



LUNDBERGS

2021

Sustainability Report

Sustainability Report

General disclosures

General basis for preparation of the sustainability statement

BP-1 About the sustainability report

The sustainability report has been prepared on the same consolidated basis as the financial statements. This includes the parent company L E Lundbergföretagen AB (Lundbergs) and all subsidiaries (Group). Associates are not included unless clearly stated otherwise. The subsidiaries, associates and major shareholdings of Lundbergs are collectively referred to as portfolio companies.

The sustainability report is prepared in accordance with the Swedish Annual Accounts Act (1995:1554) as amended on July 1, 2024. It is based on an ownership perspective and how Lundbergs views long-term value creation. All decisions are made on the basis of Lundbergs as a holding company, while each portfolio company is responsible for its own sustainability work. This means that policies, actions, targets and other governing documents relate solely to Lundbergs and not to any portfolio company.

The company has not utilized the option of omitting information related to intellectual property, know-how and results of innovation.

The sustainability report is prepared in accordance with ESRS and the EU Taxonomy Regulation, where the new delegated act published in July 2025 and which entered into force on January 28, 2026, is applied for the first time for 2025.

BP-2 Disclosures in relation to specific circumstances

Sources of estimation and outcome uncertainty

Lundbergs has identified uncertainty in the estimation of data relating to the disclosure of Scope 3 GHG emissions (E1-6, page 62) and resource outflows related to waste (E5-5, page 68). The uncertainty here stems from difficulty in collecting qualitative information from actors upstream and downstream in the value chain, with secondary data being used to some extent when there is a lack of primary data.

Time horizons

The time horizon for material sustainability matters has been defined as follows:

- Short term: The period adopted as the reporting period in the financial statements
- Medium term: From the end of the reporting period (as above), up to five years.
- Long term: More than five years.

Prior-period errors

The sustainability report is prepared in accordance with ESRS and the EU Taxonomy Regulation, where the new delegated act published in July 2025 and which entered into force on January 28, 2026, is applied for the first time for 2025, so there are no corrections of prior-period errors to consider.

Phase-in of disclosure requirements

The following phase-ins of disclosure requirements apply:

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

- E5-6 Anticipated financial effects from material resource use and circular economy-related risks and opportunities
- S1-14 Work-related ill health
- S2 Metrics from IROs in the value chain

Sustainability governance

GOV-1 Governance of sustainability work

The sustainability perspective is an important and integrated part of Lundbergs' business model, in which a long-term approach and sustainability are interdependent. The purpose of this committed and active ownership is to create long-term value and growth.

Lundbergs influences its portfolio companies through its active ownership. The management and responsibility for sustainability strategies, implementation and reporting lies with the boards of directors and management teams of the respective companies. Accordingly, Lundbergs' sustainability impact occurs indirectly through its work on the boards of directors of the companies. Our representatives on the boards of directors must act on the basis of Lundbergs' principles and be a clear imposer of demands concerning sustainability efforts. A good ability to manage risks and opportunities related to the environment, social responsibility and business ethics contributes to the companies' success. The long-term ownership that Lundbergs represents provides its portfolio companies with the opportunity to focus on innovation and further development, and to build sustainably strong market positions and improved competitiveness. As an active owner, Lundbergs supports its portfolio companies in their development toward more sustainable operations.

Lundbergs has ensured that both senior management and Board members have the requisite knowledge of material sustainability matters. This has been done through both briefings and training. Responsibility is shared between members of the senior management in day-to-day operations and Board members with regard to Board work. At the portfolio companies, it is the responsibility of the respective companies to ensure that they too have secured this competence.

The members of senior management and the Board members have a high level of experience in governance issues, with particularly high levels of expertise in relation to international companies, corporate governance, strategy and business development. They all have extensive experience in management positions or in the ownership of large companies. Good analytical skills for identifying risks and exploiting opportunities, as well as an understanding of the company's impact and its business conduct matters, are essential for these assignments. However, given that Lundbergs is small in terms of the number of employees and its own operations are limited, the portfolio companies are responsible for ensuring they have the right expertise in the relevant area. The CEO of the parent company is an executive member and the Board of Directors has eight non-executive members, including the Chair of the Board.

Composition of the Board of Directors

The Board of Directors is appointed by the shareholders at the Annual General Meeting with a term of office from the Annual General Meeting until the end of the next Annual General Meet-

ing. The Board of Directors manages the company on behalf of its shareholders by stipulating objectives and strategy, evaluating operational management and ensuring monitoring and control of activities. Lundbergs does not, however, have any individual persons or bodies that are responsible for the management of impact and opportunities and this is instead handled by the Board as a whole. The members of the Board of Directors all have broad and deep knowledge of owning and managing large companies but there are no individual responsibilities or roles. They have different professional backgrounds, with extensive experience in business conduct matters, and the composition of the Board is mixed in terms of both age and gender. Five of the members are independent of the parent company's major shareholders.

GOV-2 Reporting on sustainability issues

Lundbergs' Head of Sustainability is responsible for reporting on sustainability matters. This takes place on an ongoing basis through briefings with senior management. Sustainability matters are reported on at a minimum of one Board meeting each year. Reporting is based on the material risks, opportunities and impacts in the business as determined by both management and the Board of Directors. These matters exist only in the respective subsidiaries, which means that the main focus of reporting is which of these companies' risks, opportunities and impacts Lundbergs should be aware of and how they can be managed by their respective boards. Lundbergs has no overall sustainability goals for the business and these are instead set at each subsidiary.

Material sustainability-related risks and opportunities are taken into account in Lundbergs' investment decisions, but not through any formal process.

GOV-3 Incentive system

Lundbergs has no sustainability-related performance integrated in incentive schemes.

GOV-4 Statement on due diligence

Due diligence is an integral part of Lundbergs' business and aims to identify, prevent and manage actual and potential negative impacts for people, the environment and society linked to investments and business relationships. This is done, for example, by considering sustainability risks and opportunities in business decisions, as well as through the Board's responsibility for these matters. This work is based on international guidelines such as the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Lundbergs integrates sustainability risks and ESG aspects into the investment process and works actively with these matters on each board where the company is represented. Lundbergs has a small organization, where its purchases are mainly related to office-based activities and great care is taken in the choice of partners the company uses.

Through the work of the Board of Directors, Lundbergs seeks to promote compliance and improvements and to contribute to corrective actions if negative impacts are identified.

GOV-5 Risk management and internal control

Lundbergs has established risk management and internal control processes in order to ensure the quality of reporting. The first year of reporting in accordance with the new Swedish Annual Accounts Act entails an increased risk of reporting errors, poor data quality and challenges related to information collection, interpretation and consolidation. These risks are considered without prioritization.

To ensure compliance with the new requirements regarding the scope and content of the report, Lundbergs has established an internal reporting committee consisting of the CFO, the Head of Sustainability, the Head of Sustainability Reporting and the Company accountant. Responsibilities and control functions are distributed within the committee.

The work takes place in close collaboration with the subsidiaries with a focus on minimizing risks and errors in the reporting process, and their active participation in the reporting work is therefore crucial for Lundbergs to be able to present a true and fair view of their sustainability work.

The reporting committee provides feedback to Lundbergs' management and Board of Directors if matters, risks, or information come to light that are of an important nature that requires reporting to management and the Board of Directors.

Business model and strategy

SBM-1 A business model for responsible and sustainable ownership

Lundbergs is a holding company that manages and develops a number of companies through active, long-term ownership. Lundbergs' objective is to generate a return for shareholders that comfortably meets the market's return requirement. This is achieved through growth in dividends and net asset value. A favorable return and value growth are to be achieved by Lundbergs

- being an active owner in its portfolio companies
- investing in accordance with clear criteria
- having a strong financial position that creates freedom of action

Active ownership for long-term value creation

Lundbergs invests to develop companies and values over a long period of time. Through long-term, stable ownership, the portfolio companies and their respective management teams are provided with the opportunity to achieve strengthened market positions, increased competitiveness and sustainable value creation. In this way, Lundbergs also has the opportunity to promote sustainable development and value creation outside the borders of its own company. Lundbergs' ownership takes its starting point in a sound understanding of its portfolio companies and the conditions under which they operate. The boards of directors of the portfolio companies play an important role in their companies' development and take decisions on overall strategies.

Lundbergs' active ownership is effected through committed work on the companies' boards. A board of directors that possesses broad competence has greater potential to see the big picture and, at the same time, identify material risks and opportunities. Being engaged in the nomination committees' work to appoint the companies' boards of directors is thus one of Lundbergs' priority areas for promoting sustainable value creation. Lundbergs places particular emphasis on the selection of the chair of the board in the respective companies.

Ownership is also characterized by a strong belief in the management's importance to the success of the companies and in competent leaders taking and being given responsibility. Decentralization is crucial for the companies' successful development.

A model for responsible and sustainable ownership

Lundbergs invests for the long term, based on financial strength and a solid understanding of its portfolio companies. This creates stability and freedom of action for the companies to develop and to invest in sustainable, profitable operations. Active ownership aimed at developing the companies over the long term promotes value creation for shareholders, the portfolio companies and society.



Organization

Lundbergs' investment activities are performed in a small organization with many years of collective experience and solid expertise. The organization consists of some ten employees, including the personnel of the subsidiary L E Lundberg Kapitalförvaltning AB.

Investment criteria

Investments are made in subsidiaries and in publicly traded Swedish companies that have solid market positions, strong and stable cash flows and their own products and brands. Lundbergs has sound knowledge of the companies and industries in which it invests. This knowledge, in combination with the organization's collective experience and in-depth analysis, constitutes the foundation for investment decisions.

Financial freedom of action and preparedness

Lundbergs places a high priority on work to ensure it has the financial capacity to leverage opportunities and address challenges. The financial risk is minimized by combining low indebtedness with good access to funds. Lundbergs Fastigheter's properties are leveraged to a maximum of 50% of the market value; listed shareholdings must be unleveraged. In addition to bank loans, operations are financed through corporate bonds and commercial papers.

SBM-2 Interests and views of stakeholders

In order to take into account the views and expectations of Lundbergs, navigate the external climate and identify stakeholder needs, ongoing dialogs are maintained with its key stakeholders. These are stakeholders whose impact on the company or the company's impact on the stakeholder is assessed as medium to high. Lundbergs' key stakeholders are shareholders, board members and management teams in the portfolio companies, employees (both existing and potential), society and creditors, investors and the financial market. Other identified relevant stakeholders with lower impact are authorities, suppliers and the media. Dialog is ongoing and the forms it takes vary depending on the stakeholder. Key sustainability matters for stakeholders are regularly considered in the management and development of the company. The stakeholder dialog is revised in the event of significant changes, and the management and Board of Directors are informed as necessary. In addition to the above, workers in the value chain, affected communities, and customers and end-users are taken into account

through the consolidation of the Group companies' stakeholder analyses and double materiality assessments.

Below are Lundbergs' key stakeholders, along with forms of dialog and important matters.

Stakeholders	Important issues	Forms of dialog
Shareholders^{1,2}	<ul style="list-style-type: none"> Good business ethics and governance Economic performance Sustainable business models Climate and resource efficiency Diversity and inclusion 	<ul style="list-style-type: none"> Annual Report and quarterly reports Website and press releases General meeting of shareholders Sustainability ratings and surveys
Board members and management teams in portfolio companies^{1,2}	<ul style="list-style-type: none"> Business ethics and governance Economic performance Sustainable business models Climate and resource efficiency Diversity and inclusion 	<ul style="list-style-type: none"> Continuous communication and meetings Board meetings Management team meetings
Employees¹ (existing and potential)	<ul style="list-style-type: none"> Good work environment and working conditions Good leadership and skills development Active sustainability work Stable and long-term employer Diversity and inclusion Work-life balance 	<ul style="list-style-type: none"> Employee appraisals Individual discussions, as necessary External dialog and engagement
Society¹	<ul style="list-style-type: none"> Societal impact in general Sustainable business models Diversity and inclusion Climate and resource efficiency Business ethics and governance 	<ul style="list-style-type: none"> Collaboration and sponsorship Media Annual Report Website and press releases
Creditors, investors and financial market^{1,2}	<ul style="list-style-type: none"> Business ethics and governance Economic performance Sustainable business models Climate and resource efficiency Diversity and inclusion 	<ul style="list-style-type: none"> Annual Report and quarterly reports Website and press releases Sustainability ratings and surveys

¹ Affected stakeholder

² User stakeholder

Lundbergs' value chain

KEY STAKEHOLDERS

Creditors, investors and financial market

Board members and management teams of portfolio companies and own workforce

Shareholders, financial market and investors, society

Upstream

Own operations

Downstream

Active ownership in portfolio companies, see below

Resources and conditions

- Raising capital
- Energy (electricity, heating, cooling)
- Services (IT, security, audit, finance, recruitment)
- Transport and logistics (train, air, taxi, own company cars)
- Offices, office equipment and services
- Accommodation, conference and catering
- Workers in the value chain

Value-creating processes

- Governance and management
- Business intelligence and market analysis
- Risk management
- Investor relations
- Internal control and financial management
- ESG management
- Human capital
- Representation in portfolio companies

Value to stakeholders

- Dividends and net asset value growth
- Investments
- Quarterly and annual reports

Active ownership in portfolio companies

Subsidiaries include Lundbergs Fastigheter, Holmen and Hufvudstaden. The subsidiaries are governed according to the same principles as other portfolio companies through Board representation, which means that Lundbergs has not developed any objectives, strategies or policies for the subsidiaries. The main elements of the Group's value chains are as follows:

FORESTRY OPERATIONS

KEY STAKEHOLDERS

Affected communities, suppliers, policies and society

Employees

Customers, investors, politics and society

Upstream

Own operations

Downstream

Resources and conditions

- Purchase of forest raw material
- Electricity
- Inputs and production materials
- Transport

Value-creating processes

- Active and sustainable forestry and harvesting
- Five sawmills for the processing of wood products
- Sale of paperboard and paper for packaging and graphic products
- Renewable energy production from hydro and wind power

Value to stakeholders

- Sale of wood products
- Two mills for the production of paperboard
- Two mills for the production of paper
- Sales of electricity on the Nordic electricity market
- Transportation of products to customers

REAL ESTATE OPERATIONS

KEY STAKEHOLDERS

Suppliers, industry organizations, partners, municipalities and authorities

Employees and shareholders

Tenants, local communities, industry organizations, partners, municipalities and authorities

Upstream

Own operations

Downstream

Resources and conditions

- Electricity, water and heating
- Contractors – maintenance and construction
- Materials

Value-creating processes

- Letting of residential and commercial premises
- Property management
- Repair and maintenance of existing properties
- New construction of properties

Value to stakeholders

- High-quality housing, attractive offices, safe and vibrant retail and meeting places
- Sustainable local urban development

Revenue by ESRS sector

SEK m.	2025	2024
Forestry	3,188	2,991
Power generation and energy	430	634
Paper & Wood products	18,438	19,132
Real estate operations	4,286	4,119

Material impacts, risks and opportunities

To develop the portfolio companies and their values over time, it is important for Lundbergs to understand how the business climate develops and changes. Issues such as globalization, urbanization and digitalization, as well as opportunities and risks that result from climate change are all features of the continuous business intelligence analysis.

This takes place through industry analysis, sustainability analysis in the value chain and discussions in Lundbergs' management. The portfolio companies differ in type and span varying operations and geographic areas.

Lundbergs has identified and assessed material sustainability matters using a double materiality assessment. The company's impacts on the outside world have been analyzed, along with the financial impacts of the outside world on the company.

IRO-1 Method for dual materiality assessment

Lundbergs' process for identifying and assessing material impacts, risks and opportunities is adapted for application to the consolidated operations. Lundbergs and its subsidiaries have performed their own materiality assessments, which have then been consolidated into a single result. Other portfolio companies have been treated as part of the parent company's value chain.

The assessment of the forestry and real estate value chains has a greater focus upstream, where there is extensive raw material use and significant greenhouse gas emissions. In addition, the complex and often non-transparent value chains increase the risk of unreasonable working conditions and human rights abuses outside the direct business relationships of the subsidiaries. The downstream value chain has also been taken into account.

The focus in Lundbergs' materiality assessment has been on investments and ownership matters.

The subsidiaries have analyzed their operations with regard to climate change, pollution, water and marine resources, biodiversity, resource use and circular economy, and business conduct. The value chain, business model, dependencies, stakeholders and information of a topic-specific nature have been used as the basis for identifying and assessing impact areas as well as financial risks and opportunities. The assessment has taken place in consultation with stakeholders and particularly affected communities, where necessary.

The subsidiaries have conducted their own analyses of climate-related hazards based on their respective activities. Holmen's analysis consists of the climate adaptation plans that each business area has developed. The scenarios have been selected in such a way as to cover the most relevant and likely climate-related hazards and uncertainties for Holmen's operations. Using both the IPCC's global scenarios and SMHI's national climate change scenarios (RCP 2.6, 4.5, 6 and 8.5) ensures that the analysis covers a broad spectrum of potential future climate change outcomes, from scenarios with a rapid reduction in emissions to more unfavorable development.

Lundbergs Fastigheter and Hufvudstaden have applied a common methodology in their work to assess physical climate-related hazards. Risk and vulnerability assessments have been carried out on all properties with regard to physical climate risks such as flooding from cloudbursts and raised sea levels, intense heat, and landslides and erosion. The climate change scenario used as a basis for the analysis is RCP 8.5, which is currently the one with the greatest impact. The companies work systematically to assess transition risks and opportunities connected with EU climate and environmental legislation. The identification of transition events is not based on any specific climate scenario analysis, such as modeling different global emission scenarios, but instead on the climate targets and policy frameworks adopted by the EU and Sweden.

Process

The double materiality assessment process for the Group has been carried out using the following method, based on ESRS 1.

Analysis of business model and value chain

The companies analyze their business models and value chains to understand how their activities create value and what dependencies and impacts they have on the environment, people and society. The analysis covers both upstream and downstream, as well as internal processes.

Identification of sustainability topics

Based on the analysis, the companies identify relevant sustainability topics in the ESRS areas (environmental, social and governance) and add company-specific topics where applicable. This work is based on internal data, industry standards, stakeholder dialogs and external references such as the OECD and UN Guiding Principles. These topics provide the basis for the further assessment of materiality.

Materiality assessment

The companies perform a double materiality assessment that examines two dimensions:

Impact: Assessment of the impact of the activities on the environment, people and society, both positive and negative, directly and indirectly through the value chain. Positive impacts take into account the scope, scale, likelihood, position in the value chain and time horizon of each aspect. Negative impacts also take into account the irremediable character of the impact.

Financial risks and opportunities: Assessment of the potential impact of sustainability-related factors on financial position, performance and access to capital in the short, medium and long terms. The assessment is based on financial magnitude and likelihood. Thresholds are adapted to each company. Risks and opportunities connected with the identified impacts have been identified. In addition, risks and opportunities connected with dependency on critical resources, which are those resources that are needed to maintain adequate levels of production and business functions, have been assessed.

Validation of results

The results are validated through dialog with key functions and with external and/or internal topic experts to ensure relevance and completeness. The materiality assessments are reviewed and approved by each company's management and board of directors.

Group consolidation

Reporting

The Group companies report the results of their double materiality assessments using a specially designed template. The information is then aggregated and includes identified impacts (actual or potential positive/negative impacts) and financial risks and opportunities, as well as relevant contextual information for each reported IRO (impacts, risks, opportunities). A topic is material to the Group if it is material from either an impact or financial perspective.

Assessment of material impacts

The assessment begins with a quantitative screening of how many companies have assessed a sustainability topic as being material. If three or more companies make the same assessment, a matter becomes material to the Group. If two companies have identified an impact, this leads to a qualitative assessment. The qualitative analysis takes into account the scope, time horizon, value chain and actual or potential impacts, including human rights impacts. An impact that only one company has assessed as being material is company-specific and is not raised to Group level.

Assessment of financial risks and opportunities

In their double materiality assessments, the Group companies have determined financial thresholds that best reflect their own financial position. Weighting in the consolidation has been based on the subsidiaries' share of their total net asset value, calculated as an average over the previous 12 quarters. As a result, Holmen has been weighted at 38%, Hufvudstaden at 21%, Lundbergs Fastigheter at 39% and Lundbergs aktieförvaltning at 2%.

A risk or opportunity is considered material to the Group if it represents at least 50% of the weighted value and if the risk or opportunity is of the same nature. In assessing financial materiality, consideration has been given to individually significant financial risks and opportunities highlighted by the subsidiaries. This is to ensure that the weighting of the relative value of the companies based on net asset value does not screen out significant financial risks or opportunities.

Validation of results

The results are checked against the companies' input data and a qualitative assessment is made to ensure that the results reflect the Group's activities and that important matters are included. Individually significant financial risks and opportunities highlighted by subsidiaries are reviewed to ensure that the weighting has not screened out significant risks or opportunities. The results are reviewed by Lundbergs' Head of Sustainability and CFO, after which the Group companies are consulted to ensure a consensus. The important matters of Lundbergs' stakeholders are reviewed to ensure that their interests are aligned with the results. Should this not be the case, both the results and the stakeholder analysis are reviewed to ensure that key areas are not omitted.

The reporting committee is responsible for documenting processes, methodologies and results to facilitate the review and to enable the analysis and review of the results to be repeated in future years.

The committee's responsibilities are part of the internal control environment that works to achieve results that are of good quality, that are comparable over time and provide value to stakeholders and use a method that is integrated into Lundbergs' existing governance model. Lundbergs' senior management approve the results before they are approved by the company's Board of Directors.

Developments concerning material sustainability matters are reported annually to the Board of Directors and continuously during the year to the company's senior management.

IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability report

A table containing a complete list of the ESRS disclosures included in the report can be found on page 73.

SBM-3 Material sustainability issues

This is the first time that Lundbergs has produced a sustainability report in accordance with the new requirements in the Swedish Annual Accounts Act. It is based on an ownership perspective and how Lundbergs views long-term value creation. All decisions are made on the basis of Lundbergs as a holding company, while each portfolio company is responsible for its own sustainability work. This means that policies, actions, targets and other governing documents relate solely to Lundbergs and not to any portfolio company.

The Group's main impact areas are listed in the table below. These are identified using the double materiality assessment methodology described in the previous section. The matters identified are all related to the activities of subsidiaries. Developments concerning material sustainability matters are reported annually to the Board of Directors and continuously to the company's senior management. They are committed to ensuring that the matters are properly managed in day-to-day operations. Through active board work, Lundbergs works to ensure that these matters are addressed in a relevant and business-like manner within each Group company. No significant financial risks or opportunities have been identified.

Group companies have material matters that have not been addressed at Group level. These are described below in order to provide an overview of their material results relating to business models and value chains. Lundbergs has not performed a resilience analysis for the Group as a whole, but each subsidiary has performed its own resilience analysis.

Holmen has identified biodiversity sensitive areas, mainly Natura 2000 sites and watercourses, where special protection assets must be preserved in forestry operations. Five areas on Holmen's land are classified as areas of national interest for nature conservation with a high density of red-listed species. Six areas are classified as areas of national interest for nature conservation with high densities of key biotopes, which are left to develop freely, with the exception of one area where burning takes place. Mountain forests of high nature conservation value are subject to special procedures to preserve their cultural and nature conservation value and to take into account reindeer husbandry. In all of these areas, the natural assets will be strengthened and threatened species protected.

MATERIAL ISSUES FOR THE GROUP¹⁾

ESRS standard	Area	Impact type	Value chain	Description
E1 Climate change	Climate change mitigation	Actually negative	Upstream, own operations, downstream	The forestry industry's production of paper and paperboard is energy-intensive and emissions are generated during transportation and manufacturing of inputs. Real estate operations generate emissions through purchased energy for building operations and construction materials. Global warming has a significant negative impact on the Earth's planetary system. People, communities and industries are affected as a result of more frequent and more severe extreme weather events, sea level rise, droughts and ecosystem imbalances, among other things.
	Energy	Actually negative	Upstream, own operations, downstream	
E5 Circular Economy	Resource inflows	Actually negative	Upstream, own operations	Paper and paperboard production is based on renewable forest raw materials, but some inputs generate hazardous waste. Real estate operations are characterized by linear flows of construction materials based on virgin raw materials that deplete the Earth's resources. Large volumes of waste are generated when buildings are demolished and products are discarded before the end of their technical lifespan.
	Waste	Actually negative	Upstream, own operations	
S1 Own workforce	Health and safety	Potentially negative	Own operations	Forestry operations have high standards for safe working conditions, particularly in sawmills, mills, power stations and in forestry work. Property upkeep also poses health and safety risks for own workforce. Inadequate procedures or a failure to follow established procedures entails a risk of serious accidents involving workers.
S2 Workers in the value chain	Working conditions	Potentially negative	Upstream	Risk of negative impacts from unreasonable working conditions in forestry, such as illegal workers, low wages and safety risks at work. This applies in particular to migrant and seasonal workers. A similar risk exists in the entrepreneurial element of real estate operations.
	Other work-related rights	Potentially negative	Upstream	In the upstream value chain of real estate operations, there is a potentially negative impact on people. This relates, in particular, to forced and child labor high up the value chain in the extraction of raw materials and the production of construction materials. Complex supply chains mean that oversight is inadequate and there is a risk of human rights violations.
G1 Business conduct	Corruption and bribery	Potentially negative	Upstream, downstream, own operations	Structured anti-corruption work and compliance with the Code of Conduct are essential to prevent irregularities and promote a responsible value chain.

¹⁾ All areas in the table are valid for short-, medium- and long-term time horizons.

Holmen's land also contains large water protection areas where municipal and national requirements are complied with in forestry operations. Hydropower generation affects water flows and habitats for fish and other species, which can disrupt reproduction and migration. Environmental measures such as fish stocking, minimum flows and fish ladders are stipulated in water rights provisions. A National Action Plan (NAP) requires all hydropower facilities to be reassessed and Holmen's first applications will be submitted in 2027. Future reviews may affect production and incur costs. Holmen has no hydropower facilities in the immediate vicinity of biodiversity sensitive areas. No biotope sensitive areas have been identified within real estate operations.

Holmen depends on the consent of Sami reindeer herding associations to carry out forestry in those areas that overlap the associations' reindeer grazing lands. Wind power generation on Holmen's land is an important element in the climate transition, but the permit process is often long and dependent on the support of municipalities and local residents, which can lead to demands for compensation and affect the projects' profitability. The production of wood products, paperboard and paper can cause odors and noise in nearby communities, which may affect future environmental permit reviews.

Other material matters at subsidiary level

Forestry operations

Holmen has identified positive impacts on climate and energy. These impacts arise from current and future potential generation of renewable electricity from wind and hydropower, forests that sequester carbon dioxide, and timber stocks and wood products that store carbon dioxide. Products made from renewable raw materials designed to be reused and recycled make a positive contribution to the transition to a circular economy. Soil pollution can occur at disused operational sites and disruptions to the production of paperboard and paper can result in emissions to air and water temporarily exceeding limit values, which can have negative environmental impacts. Hydropower production has a negative impact on marine life in lakes and rivers. Active forestry with a focus on high growth risks impairing the functioning of the ecosystem and having a negative impact on biodiversity.

Changes in forestry regulation, for example increasing the use of forests as carbon sinks, would have financial effects on Holmen's industry and forestry. The market for carbon credits could be a source of revenue in the event of stricter regulation of forest management, which would represent an opportunity for Holmen to maintain revenue from its own forests in the event of a change in forest management regulation. Increased demand for

renewable energy represents an opportunity, as Holmen has good potential to develop wind power on its own land. New legislation (LULUCF, Deforestation, Nature restoration) may affect forestry and, depending on how the legislation is implemented, it may limit harvesting and/or make it more expensive. The market's ambitions to combat climate change are increasing demand for Holmen's renewable products.

Real estate operations

Real estate operations have an actual positive impact on the tenants and local residents who live, work and move in and around the properties. This is through the creation of safe, inclusive and vibrant environments where businesses, residents and visitors can work and thrive long-term. No significant financial risks or opportunities have been identified. Financial risks connected with extreme weather events such as cloudbursts and floods are monitored.

Environment and climate

E1 Climate change

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

The Group companies operate in emission-intensive industries with significant greenhouse gas emissions, which arise in different parts of the companies' value chains and have an actual negative impact. All subsidiaries map and calculate their greenhouse gas emissions, in Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity, heating and cooling) and Scope 3 (other indirect emissions).

Holmen's direct emissions from its operations are low. Scope 1 emissions have been reduced by 91% since 2005 through investments in fossil-free technologies and energy efficiency improvements, but emissions relating to purchased inputs and upstream and downstream transportation remain a challenge. Paper and paperboard production is electricity intensive. The electricity used in production at Holmen's material sites is fossil free and largely comes from self-generation of renewable energy.

The majority of the emissions from real estate operations come from upstream in the value chain. Products such as steel, cement and bricks have a high climate impact during manufacture and emissions are therefore generated by the use of construction materials and products in operations. Emissions from purchased energy have a large climate impact, mainly from the production of district heating. Historically, the climate impact of electricity consumption has accounted for a larger share of emissions, but this share has decreased thanks to systematic energy efficiency work and an electricity mix containing more renewable energy.

Transition plan, policies, actions and resources, as well as targets related to climate change mitigation (E1-1, E1-2, E1-3, E1-4)

Lundbergs conducts long-term, active ownership with a focus on supporting the strategic development and value creation of the Group companies. Ownership is exercised through committed work on the companies' boards and nomination committees. Through its active board work, Lundbergs works to ensure that climate-related company matters are addressed in a relevant and business-like manner at each Group company. In view of this, there is no Group-wide transition plan, nor any Group-wide actions, policies or targets relating to climate change mitigation.

E1-5 Energy consumption and mix

Forestry operations

Much of the energy consumed comes from Holmen's own value chain. Holmen uses large amounts of energy and 95% of this is fossil-free. Fossil-based energy accounts for 5% and is mainly from the use of oil and diesel in its own operations. Neither coal nor coal products are used as fuel. Manufacturing thermo-mechanical pulp at Holmen's two paper mills is electricity intensive and the majority of the electrical energy used is bought in. Holmen buys 200 GWh a year from a wind farm on Holmen's land at a price that is fixed until 2032. During the year, total energy consumption amounted to 7,326 GWh (7,638).

Real estate operations

Most of the energy consumption comes from district heating, district cooling and building electricity. The building electricity is origin-labeled renewable electricity from hydro and wind power. The building operations of real estate operations are fossil free, except for backup power. Total energy consumption in 2025 amounted to 128 GWh (143) with 98% attributable to renewable or recycled energy sources. Lundbergs Fastigheter's normal-year-corrected energy consumption amounted to 85 kWh/m² (90) expressed in Atemp, 88 (94) and 80 (85) for residential and commercial properties, respectively. The corresponding figure for Hufvudstaden's commercial property portfolio was 76 kWh/m² (85). The companies carry out active, long-term work on energy efficiency measures and are installing solar cells and electric vehicle charging infrastructure.

The activities of forestry and real estate operations are in high climate impact sectors: forestry; power generation and energy; paper & wood products; and buildings. These are classified as high climate impact sectors in accordance with the NACE codes established in the EU regulatory framework and prescribed by the ESRS. Net revenue is taken from notes 3 and 4.

	2025	2024
Fuel consumption (MWh)		
Fuel consumption from coal and coal products	0	0
Fuel consumption from crude oil and petroleum products	277,990	160,181
Fuel consumption from natural gas	51,656	38,145
Fuel consumption from other non-renewable sources	1,122	942
Fuel consumption from renewable sources (incl. biomass, biogas, waste from non-fossil fuels, hydrogen from renewable sources, etc.)	3,835,758	4,259,458
Total fuel consumption	4,166,526	4,458,726
Purchased electricity, heating and cooling (MWh)		
Consumption from fossil sources	2,541	2,967
Consumption from renewable sources	1,178,410	1,299,117
Consumption from recycled sources	57,597	65,540
Consumption from nuclear sources	2,048,458	1,954,453
Total consumption of electricity, heating and cooling	3,287,007	3,322,077
Total energy consumption (MWh)		
Fossil energy	333,309	202,235
Renewable energy	5,014,168	5,558,575
Nuclear power	2,048,458	1,954,453
Recycled energy	57,597	65,540
Total energy consumption	7,453,533	7,780,803
Energy consumption by type of energy (%)		
Fossil sources	4	3
Nuclear energy sources	27	25
Renewable sources	67	71
Recycled energy	1	1
Energy intensity¹⁾ (MWh/SEK m.)	273	279

¹⁾ Energy intensity is calculated as total energy consumption divided by net revenue. For net revenue, see note 3.

E1-6 Gross greenhouse gas emissions

Analysis of the results

The Group's total emissions amounted to 1,004 thousand tons (932) in 2025, where the majority of these emissions are attributable to Scope 3. Holmen accounts for 72%, Lundbergs Fastigheter for 1% and Hufvudstaden for 1%. Emissions from other portfolio companies amount to 26% of the total and are included in Scope 3 category 15. Biogenic emissions amounted to a total of 1,547 thousand tons.

Scope 1 emissions (direct emissions) increased by 26 thousand tons in 2025, which is linked to the increased operation of an oil boiler within forestry operations. Biogenic emissions amounted to a total of 1,547 thousand tons. This is a temporary impact, however, as the solid fuel boiler was renovated during the year.

Scope 2 emissions come from purchased heating, cooling and electricity and are calculated using the location-based and market-based methods. Of the total volume of electricity purchased, 100% is covered by renewable energy certificates of origin. The biogenic emissions from district heating that are not accounted for in Scope 2 GHG emissions amounted to 15 thousand tons in 2025. Location-based Scope 2 emissions are based on the average emissions intensity of the electricity, district heating and cooling network where the energy is consumed, regardless of the contractual instrument.

Scope 3 emissions have reduced by 47 thousand tons. 0.3% of emissions have been calculated using primary data. The Group

has not calculated biogenic emissions in Scope 3 as there is a lack of reliable data and estimates are considered to be uncertain.

Accounting policies

The Greenhouse Gas Protocol Accounting and Reporting Standard is used to calculate and report greenhouse gas emissions. The Group's total emissions for the year are consolidated into Scopes 1, 2 and 3. Material Scope 3 categories are listed in the table on page 63. Categories not listed in the table have either been deemed to have negligible emissions (based on estimates) or are not applicable to the Group's activities¹⁾.

¹⁾ Non-material Scope 3 categories: 8 (Upstream leased assets), 10, 11, 12 (Processing, use and end-of-life treatment of sold products), 14 (Franchises).

Change in calculation methodology or accounting policies

The year 2025 is the first for which emissions are reported in accordance with ESRS.

In previous years, only the Group companies' total emissions broken down into Scopes 1, 2 and 3 have been reported (with market allocation). For 2025, location-based emissions, Scope 3 emissions broken down into underlying categories, and emissions from other portfolio companies (Scope 3 category 15) are reported.

Forestry operations

Direct emissions (Scope 1) include carbon dioxide from fossil fuels, methane, nitrous oxide, refrigerants and fossil carbon dioxide from the preparation and handling of biofuels. All emissions are converted to carbon dioxide equivalents and the impact of the different gases is calculated according to the Global Warming Potential (GWP) values stated in the IPCC's Fifth Assessment Report (AR 5). Indirect emissions (Scope 2) are based on Holmen's electricity consumption and include emissions from purchased electricity (AIB factors) and the market-based method (EPD factors from Vattenfall). Scope 3 categories specific to forestry operations are downstream transportation. These are calculated by an external party based on actual transport flows and modes of transport with associated emission factors.

Real estate operations

Direct emissions comprise carbon dioxide from company service vehicles and refrigerant leakage in the cooling and heating systems of buildings. Emission factors for these are obtained from the Swedish Transport Administration and the Swedish Cooling and Heat Pump Association, respectively. Indirect emissions from district heating, cooling and electricity consumption are calculated using actual energy consumption data. Environmental values for district heating are obtained from Swedenergy and emission factors for electricity are from renewable electricity certificates of origin (market-based method) and Nordic average mix (location-based method). Scope 3 categories specific to real estate operations are waste (construction and demolition waste) and downstream leased assets (electricity consumption of tenants). In the calculation of emissions from purchased construction materials and products (capital goods, purchased goods and services), average or project-specific data is used and emission factors are product-specific EPDs or generic Scandinavian data as far as possible.

Other portfolio companies

Husqvarna Group, Industrivärden, Indutrade, Alleima, Handelsbanken, Sandvik and Skanska are other portfolio companies, the Scope 1 and 2 emissions (location-based method) of which are included in the Group's Scope 3 category 15 –

Investments. Lundbergs' share of these emissions is calculated on a capital share basis. For accounting reasons, the size of these emissions is estimated as being the same as for the most recently reported financial year, in this case 2024, and the information is taken from the companies' own annual reports.

GHG emissions, thousand tons CO ₂ e	2025	2024	2025/ 2024, %
Scope 1			
Emissions, total	87	61	42
of which from regulated emission trading schemes	63	35	80
Proportion as a % from regulated emission trading schemes	72	57	
Scope 2			
Location-based emissions	30	29	6
Market-based emissions	6	7	-16
Scope 3, significant emissions			
1) Purchased goods and services	268	232	15
2) Capital goods	47	41	16
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	57	59	-4
4) Upstream transportation and distribution	67	72	-7
5) Waste generated in operations	0	0	-44
6) Business travelling	1	1	-1
7) Employee commuting	3	3	-1
9) Downstream transportation	189	197	-4
11) Use of sold products	12	0	
13) Downstream leased assets	7	9	-23
15) Investments	260	249	5
Total GHG emissions			
Total emissions – location-based	1,028	953	8
Total emissions – market-based	1,004	932	8
GHG intensity ¹ , tons CO ₂ e per SEK m.			
Location-based	38	34	
Market-based	37	33	

¹⁾ GHG intensity is calculated as total emissions divided by net revenue. For net revenue, see note 3.

E1-8 Internal carbon pricing

Internal carbon pricing is not applied.

Taxonomy

The EU Taxonomy Regulation is a classification system for financial undertakings to identify economic activities that contribute substantially to the EU complying with its environmental objectives and green growth strategy.

Reporting is required on the proportion of KPIs (net sales, capital expenditures and operating expenses) for activities covered by the Taxonomy Regulation (taxonomy-eligible activities), and the proportion that meets the requirements to be considered sustainable (taxonomy-aligned activities). Each activity is screened against the technical criteria in the regulation to determine the extent to which it makes a substantial contribution to the environmental objectives and does no significant harm. Sustainable activities must also comply with minimum social safeguards. In addition, fundamental human rights must be respected and good business practices followed.

The economic activities identified as taxonomy-eligible relate to the harvesting of own forests and the production of electricity from wind, hydropower and bioenergy, as well as property management. All the activities have been judged to contribute to environmental objective 1, Climate change mitigation.

Investments (capital expenditures) are also made in other activities and, where applicable, these are allocated to the taxonomy-eligible activity. The contribution to a circular economy (environmental objective four) is taxonomy-eligible with regard to the construction of new buildings and renovation of existing buildings. Taxonomy alignment is primarily screened at property level.

The key performance indicators have been calculated in accordance with the definitions in the Taxonomy Disclosures Delegated Act. Taxonomy-aligned activities are able to be separately identified in internal financial reporting, which prevents any double counting of net sales, capital expenditures and operating expenses.

The Group has chosen to apply the new delegated acts adopted during the year.

The taxonomy-aligned proportion of net sales amounted to 13% (13), which was in line with the previous year.

The taxonomy-aligned proportion of capital expenditures increased to 44% (31%), mainly due to the build-up of wind power generation.

The taxonomy-aligned proportion of operating expenses increased to 34% (29%), mainly due to higher forestry costs.

Accounting policies

Denominator

Total net sales as defined in the taxonomy shall be defined in accordance with IFRS 15. Net sales in accordance with IFRS 15 totaled SEK 29,042 m. Taxonomy-eligible net sales in forestry operations consist of Holmen's shares of note 3 and shares of other revenues in note 4 (the sale of by-products, renewable energy certificates, emission allowances and forestry assignments as well as shares of rental and leasehold income and other revenues), which together amount to SEK 1,776 m. The eligible net sales of real estate operations amount to SEK 4,247 m. and include rental and service revenue as well as Hufvudstaden's revenue from other operations.

Taxonomy-eligible capital expenditures amount to SEK 3,728 m. and refer to investments in inventories, intangible assets and right-of-use assets (excluding leaseholds) (notes 14, 15 and 18), investments in forest assets (note 16) and investments in value enhancement measures and acquisitions in investment properties (note 17).

Taxonomy-eligible operating expenses in forestry operations amount to SEK 1,871 m. and refer mainly to repairs and maintenance, as well as research and development. The equivalent in real estate operations is costs required to maintain the basic standard and functionality of the property, which includes renovation, property upkeep, property management, and day-to-day and scheduled maintenance and repairs.

Numerator

Taxonomy-aligned net sales in forestry operations come mainly from the harvesting of own forest and principally comprise external sales of timber and pulpwood (excluding what is processed at Holmen's own industrial sites) and from electricity production, which principally comprises external sales of electricity, support services for the stabilization of the electricity system, guarantees of origin and green electricity certificate revenue. The equivalent in real estate operations comprises net sales from those properties that meet the alignment criterion.

Taxonomy-aligned capital expenditures in forestry operations include purchases of forest machinery, the construction of forest roads and acquisitions of forest properties. Capital expenditures ("c-investments") are included in this. Capital expenditures include upgrades, new installations and acquisitions.

Taxonomy-aligned capital expenditures in real estate operations Taxonomy alignment is primarily screened at property level. For real estate that is taxonomy-aligned (under the acquisition and ownership activity), investment in the property becomes eligible. Investments in a property that is not taxonomy-aligned are assessed at project level by being tested against technical screening criteria for substantial contribution and for DNSH for the eligible economic activity for the individual investment. The precautionary principle is applied to the assessment of taxonomy alignment, which means that if there is no basis on which to assess compliance, the investment is deemed to be non-aligned.

Taxonomy-aligned operating expenses in forestry operations include the development and maintenance of the forest in the form of thinning, road maintenance, clearing and fertilizing. Operating expenses also consist of minor renovations and the maintenance of equipment for electricity production, as well as various forms of development work, such as the designing of new wind farms.

Taxonomy-aligned operating expenses in real estate operations For real estate that is taxonomy-aligned (under the acquisition and ownership activity), operating expenses for the property become eligible. Operating expenses are not tested at project level, which means that operating expenses for a property that is not taxonomy-aligned are classified as non-aligned.

Evaluation of fulfillment of criteria

Forestry operations

Analysis of the climate benefit for 2025 shows increased carbon sequestration, where Holmen's forest management plan together with growth-enhancing measures contribute to a positive balance against the emissions generated by operations. National legislation ensures continued land use for forestry, while a reforestation obligation guarantees that the land remains as forest. This meets the substantial contribution requirements with regard to forest management. Forest management takes place in accordance with Holmen's certified management system, which ensures compliance with legal requirements. Last year, a third-party audit was carried out to ensure that the technical screening criteria were met. For wind, hydro and bioenergy, Holmen's substantial contribution to the environmental objective is assessed by analyzing the impact of each power plant on electricity production. The principle of "Do no significant harm" is taken into consideration through an environmental impact assessment for the environmental permit obtained.

Real estate operations

Substantial contribution to climate change mitigation

Properties with an Energy Performance Certificate (EPC) class A fulfill the substantial contribution criterion. Built properties¹ fulfill the criterion if they have energy performance below the threshold values set by the industry association Fastighetsägarna Sverige², for the assessment of which buildings are within the top 15% of the national building stock in terms of energy efficiency.

Do no significant harm (DNSH)

Climate risk and vulnerability assessments have been made for all investment properties (in accordance with Appendix A to the Taxonomy Regulation). Based on the results, an assessment has been made of whether each individual property is exposed to significant risk of economic damage. The greatest potential climate risks are primarily floods as a result of heavy precipitation or rising water levels. Properties with little or no risk are considered to fulfill the DNSH requirement for a climate-adapted property. Properties with a significant risk profile comply with the DNSH requirement if there is an action plan for climate adaptation work for the property at risk.

¹ Built refers to the date when the construction permit application was submitted, no later than December 31, 2020. As at December 31, 2025, there are no properties built after December 31, 2020, which are covered by other criteria for fulfillment of the substantial contribution criterion.

² In 2025, threshold values published on December 14, 2022, by CIT Energy Management on behalf of the industry association Fastighetsägarna were used.

Taxonomy tables

Group

The taxonomy-aligned proportion of net sales amounted to 13% (13), which was in line with the previous year.

The taxonomy-aligned proportion of capital expenditures increased to 44% (31%), mainly due to the build-up of wind power generation.

The taxonomy-aligned proportion of operating expenses increased to 34% (29%), mainly due to higher forestry costs.

Forestry operations

For 2025, the taxonomy-aligned proportion of net sales remained unchanged at 7% (7%). Lower net sales for electricity production are offset by increased net sales from harvesting of own forest.

The taxonomy-aligned proportion of capital expenditures increased to 35% (20%), which mainly relates to investments in property, plant and equipment for the construction of Blisterliden Wind Farm.

The proportion of operating expenses increased to 26% (23%), due to higher forestry costs as well as higher costs for repairs and maintenance related to electricity generation from wind and water.

Real estate operations

For 2025, the taxonomy-aligned proportion of net sales was 6% (5%).

The taxonomy-aligned proportion of capital expenditures decreased to 9% (11%), attributable to less taxonomy-aligned investment in real estate.

The proportion of operating expenses increased to 7% (6%) due to higher operating costs.

FINANCIAL YEAR 2025

KPI (1)	Environmental objective of Taxonomy-aligned activities																											
	Total (2)	Proportion of Taxonomy-eligible activities (3)		Taxonomy-aligned activities (4)		Proportion of Taxonomy-aligned activities (5)		Climate Change Mitigation (6)		Climate Change Adaptation (7)		Water (8)		Circular Economy (9)		Pollution (10)		Biodiversity (11)		Proportion of enabling activities (12)		Proportion of transitional activities (13)		Non-assessed activities considered non-material (14)		Taxonomy-aligned activities in previous financial year, 2024 (15)		Proportion of Taxonomy-aligned activities in previous financial year, 2024 (16)
	SEK m.	%	SEK m.	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	SEK m.	%	SEK m.	%		
Net sales	29,042	22	3,854	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,764	13	-	-		
Capital expenditures	3,728	75	1,638	44	44	-	-	-	-	-	-	-	-	-	0	-	-	1	-	-	-	1,200	31	-	-			
Operating expenses	1,871	42	631	34	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	599	29	-	-			

Explanatory notes for tables

Column 2

Economic activities' environmental objectives and index

Environmental objectives

CCM = Climate Change Mitigation

CCA = Climate Change Adaptation

CE = Circular Economy

Columns 12-13

E: Enabling activity

T: Transitional activity

General

Dash "-": Not applicable

The KPIs for net sales, capital expenditures (investments) and operating expenses are calculated as follows

$$\text{Proportion of taxonomy-eligible activities} = \frac{\text{Eligible activities}}{\text{Total activities}^1}$$

$$\text{Proportion of taxonomy-aligned activities} = \frac{\text{Aligned activities}}{\text{Total activities}^1}$$

¹⁾ Refers to total according to the Taxonomy's definition; not to be equated with the total according to financial accounting.

NET SALES 2025

Economic Activities (1)	Code (2)	Environmental objective of Taxonomy-aligned activities											
		Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transition activity (13)	Proportion of Taxonomy-aligned in Taxonomy-eligible (14)
		%	SEK m.	%	%	%	%	%	%	%	%	%	%
Harvesting of own forest	CCM 1.3	3	966	3	3	-	-	-	-	-	-	-	100
Wind power	CCM 4.3	0	115	0	0	-	-	-	-	-	-	-	100
Hydropower	CCM 4.5	1	302	1	1	-	-	-	-	-	-	-	100
Bioenergy	CCM 4.8	2	716	2	2	-	-	-	-	-	-	-	100
Acquisition and ownership of buildings	CCM 7.7	15	1,755	6	6	-	-	-	-	-	-	-	41
Sum of alignment per objective				13	13	-	-	-	-	-	-	-	
TOTAL NET SALES		22	3,854	13	13	-	-	-	-	-	-	-	61

Aligned net sales at each company

Lundbergs Real Estate Operations' taxonomy-aligned net sales amount to SEK 1,275 m., which corresponds to 66% of the total net sales of real estate operations. Holmen's taxonomy-aligned net sales amount to SEK 2,099 m., which corresponds to 9% of Holmen's total net sales.

Hufvudstaden's taxonomy-aligned net sales amount to SEK 480 m., which corresponds to 15% of Hufvudstaden's total net sales.

CAPITAL EXPENDITURES 2025

Economic Activities (1)	Code (2)	Environmental objective of Taxonomy-aligned activities											
		Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transition activity (13)	Proportion of Taxonomy-aligned in Taxonomy-eligible (14)
		%	SEK m.	%	%	%	%	%	%	%	%	%	%
Harvesting of own forest	CCM 1.3	7	249	7	7	-	-	-	-	-	-	-	100
Wind power	CCM 4.3	27	989	27	27	-	-	-	-	-	-	-	100
Hydropower	CCM 4.5	1	48	1	1	-	-	-	-	-	-	-	100
Bioenergy	CCM 4.8	0	17	0	0	-	-	-	-	-	-	-	100
Renovation of existing buildings	CCM & CCA 7.2 / CE 3.2	19	0	0	0	-	-	-	-	-	-	-	0
Energy efficiency equipment	CCM 7.3 / CCA 7.3	1	0	0	0	-	-	-	-	-	-	-	0
Charging stations for electric vehicles in buildings	CCM 7.4 / CCA 7.4	0	10	0	0	-	-	-	-	-	E	-	100
Instruments for measuring energy performance of buildings	CCM 7.5 / CCA 7.5	0	4	0	0	-	-	-	-	-	E	-	0
Acquisition and ownership of buildings	CCM 7.7 / CCA 7.7	19	321	9	9	-	-	-	-	-	-	-	46
Sum of alignment per objective				44	44	-	-	-	-	-	-	-	
TOTAL CAPITAL EXPENDITURES		75	1,638	44	44	-	-	-	-	-	-	-	59

Taxonomy-aligned capital expenditures in each company

Lundbergs Real Estate Operations' capital expenditures amount to SEK 245 m., which corresponds to 74% of the total investments of real estate operations.

Holmen's capital expenditures amount to SEK 1,303 m., which corresponds to 59% of Holmen's total investments.

Hufvudstaden's capital expenditures amount to SEK 90 m., which corresponds to 8% of Hufvudstaden's total investments.

Information on taxonomy-aligned capital expenditures (investments)

All capital expenditures reported in activities 7.2–7.7 relate to investment properties. Of the SEK 249 m. relating to harvesting of own forest, SEK 177 m. relates to forest assets, SEK 67 m. to property, plant and equipment, and SEK 5 m. to leases. Of the SEK 989 m. relating to wind power, SEK 983 m. relates to the construction of Blisterliden Wind Farm. The SEK 48 m. relating to hydropower and the SEK 17 m. relating to bioenergy relate to investments in property, plant and equipment. The share attributable to acquisitions relates to the purchase of forest properties totaling SEK 8 m.

OPERATING EXPENSES 2025

Economic Activities (1)	Code (2)	Environmental objective of Taxonomy-aligned activities											
		Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transition activity (13)	Proportion of Taxonomy-aligned in Taxonomy-eligible (14)
		%	SEK m.	%	%	%	%	%	%	%			%
Harvesting of own forest	CCM 1.3	22	421	22	22	-	-	-	-	-	-	-	100
Wind power	CCM 4.3	1	20	1	1	-	-	-	-	-	-	-	100
Hydropower	CCM 4.5	2	31	2	2	-	-	-	-	-	-	-	100
Bioenergy	CCM 4.8	1	22	1	1	-	-	-	-	-	-	-	100
Acquisition and ownership of buildings	CCM 7.7 / CCA 7.7	16	137	7	7	-	-	-	-	-	-	-	47
Sum of alignment per objective				34	34	-	-	-	-	-	-	-	
TOTAL OPERATING EXPENSES		42	631	34	34	-	-	-	-	-	-	-	80

Taxonomy-aligned operating expenses in each company

Lundbergs Real Estate Operations' taxonomy-aligned operating expenses amount to SEK 125 m., which corresponds to 55% of the total operating expenses of real estate operations. Holmen's taxonomy-aligned operating expenses amount to SEK 494 m., which corresponds to 31% of Holmen's total operating expenses. Hufvudstaden's taxonomy-aligned operating expenses amount to SEK 12 m., which corresponds to 18% of Hufvudstaden's total operating expenses.

E5 Resource use and circular economy

Policies, actions and resources, and targets related to resource use and circular economy (E5-1, E5-2, E5-3)

Lundbergs conducts long-term, active ownership with a focus on supporting the strategic development and value creation of the Group companies. Ownership is exercised through committed work on the companies' boards and nomination committees. Through its active board work, Lundbergs works to ensure that matters related to resource use and circular economy are addressed in a relevant and business-like manner at each Group company.

In view of this, there are no Group-wide policies, actions or targets in this area.

E5-4 Resource inflows

Forestry operations

Holmen's products are largely based on renewable raw materials, and by-products are utilized in its own processes. The forest ecocycle provides a renewable resource where the entire harvest is used with a focus on the greatest value added. Harvested trees are mainly sawn into planks and boards. Residual products such as wood chips, smaller pieces and wood from thinning are used as raw material for paperboard and paper, while branches, tops and bark are used for bioenergy. Two mills are integrated with neighboring sawmills, creating a circular process: wood chips are used in pulp production, bark and shavings are used as biofuel, and excess heat dries wood products. Paperboard operations generate almost all of the electricity needed at the mills.

Non-renewable resources are also used, mainly chemicals and transport fuel. Chemicals give the products specific properties and are handled under strict control, with regular external audits and annual reporting to the supervisory authority. Reducing the use of fossil fuel in transport is a common challenge for the industry.

Real estate operations

In real estate operations, large quantities of virgin building materials are used in new construction, extensions and redevelopment, which risks excessively high levels of resource intensity. The industry faces a common challenge with regard to linear flows of resources. Common basic building materials include various types of glass, steel, sheet metal and aluminum, concrete, stone, brick and plastic. Other materials include sanitary ware, insulation, wall panels, tiles, clinker and lightweight concrete. Raw materials for these products are sourced globally, but European production is sought as far as possible. To increase resource efficiency, Lundbergs Fastigheter and Hufvudstaden are working to increase conservation and reuse and are collaborating with industry colleagues to achieve a circular construction and real estate industry.

Resource inflows, '000 tons	2025	2024
Wood	5,040	5,490
Purchased pulp	73	84
Externally purchased seedlings	7	20
Chemicals (expressed as dry matter)	135	131
Filler (expressed as dry matter) and pigments	181	199
Packaging	31	15
Building materials	2	11
Other	0	0
Total weight of material	5,469	5,951
of which biological	5,120	5,594
of which technical	349	357
Sustainably sourced biological materials out of total resource inflows ¹⁾ , %	96	92
Secondary reused or recycled materials	718	798
Secondary reused or recycled materials, %	13	13

¹⁾ The certification systems FSC®, PEFC and Controlled Wood are used to ensure the materials are sustainably sourced.

Calculation method

Holmen monitors resource inflows through internal environmental management systems and reports KPIs for the use of materials, energy and water annually. Data collection is compiled centrally. The inputs are based primarily on invoiced quantities and volumes. Double counting is avoided by not reporting internal wood consumption, which relates to roundwood and chips from sawmills.

The real estate companies do not have the same level of follow-up on input materials. Lundbergs Fastigheter has estimated the weight of building materials in renovations of commercial premises and apartments, as well as in pipe replacement projects, by using weight conversion factors to convert the units (piece, linear meter, cubic volume) to weight, based on the company's climate calculations. Hufvudstaden has measured the weight of major projects based on life cycle calculations from construction contractors. Hufvudstaden's premises adaptations and maintenance projects are not included. Packaging is the actual outcome; the weight of marketed products is estimated using templates (applies to NK Retail).

E5-5 Resource outflows (waste)

Forestry operations

Holmen strives to minimize the amount of waste it produces and to use the highest proportion possible through reuse, recycling or energy recovery. Solid waste consists mainly of process waste, packaging, scrap metal and electronic waste, with process waste accounting for the largest volume. Process waste includes green liquor sludge, chemical sludge, lime mud and fly ash, among other things.

A significant portion of this waste is recycled by being used as raw material in other industrial processes, for example as construction material or through energy recovery. Only a small proportion of the total waste is hazardous waste, which includes oil, paint, grease, solvents and electronics. The hazardous waste is dealt with by authorized recycling companies. Some waste fractions are recycled and others are destroyed under controlled conditions.

The single largest amount of waste is waste sent for energy and material recovery. Only a small amount goes to landfill. Recovery is procured annually through contracts with commercial recycling companies. Holmen works continuously to separate

different waste fractions to ensure that they can be recycled and used for meaningful material purposes.

Data on the amount of waste is collected from the waste reporting conducted by the production units in line with the Swedish Environmental Protection Agency's environmental reporting regulations. Waste is measured at weighed weight and data is largely provided by the supplier who deals with the waste.

Real estate operations

Construction and demolition waste is generated in construction and real estate management, and there is also commercial and household waste from tenants. The latter residual waste stream is further away in terms of ownership than the construction waste generated in own operations or upstream by contractors on behalf of the real estate companies, and is not considered a significant waste category. Waste sorting must take place at the construction site where it is generated and must include at least the following fractions: electrical waste, wood, plastic, hazardous waste, corrugated cardboard, combustible waste, gypsum, scrap and metal, glass and mineral (concrete, brick, clinker, ceramic or stone). Hazardous waste can include asbestos, pressure-treated wood, and chemicals, as well as electronics and lighting containing heavy metals.

As well as trying to minimize waste, the companies strive to ensure that waste is sent for material or energy recovery as far as possible. Cooperation with waste contractors and material suppliers is vital for increasing waste resource utilization.

Data on waste fractions and quantities by weight are obtained from the construction or waste contractor. There is currently no data available on post-processing except for landfill and hazardous waste, so the real estate companies estimate the proportion of total waste that goes to energy and material recovery. This estimate is based on information on fraction management methods from waste management companies.

Waste, thousand tons	2025	2024
Hazardous waste		
Preparation for reuse	0.0	0.1
Material and energy recovery	0.9	1.5
Landfill and incineration	0.2	0.2
	1.2	1.9
Non-hazardous waste		
Preparation for reuse	23.2	19.5
Material and energy recovery	56.2	85.8
Landfill and incineration	1.3	2.5
	80.6	107.7
Total	81.8	109.6
Non-recycled waste, total	1.5	2.7
Percentage of non-recycled waste in total waste	2%	2%

Waste management is a significant environmental challenge, as inadequate sorting and handling makes recovery more difficult and impedes circular material flows.

Social

S1 Own workforce

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

Forestry operations

Work in production and forestry activities entails a risk of individual personal injury incidents. Incidents and accidents in the workplace have an effect on human life and health, which can lead to production disruption and difficulties in attracting workers. Employees working in production are those who are most at risk of accidents. The most significant areas of risk involve work with overhead cranes and vehicles with people in motion. Operations are adapted to remove high-risk elements.

Workers who are not employees but who are affected are found throughout the business. When these people are working at Holmen's sites, Holmen is responsible for managing their work and providing a safe work environment for them too. Contractors working on harvesting, silviculture and planting in the forest, ground work for Holmen's roads, transport workers, contractors working during planned downtime and port personnel at Holmen's ports are all workers in the value chain.

Real estate operations

Employees working in property upkeep and technical operations are those who are most at risk of being negatively affected. Working in, around and on properties involves a risk of individual incidents - accidents and incidents that can affect the health of employees. Tasks that involve increased risk include working at heights, handling chemicals, repair and maintenance work that can cause cuts and splinter injuries, as well as work above shoulder height and in confined spaces that can cause strains and sprains.

The real estate companies work systematically to reduce the risk profile of their operations. Contractors who carry out work to order, such as snow clearance and sweeping, are workers in the companies' upstream value chain.

In addition to the employees described above, Lundbergs' employees are covered by the disclosures in this section.

Policies, processes, actions and targets related to own workforce (S1-1, S1-2, S1-3, S1-4 and S1-5)

Lundbergs conducts long-term, active ownership with a focus on supporting the strategic development and value creation of the Group companies. Ownership is exercised through committed work on the companies' boards and nomination committees. There are no Group-wide policies, processes, actions and targets related to own workforce. Through its active board work, Lundbergs works to ensure that these matters are addressed in a relevant and business-like manner within each Group company.

SI-6 Characteristics of employees

The number of employees for 2025 was 4,498 (4,738), of which 16 (15) at Lundbergs, 165 (173) at Lundbergs Fastigheter, 3,690 (3,868) at Holmen and 627 (682) at Hufvudstaden. Only Holmen has employees in countries other than Sweden.

Employee data has been calculated as the number of employees at the end of the year. Employee turnover was 10%, 8% and 15% for Lundbergs Fastigheter, Holmen and Hufvudstaden, respectively.

See also note 5 on page 88.

Number of employees	2025	2024
Women, permanent employees	1,331	1,360
Women, temporary employees	108	166
Men, permanent employees	2,939	3,030
Men, temporary employees	120	182
Total number of employees	4,498	4,738
Number of employees per country		
Sweden	3,942	4,211
UK	412	386
Netherlands	63	67
Other countries	81	74
Total number of employees	4,498	4,738
<i>Of which permanent employees</i>	4,106	4,218
Number of employees who left during the reporting period	380	352
Employee turnover ¹⁾	9%	8%

¹⁾ Number who left as a percentage of permanent employees. There are no non-guaranteed hours employees.

SI-9 Diversity metrics

The age distribution of employees is calculated on the basis of permanent employees.

Employees by age group	2025	2024
Under 30	553	669
30–50	2,158	2,218
Over 50	1,559	1,599

In the group comprising the Board of Directors and senior management, there are 7 people (8) in the 30–50 age range and the rest are over 50.

SI-14 Health and safety metrics

The most common types of accidents reported during the year for forestry operations were slips, trips and crush injuries, while for real estate operations they were mainly minor physical injuries related to property upkeep.

	2025	2024
Total number of employees, individuals		
Employees covered by statutory health and safety requirements	4,498	4,738
Percentage of employees covered by statutory health and safety requirements	100%	100%
Workplace-related accidents	42	38
-of which serious (> 7 days of absence)	21	20
-of which workers in own workforce	30	31
Accidents per 1 million hours worked, own workforce	4	4
Total number of days lost due to work-related injuries	273	1,217
Fatal work-related accidents	0	0

S2 Workers in the value chain

Lundbergs has chosen to apply the phase-in rules in ESRS and therefore does not report metrics from IROs in the value chain.

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

Forestry operations

Holmen's forestry is largely dependent on contracted services in harvesting and silviculture (thinning, site preparation and planting). Forestry uses a high proportion of migrant labor and seasonal labor. It can be particularly difficult for migrant workers to know about statutory employment conditions and rights in Sweden. There may be isolated incidents and, in individual cases, widespread risk of negative impact.

Holmen works with many suppliers of goods and services, but it is from suppliers in forestry that impacts on workers in the value chain are judged to be material. Silviculture work in Holmen's forests employs approximately 1,000 seasonal workers every year and it is important that Holmen hires and works with responsible contractors.

Real estate operations

Real estate operations rely heavily on contractor services for construction, renovation and maintenance. Such work is often carried out by subcontractors who in turn hire migrant or seasonal workers. This group may have limited knowledge of Swedish statutory employment conditions and rights, which increases the risk of unhealthy working conditions, illegal workers and unsafe construction sites. The companies have several suppliers of goods and services, but it is at construction contractors that the potential impact has been judged to be material.

The construction industry has low levels of transparency and traceability in supply chains, putting real estate companies at risk of indirectly contributing to human rights violations and occupational health and safety issues.

The traceability of construction materials is often poor, while complex chains make it difficult to ensure that all actors adhere to basic conditions. Studies show that there is a high risk of child and forced labor, particularly in the extraction and processing of raw materials in regions with weak labor laws. This can lead to health problems and lack of schooling. Poor working conditions in manufacturing can cause accidents and chronic injuries.

The risks vary depending on the material and geographical location and can affect a single individual or be more widespread. They are particularly high in relation to natural stone, metals and minerals. Limited traceability means that even companies with good practices can become part of a chain that causes harm. Requirements for transparency, risk analysis and follow-up are therefore vital for reducing these risks.

Policies, processes, actions or targets related to value chain workers (S2-1, S2-2, S2-3, S2-4 and S2-5)

Lundbergs conducts long-term, active ownership with a focus on supporting the strategic development and value creation of the Group companies. Ownership is exercised through committed work on the companies' boards. There are no Group-wide policies, processes, actions or targets related to value chain workers. Through its active board work, Lundbergs works to ensure that these matters are addressed in a relevant and business-like manner within each Group company.

Corporate governance

G1 Business conduct

The success of a company is based on responsible business conduct. For Lundbergs, this has been a cornerstone of the business since its inception and it is a clear part of the corporate culture. The occurrence of any bribery or corruption, in procurement or business deals for example, would undermine the business and cause great harm. There are no Group-wide policies, processes, actions or targets related to corporate governance.

G1-1 Business conduct policies and corporate culture

Operations are based on an open business climate where high morals and business ethics serve as our lodestars. Sustainability work is conducted within the framework of Lundbergs' model for active ownership.

The starting point for this work is Lundbergs' Code of Conduct, which applies only to the parent company's representatives and is not Group-wide. Nor does the company intend to introduce such a Group-wide Code of Conduct. Policies to manage IROs are handled in the respective subsidiaries. There is no Group-wide policy on anti-corruption.

However, Lundbergs works through the respective boards of directors to ensure that the spirit of the Code permeates the operations of all the portfolio companies. The Code of Conduct, which representatives receive on their induction into the company, expects representatives of Lundbergs to:

- Act in line with the relevant legal requirements where the company operates
- Act in line with the UN Global Compact by complying with applicable laws, regulations and international guidelines and policies governing the environment, anti-corruption, labor law and human rights
- Undertake investments by taking into account their long-term economic, social and environmental impact
- Have relations that are characterized by high business ethics
- Have workplaces that are characterized by openness, responsiveness and mutual respect and that distance themselves from any form of discrimination
- Strive for openness, clarity and reliability in external communications

The Code of Conduct is based on the ten international principles of the UN Global Compact on human rights, labor rights, environmental considerations and anticorruption. Lundbergs adopted the UN Global Compact in 2016 and has supported it since then, thereby committing itself to realizing and integrating these principles in its operations.

Lundbergs aims to contribute toward the SDGs that are most closely related to its business operations and are most material to the company.

The following SDGs have been identified as the most material for both investing activities and Lundbergs' real estate:

- Goal 3: Good health and well-being
- Goal 5: Gender equality
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 9: Industry, innovation and infrastructure
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible consumption and production
- Goal 13: Climate action

Lundbergs has no policies in place to address material sustainability matters and does not intend to introduce any such policies. Nor does Lundbergs have any formal information on how it establishes, promotes or evaluates its corporate culture.

COMPLIANCE WITH BUSINESS ETHICS AND GOVERNANCE

Portfolio companies, %	2025	2024
Companies that have signed the UN Global Compact	100	100
Companies that have a whistleblower function	100	100
Companies that have an anti-corruption policy	100	100
Companies that have a Code of Conduct	100	100
Companies that have a health and safety policy	100	100
Companies that have a Code of Conduct for suppliers	100	100

Whistleblowing

A whistleblower function has been established for Lundbergs and its wholly owned subsidiaries to make it easier for anyone who wants to provide information about irregularities that contravene prevailing legislation, ethics, moral codes or Lundbergs' policies. The function enables employees, customers, suppliers and business partners to provide information and simultaneously be guaranteed anonymity. All reports are received and investigated by an external party. No reports were received in 2025. The parent company does not have any of its own policies on whistleblower protection or training on business ethics, including bribery and corruption. Nor does the company plan to introduce any. There is no formal process for informing the management or the board of directors about whistleblower cases.

Holmen and Hufvudstaden have their own whistleblower functions.

G1-3 Prevention and detection of corruption and bribery

Lundbergs is against all forms of corruption and it is the duty of all employees to try to prevent all forms of fraudulent activities. Corruption is not only illegal but it has serious negative effects on society and Lundbergs has well-developed anti-corruption work. We demand high standards from our partners and we do not work with any who are involved in corrupt activities. The Code of Conduct, the Code of Conduct for Suppliers and careful procurement procedures contribute to the reduction of corruption risk for the parent company.

Lundbergs Fastigheter

Lundbergs Fastigheter promotes healthy competition and always observes good marketing practices. Cooperation with business partners must be characterized by proper business relationships, clear agreements, and mutual respect. Actions must always be suitably aligned with Swedish legal principles, and both Lundbergs Fastigheter and its suppliers, tenants, and customers must always comply with applicable laws and regulations as a matter of course. Lundbergs Fastigheter does not engage or cooperate with irresponsible actors and does not tolerate tenants or business partners engaging in activities that violate established ethical rules. Lundbergs Fastigheter adopts a strict stance against inappropriate gifts or travel and only participates in entertainment within the framework of normal business activities. There must be no involvement in activities that could lead to conflicts of interest or the exploitation of relationships with business partners for personal gain. For new staff, our code of ethics, together with

other governing documents, forms part of the onboarding process. There is an established whistleblower function to make it easier for anyone who wants to provide information about irregularities that contravene prevailing legislation, ethics, moral codes, or our policies relating to working conditions and anti-corruption, for example. The function enables employees, customers, suppliers and business partners to provide information and simultaneously be guaranteed anonymity. All reports are received and investigated by an external party.

Holmen

Holmen's internal control function exists to detect and prevent fraud and corruption through control requirements to which each unit must respond.

The results are followed up on a continuous basis and nonconformities are reported half-yearly to Holmen's CFO. Holmen's auditors report their observations from their internal control review to the audit committee and Board during the year. All risk-exposed functions, including Holmen's company management, are covered by the Group's recurring comprehensive Code of Conduct training program, which is available in 11 different languages. The training includes the areas of business conduct, information management, human rights, workers' rights, and the environment. The training ends with a knowledge test to ensure that the employee has read and understood the information in the Code of Conduct. In addition to this recurring training program, themed training is run for roles with a greater risk of corruption and bribery, such as sales staff, purchasers, and managers. Holmen's Supplier Code of Conduct, available in two languages, is to be included in all new supplier agreements and compliance is a requirement. If a supplier fails to comply with the Code of Conduct, this constitutes breach of contract. The majority of customer agreements also include anti-corruption compliance

requirements. Besides being able to contact their manager, HR, or trade union representatives or bring up issues at regular appraisal talks, employees are free to use the whistleblower function to supplement other channels for reporting irregularities regarding corruption and bribery. Those who investigate corruption and bribery are independent of those involved in the case. Holmen's audit committee is informed of any cases of corruption and bribery.

Hufvudstaden

Hufvudstaden never tolerates bribery, corruption, and other unethical business practices. Hufvudstaden has established procedures for preventing, detecting and managing corruption and bribery, including internal guidelines, risk assessments, reporting channels, and requirements for suppliers to comply with the company's Code of Conduct. Whistleblowing cases are reported to an independent external party. Following initial review, the matter is passed on to Hufvudstaden, where the investigation is handled by an independent function within the company that is not involved in the business units concerned. The results of investigations and follow-up actions are reported to the management team and the Board of Directors. All employees undergo annual training on the Code of Conduct for employees, which includes anti-corruption, bribery, and business conduct. This is also included in the induction training of new employees. NK Retail has so far not been included in this training and this will be reviewed for next year.

GI-4 Incidents of corruption or bribery

In 2025, there are no convictions or fines for violation of anti-corruption and anti-bribery laws within the Group.

ESRS index

Disclosure Requirement		Page	Disclosure Requirement		Page
General information			Social information		
ESRS 2 BP-1	General basis for preparation of the sustainability report	54	S1	<i>Own workforce</i>	
ESRS 2 BP-2	Disclosures in relation to specific circumstances	54	S1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	69
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	54	S1-1	Policies related to own workforce	69
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	55	S1-2	Processes for engaging with own workforce and workers' representatives about impacts	69
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	55	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	69
ESRS 2 GOV-4	Statement on due diligence	55	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	69
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	55	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	69
ESRS 2 SBM-1	Strategy, business model and value chain	55	S1-6	Characteristics of the undertaking's employees	70
ESRS 2 SBM-2	Interests and views of stakeholders	56	S1-9	Diversity metrics	70
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	59	S1-14	Health and safety metrics	70
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	58	S2	<i>Workers in the value chain</i>	
ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the company's sustainability report	59	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	70
Environmental information			S2-1	Policies related to value chain workers	70
E1	<i>Climate change</i>		S2-2	Processes for engaging with value chain workers about impacts	70
E1-1	Transition plan for climate change mitigation	61	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	70
E1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	61	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	70
E1-2	Policies related to climate change mitigation and adaptation	61	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	70
E1-3	Actions and resources in relation to climate change policies	61	Governance information		
E1-4	Targets related to climate change mitigation and adaptation	61	G1	<i>Business conduct</i>	
E1-5	Energy consumption and mix	61	G1-1	Business conduct policies and corporate culture	71
E1-6	Gross scopes 1, 2, 3 and total GHG emissions	62	G1-3	Prevention and detection of corruption and bribery	71
E1-8	Internal carbon pricing	63	G1-4	Incidents of corruption or bribery	72
Taxonomy	Taxonomy information	63			
E5	<i>Resource use and circular economy</i>				
E5-1	Policies related to resource use and circular economy	68			
E5-2	Actions and resources related to resource use and circular economy	68			
E5-3	Targets related to resource use and circular economy	68			
E5-4	Resource inflows	68			
E5-5	Resource outflows	68			

The table below presents datapoints from other EU legislation and indicates where these are found in the sustainability report, as well as indicating which are deemed non-material.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		50, 54
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		50, 54
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex I				55
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	61
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		61
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		61
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex I				61
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex I				61
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex I				61

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Page
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		62
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		62
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Non-material
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		Non-material
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47: Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			Non-material
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral			Non-material
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Non-material
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex I, Indicator number 2 Table #2 of Annex I, Indicator number 1 Table #2 of Annex I, Indicator number 3 Table #2 of Annex I				Non-material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex I				Non-material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table #2 of Annex I				Non-material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex I				Non-material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex I				Non-material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex I				Non-material
ESRS 2 – IRO 1 – E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex I				Non-material
ESRS 2 – IRO 1 – E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex I				Non-material
ESRS 2 – IRO 1 – E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex I				Non-material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex I				Non-material

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Page
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex I				Non-material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex I				Non-material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex I				68
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex I				Non-material
ESRS 2 – SBM3 – S1 Risk of incidents of forced labor paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Non-material
ESRS 2 – SBM3 – S1 Risk of incidents of child labor paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Non-material
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Non-material
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 21			ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 21		Non-material
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Non-material
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				Non-material
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Non-material
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		70
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				70
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		Non-material
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Non-material
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 8 Table #3 of Annex I				Non-material
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Non-material
ESRS 2 – SBM3 – S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	Indicator number 12 and Indicator number 13 Table #3 of Annex I				Non-material
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Non-material
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and Indicator number 4 Table #3 of Annex I				Non-material

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Page
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Non-material
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Non-material
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 I				Non-material
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				Non-material
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex I				Non-material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex I				Non-material
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 I				Non-material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 17	Indicator number 10 Table #1 of Annex I				Non-material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex I				Non-material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex I				71
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex I				72
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex I				72
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex I				72

Auditor's limited assurance report of L E Lundbergföretagen AB (publ)'s statutory sustainability report

To the general meeting of the shareholders of L E Lundbergföretagen AB (publ), corporate identity number 556056-8817

Conclusion

We have conducted a limited assurance engagement of the sustainability report for L E Lundbergföretagen AB (publ) for the financial year 2025. The sustainability report is included on pages 54-77 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability report does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability report meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in the sustainability report,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

For the full auditor's report on the sustainability report, see pages 78-79 of Lundbergs' Annual Report 2025.