies and procedures

- Alimak Group has established a robust framework for business ethics and corporate culture, which includes:
- The Code of Conduct, accompanied by Ethical Business Guidelines.
 - The Whistleblower Procedure, including the Whistleblower Guidelines and the WhistleB reporting tool.
 - The Group’s Vision, Strategy House, and Core Values.

Additionally, the Group Authorisation Policy, the Corporate Governance Policy, and the Internal Control Framework constitute essential components of the overall governance framework.

Implementation and training

The Group’s vision, core values, and strategy house are the foundation of the Group’s corporate culture. The Group measures engagement and promotes the core values and the corporate culture through regular employee surveys. The core values are also discussed in the performance conversations held regularly between employees and leaders.

The Code of Conduct is available in nine languages, and e-learning is mandatory for all new hires and is repeated for all staff every two years. Completion is tracked via the company’s Learning Management System (LMS). Dilemma-based training is offered annually, particularly for high-risk roles in procurement, sales, and management, to strengthen ethical decision-making and integrity.

Identification, reporting and investigation procedures

Compliance with the Group Policies and Guidelines are monitored through the annual board meetings held in each operating subsidiary and through activities carried out within the internal control framework. Areas for improvement and issues discussed during board meetings are recorded as actions in the meeting minutes. These actions are then monitored to ensure that necessary corrections are made.

The Whistleblower Guideline, accessible via the intranet, details the procedures for reporting concerns and specifies the responsibilities of parties involved in addressing such reports. This process has been established to comply with EU Directive

2019/1937 as well as its implementation within Swedish legislation.

Whistleblowing is integrated into the Code of Conduct and is also included in the e-learning programme, which all employees are required to complete on a regular basis. Information about the WhistleB reporting channel is displayed at all company sites to ensure accessibility for all staff.

Whistleblowing can be carried out openly by contacting a manager or the People & Culture department, or it can be done anonymously through the WhistleB system. WhistleB is available via both the intranet and the external website, and it ensures anonymity by using encryption and removing meta-data. Access to whistleblowing reports is restricted to designated individuals, and all actions taken in response to reports are logged and handled confidentially. The whistleblower team is composed of the Head of Group Tax & Legal, the Chief People & Culture Officer, the Group CFO, and the Chair of the Audit Committee. When necessary, experts may be involved in investigations, and the identity of the whistleblower is always protected.

In addition to board meetings and the whistleblowing channel, employee surveys serve as a valuable tool for pinpointing areas within the organisation where business practices may not align with our corporate culture. The People & Culture department, along with leaders at various levels, closely monitor survey results and employee feedback.

G1–3

Prevention and detection of corruption and bribery

Alimak Group has established a comprehensive system to prevent, detect, investigate, and respond to allegations or incidents related to corruption and bribery. The foundation of this system is the Group’s Code of Conduct and Ethical Business Guidelines, which set clear expectations for ethical behaviour across the organisation. Additionally, the Group Authorisation Policy, the Corporate Governance Policy, and the Internal Control Framework constitute essential components of the overall governance framework.

The Code of Conduct is available in nine languages and is accessible both via the external website and the Group’s intranet. All employees are required to complete Code of Conduct training, which consists of e-learning modules and classroom-based ethical dilemma training. The latter is specifically designed for employees who face greater corruption risks, such

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as members of the Group Leadership Team, senior managers, and employees in sales and sourcing positions. Compliance with Code of Conduct training requirements is tracked through the company’s Learning Management System, with new employees completing training at the start of their employment and all staff retaking it every two years.

The Whistleblower procedure, including the Whistleblower Guideline and the WhistleB reporting tool, enables employees and stakeholders to report concerns either openly or anonymously. Reports submitted through the WhistleB channel are received by a dedicated Whistleblower Team, which includes the Chief People & Culture Officer, the Group CFO, the Head of Group Tax & Legal, and a member of Alimak’s Board of Directors who serves as Chair of the Audit Committee. This team ensures that investigations are conducted impartially and that individuals subject to allegations are not involved in the process.

A whistleblower update is a standing item on the agenda of each Audit Committee meeting, and the Chair of the Audit Committee provides regular updates to the Board of Directors. In addition, the Group policies, the Risk Assessment process and the Internal Control activities are discussed regularly in Audit Committee meetings.

The Group is committed to continuously improving both its procedures and training programmes to strengthen its anti-corruption framework. In 2025, the Code of Coduct training was sent out to all employees, and the dilemma discussions were promoted during sustainability week. In 2026, we plan to convert the Ethical Business Guidelines into an Anti-Bribery and Corruption Policy.

Prevention and detection of corruption and bribery	2025	2024
Total number of employees (head count), at year-end	3,059	3,042
Total number of employees receiving anti-corruption and anti-bribery training, during period	1,920	358
Duration of computer-based training (hours)	960	–
Duration of classroom training (hours) ^{1) 2)}	99	358

¹⁾ The training was targeted at functions at risk, i.e. employees working in sourcing, sales and management roles.
²⁾ Based on the assumption that each workshop lasted for one hour.

G1–4 Confirmed incidents of corruption or bribery		
Incidents of corruption or bribery	2025	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
The amount of fines for violation of anti-corruption and anti-bribery laws	0	0
Total number of confirmed incidents of corruption or bribery	0	0
The number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0	0
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0

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ESRS 2 – General disclosures

- Basis for preparation
- Governance
- Strategy and business model
- Impact, risk and opportunity management
- Policy matrix

E Environmental

- E1 Climate change
- E5 Resource use and circular economy
- EU Taxonomy disclosures

S Social

- S1 Own workforce
- S2 Workers in the value chain
- S4 Consumers and end-users

G Governance

- G1 Business conduct

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- ESRS index
- List of datapoints that derive from other EU legislation
- MDR-M compliance

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Disclosure Requirement	Page number	Additional information
ESRS 2		
BP–1 – General basis for preparation of the sustainability statement	47	
BP–2 – Disclosures in relation to specific circumstances	47	Partially answered by reference on page 95
GOV–1 – The role of the administrative, management and supervisory bodies	47	Partially answered by reference on pages 107, 111-113
GOV–2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	48	Partially answered by reference on pages 55, 62, 70-71, 77, 82, 85
GOV–3 – Integration of sustainability–related performance in incentive schemes	48	Partially answered by reference on pages 107
GOV–4 – Statement on due diligence	49	
GOV–5 – Risk management and internal controls over sustainability reporting	49	Partially answered by reference on pages 97-103
SBM–1 – Strategy, business model and value chain	49	
SBM–2 – Interests and views of stakeholders	50	
SBM–2 : S1 – Interests and views of stakeholders – Own workforce	50	
SBM–2 : S2 – Interests and views of stakeholders – Workers in the value chain	50	
SBM–2 : S3 – Interests and views of stakeholders – Affected communities	50	
SBM–2 : S4 – Interests and views of stakeholders – Consumers and end–users	50	
SBM–3 – Material impacts, risks and opportunities and their interaction with strategy and business model	50	Additional information regarding SBM-3 under each topical standard on pages 56, 63, 72, 77-78, 82, 86
IRO–1 – Description of the process to identify and assess material impacts, risks and opportunities	52	
IRO–2 – Disclosure Requirements in ESRS covered by the undertaking’s sustainability statement	52	
ESRS E1 – Climate change		
2 GOV–3 : E1 – Integration of sustainability–related performance in incentive schemes	56	
2 IRO–1 : E1 – Description of the processes to identify and assess material climate–related impacts, risks and opportunities	56	A table of E1 IROs can be found on 55
2 SBM–3 : E1 – Material impacts, risks and opportunities and their interaction with strategy and business model	56	
E1–1 – Transition plan for climate change mitigation	57	
E1–2 – Policies related to climate change mitigation and adaptation	58	Additional information in the policy matrix on page 53
E1–3 – Actions and resources in relation to climate change policies	58	
E1–4 – Targets related to climate change mitigation and adaptation	59	
E1–5 – Energy consumption and mix	59	
E1–6 – Gross Scopes 1, 2, 3 and Total GHG emissions	60	Partially answered by reference on pages 72, 98
E1–9 – Anticipated financial effects from material physical and transition risks and potential climate–related opportunities	61	

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Disclosure Requirement	Page number	Additional information
ESRS E5 – Resource use and circular economy		
2 IRO–1 : E5 – Description of the processes to identify and assess material resource use and circular economy–related impacts, risks and opportunities	63	
2 SBM–3 : E5 – Material impacts, risks and opportunities and their interaction with strategy and business model	63	A table of E5 IROs can be found on page 62
E5–1 – Policies related to resource use and circular economy	63	Additional information in the policy matrix on page 53
E5–2 – Actions and resources related to resource use and circular economy	64	
E5–3 – Targets related to resource use and circular economy	64	
E5–4 – Resource inflows	64	
E5–5 – Resource outflows	64	
ESRS S1 – Own workforce		
2 SBM–3 : S1 – Material impacts, risks and opportunities and their interaction with strategy and business model	72	A table of S1 IROs can be found on page 70
S1–1 – Policies related to own workforce	73	Additional information in the policy matrix on page 53
S1–2 – Processes for engaging with own workforce and workers’ representatives about impacts	73	
S1–3 – Processes to remediate negative impacts and channels for own workforce to raise concerns	74	
S1–4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	74	
S1–5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	75	
S1–6 – Characteristics of the undertaking’s employees	76	
S1–8 – Collective bargaining coverage and social dialogue	76	
S1–9 – Diversity metrics	76	
S1–14 – Health and safety metrics	76	
S1–16 – Remuneration metrics (pay gap and total remuneration)	76	
ESRS S2 – Workers in the value chain		
2 SBM–3 : S2 – Material impacts, risks and opportunities and their interaction with strategy and business model	77	
S2–1 – Policies related to value chain workers	78	Additional information in the policy matrix on page 53
S2–2 – Processes for engaging with value chain workers about impacts	79	
S2–3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	79	
S2–4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	80	
S2–5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	80	
ESRS S4 – Consumers and end–users		
2 SBM–3 : S4 – Material impacts, risks and opportunities and their interaction with strategy and business model	82	
S4–1 – Policies related to consumers and end–users	83	Additional information in the policy matrix on page 53
S4–2 – Processes for engaging with consumers and end–users about impacts	83	
S4–3 – Processes to remediate negative impacts and channels for consumers and end–users to raise concerns	83	
S4–4 – Taking action on material impacts on consumers and end–users, and approaches to managing material risks and pursuing material opportunities related to consumers and end– users, and effectiveness of those actions	83	
S4–5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	83	

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Disclosure Requirement	Page number	Additional information
ESRS G1 – Business conduct		
2 GOV–1 : G1 – The role of the administrative, management and supervisory bodies	85	
2 IRO–1 : G1 – Description of the processes to identify and assess material impacts, risks and opportunities	85	
2 SBM–3 : G1 – Material impacts, risks and opportunities and their interaction with strategy and business model	86	A table of G1 IROs can be found on page 85
G1–1 – Business conduct policies and corporate culture	86	Additional information in the policy matrix on page 53
G1–3 – Prevention and detection of corruption and bribery	86	
G1–4 Confirmed incidents of corruption or bribery	87	

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List of datapoints in cross-cutting and topical standards that derive from other EU legislation

This appendix is an integral part of the ESRS 2. The table below illustrates the datapoints in ESRS 2 and topical ESRS that derive from other EU legislation.

Disclosure Requirement and related datapoint	SFDR ¹⁾ reference	Pillar 3 ²⁾ reference	Benchmark Regulation ³⁾ reference	EU Climate Law ⁴⁾ reference	Page number
ESRS 2 GOV–1 Board's gender diversity paragraph 21 (d)	Indicator number 13 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 ⁵⁾ , Annex II		47
ESRS 2 GOV–1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		47
ESRS 2 GOV–4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				49
ESRS E1–1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	57–58
ESRS E1–1 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			57–58
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		59
ESRS E1-5 Energy consumption from fossil sources disaggregate by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				59
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				59
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				59

¹⁾ Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

²⁾ Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation “CRR”) (OJ L 176, 27.6.2013, p. 1).

³⁾ Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

⁴⁾ Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 (‘European Climate Law’) (OJ L 243, 9.7.2021, p. 1).

⁵⁾ Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

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Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page number
ESRS E1–6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	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 5(1), 6 and 8(1)		60
ESRS E1–6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		60
ESRS E1–9 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		61
ESRS 2– IRO 1 – E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				56
ESRS 2– IRO 1 – E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				55
ESRS 2– IRO 1 – E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				55
ESRS E5–5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				64
ESRS E5–5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				64
ESRS 2– SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				72
ESRS 2– SBM3 – S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				72
ESRS S1–1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				53, 73
ESRS S1–1 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		53, 73
ESRS S1–1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				74–75
ESRS S1–1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				73
ESRS S1–3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				74
ESRS S1–14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		76

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Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page number
ESRS S1–14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				76
ESRS S1–16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		76
ESRS S1–16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				76
ESRS S1–17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				N/A
ESRS S1–17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		N/A
ESRS 2– SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				77–78
ESRS S2–1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				53, 78–79
ESRS S2–1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				53, 78–79
ESRS S2–1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines aragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		N/A
ESRS S2–1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19					53, 80
ESRS S2–4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				N/A
ESRS S4–1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				53, 83
ESRS S4–1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		N/A
ESRS S4–4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				N/A
ESRS G1–1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				86
ESRS G1–1 Protection of whistle- blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				86
ESRS G1–4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		87
ESRS G1–4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				87

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MDR-M Compliance: Metric Methodologies, Estimations and Uncertainties

To comply with the requirements of MDR-M, Alimak Group has prepared the table below summarising all reported metrics that may require further explanation of the methodologies used. This includes clarifications on whether value-chain estimation methods were applied and identification of metrics that carry a higher degree of measurement uncertainty. The Group determined that adding metrics beyond those included would risk obscuring key information without providing meaningful additional value to readers. Finally, none of the KPIs presented in this table have been validated by any external party.

MDR-M	Methodologies and significant assumptions behind the metric, including the limitations of the methodologies used;	ESRS metrics for which upstream and (or) downstream value chain estimation has been used	ESRS metrics disclosed that are subject to high level of measurement uncertainty
Renewable energy: Bio fuels [MWh]	Information on fuel consumption and business travel is collected using a tiered approach that prioritises the highest-quality data available. Our first preference is direct emissions information reported by our suppliers. When this is not available, we rely on recorded fuel use associated with each trip. If neither source can be obtained, we estimate fuel consumption based on the distance traveled.	No	No
Fossil energy: Oil and petroleum products [MWh]		No	no
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – business travel		For air travel, when direct emissions data from our flight providers is unavailable, we estimate emissions using value-chain emission factors from the ecoinvent database. The quality of this emissions factor is considered high; however, actual aircraft emissions can vary significantly depending on aircraft type, size, load factor, and flight distance.	Same source of uncertainty as the vau e chain estimation.
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – commuting	Employee commuting emissions are estimated using assumptions about the average number of vehicles used, typical commuting distances, and the average number of working days per year. Low-emission modes of transport, such as walking, cycling, public transportation, or similar alternatives—are excluded from the calculation	No	Since the Group does not track the exact way employees commute each day, some inaccuracy in the commuting-emissions estimate is unavoidable. However, the Group does not intend to refine this estimate further, as doing so would be complex and could be viewed as an unnecessary intrusion into employee privacy. The current estimation method is considered sufficient to provide a balanced and reasonable representation of commuting-related emissions.
Scope 1 total [t CO ₂ e]	Total Scope 1 emissions partially rely on the same assumptions applied to fuel-consumption data, and therefore carry similar uncertainties related to data availability, estimation methods, and variability in actual fuel use.	No	No
Scope 2 location based [t CO ₂ e]	The Group aims to collect both location-based and market-based emissions data from all sites. To measure our progress, we use market-based emission factors provided by our energy suppliers. The Group applies market-based emission factors wherever possible; however, when such data cannot be obtained, we use location-based electricity emission factors as a substitute.	All location-based factors are sourced from EMBER to maintain consistent and reliable reporting, the data is considered accurate.	No
Scope 2 market based [t CO ₂ e]		No	No

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MDR-M	Methodologies and significant assumptions behind the metric, including the limitations of the methodologies used;	ESRS metrics for which upstream and (or) down-stream value chain estimation has been used	ESRS metrics disclosed that are subject to high level of measurement uncertainty
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – Purchased goods and services	For these Scope 3 categories, we apply an activity-based approach. This methodology uses life-cycle assessment data for all major product categories across the Group, combined with sales volumes, to build an accurate Scope 3 GHG inventory focused on the categories that contribute most significantly to the Group’s total value-chain emissions.	Almost all emission factors are sourced from ecoinvent and are considered sufficiently high-quality for the majority of our product lifecycle assessments. However, the Group is actively working to obtain direct supplier-specific data for critical materials such as steel, wrought aluminium, textiles, and concrete to further improve the accuracy of our emissions reporting.	The main source of inaccuracy in our upstream value-chain emissions arises from the indirect data sources used in our estimations. Another source of uncertainty is that we rely on standard product profiles combined with sales data, meaning we do not account for specific customer configurations. While this may introduce some variation, its impact is considered smaller than the uncertainty associated with non-supplier-specific material emissions data. To reduce these uncertainties over time, the Group plans to increase the collection of real, supplier-specific data for the most critical materials.
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – Use of sold products			
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – Maintenance of sold products			
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – End-of-life treatment of sold products			
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – Upstream transportation and distribution			
Gross Scope 3 GHG emissions in metric tonnes of CO ₂ eq – Downstream transportation			
Percentage of suppliers with Low risk (%) ¹⁾	Supplier risk levels are assessed using Alimak Group’s ESG Supplier Rating, which integrates externally sourced country risk indices with data from a supplier self assessment questionnaire. The model applies predefined weightings and thresholds while also recognising the inherent limitations of data quality, supplier self-reporting, and the simplifications required in standardised risk scoring frameworks.	No	No
Percentage of suppliers with Medium risk (%) ¹⁾			
Percentage of suppliers with High risk (%) ¹⁾			
Percentage of suppliers with Extreme risk (%) ¹⁾			
Number of approved audits	Supplier audit outcomes are determined through a structured due diligence methodology comprising document review, remote or on-site assessment and ESG compliance evaluation, based on the accuracy of supplier provided information and standardised audit criteria, while recognising inherent limitations such as data availability, variable supplier cooperation, and the point in time nature of audit observations.	No	No
Number of conditionally approved audits			
Number of suppliers terminated audits			
Number of convictions for violation of anti-corruption and anti-bribery laws	The local Managing Director of each subsidiary answers these questions. We thereafter compile the information received. A second source of information that is used is the cases received during the year through the whistleblower channel.	No	No
Number amount of fines for violation of anti-corruption and anti-bribery laws			
Number of confirmed incidents of corruption or bribery			
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents			
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery			

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