SUSTAINABILITY REPORT

2025

Sustainable Intelligence

Sustainable Intelligence

Report period: 1 January to 31 January December 2025

Contact person for the sustainability report: Malin Nordin, malin.nordin@wearesi.se

Content

About our Sustainability Report 2025

This is SI's (Sustainable Intelligence) second sustainability report. It summarises our work in 2025. The reporting is inspired by, and refers to, GRI Standards 2021. This report also includes a greenhouse report which has been prepared in accordance with the principles of the Greenhouse Gas Protocol Corporate Standard.

This sustainability report follows the Group's financial year but does not contain any financial reporting. It summarises the sustainability work during the financial year 1 January 2025 to 31 December 2025. Our second edition does not follow any regulatory requirements, and it has not been externally audited. However, the report has been reviewed by experts and approved by the Group management.

Our sustainability report includes information from all subsidiaries in which the Group owns more than 50 %. An exception is the scope of the GHG reporting, from which companies that have been acquired or wound up during the financial year are excluded.

The accuracy of the reported data varies. In some cases, access to primary data is limited, which means that estimates have been necessary. This may lead to some uncertainty in the quantifications.

Our report contains information on legal requirements in the areas of environment, social responsibility, employees, human rights and anti-corruption. In addition, goals and results are reported through our sustainability strategy. Furthermore, a number of other initiatives we have worked on during the year are presented. Statistics that may vary throughout the year, such as the number of employees, are reported as of 31 December 2025. The report is intended for our stakeholders, presented as a standalone document and was published in Swedish in April 2026.

Contact person for the sustainability report:

Malin Nordin
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Comments from the CEO

2025 was a transformative year for SI – we expanded into new geographies, strengthened our service offerings and ensured that we can deliver energy-efficient solutions throughout the customer lifecycle. Overall, this strengthens our position as the Nordic region's leading player in software-based building automation and energy optimization.

Still leading through expansion

During the year, SI expanded with seven additional acquisitions of various sizes. This has strengthened our competencies and our role as a key player in energy optimization and building automation. The acquisitions have also expanded our geographical presence in Finland, Norway and several strategic Swedish regions, including Stockholm, Malmö, Gothenburg and Uppsala.

When sustainability work becomes measurable benefit

In 2025, SI published its first Group-wide sustainability report – not only to fulfil requirements, but to clearly describe our impact and the value we create. "It's fantastic to see that all our efforts in sustainability work have paid off, and that we can tell our story in the context of the impact we deliver." We have strengthened our ability to measure energy savings, CO_2 reductions and economic impacts. Among other things, the properties we manage are on average 27% more energy-efficient than the average in Sweden. Data-driven work has further strengthened our offer.

Positioned for the future

We have made great strides in our services, analytics, and software solutions, helping customers reduce energy use, increase efficiency, and optimize operations. During the year, we made a soft launch of the SI Connect platform, which brings together our software and digital services in an integrated end-to-end solution. This has strengthened our role as a long-term strategic partner.

Customers don't just demand analytics, they want to see tangible results. That's why we've focused on delivering both reliable data and real-world impacts, further creating competitive advantage.

All these investments mean that we enter 2026 in a strong position. We intend to continue to grow, either organically or through strategic acquisitions, and I'm excited to see where all our hard work will take us next.

Mikael Norlander, CEO

SI's sustainability work in figures

0,2 kg CO_2e
savings per invested krona

27 % more energy-efficient properties than average

Climate positive effect = × 15 greater than our emissions

About us

SI (Sustainable Intelligence) is a leading group in energy optimization and automation of buildings and facilities. The company was founded in 1998 in Varberg, where the head office is still located. In 2025, we had about 500 employees in 37 offices in Sweden, Norway and Finland.

With a turnover of approximately SEK 1,000 million, SI-Gruppen operates from Ängelholm in the south to Boden in the north and in several locations in Norway and Finland. We work daily to deliver energy efficiency in municipal properties, offices, business premises, housing, water and sewerage, spas and pools, hotels, logistics, maritime, as well as with energy and operational services.

in 1998,
it all began

1,000+
customers

500+
employees

SEK 1,000+
million in sales

37
offices in the Nordic region

25+
years of experience

SI Group

SI is on an exciting journey towards becoming the Nordic region's leading player in energy optimization and automation of climate-smart properties and facilities. SI has grown organically to include locations around the country. In addition to this organic growth, the business has also expanded through strategic acquisitions. We believe in decentralized governance with each company retaining its brand and local roots. This creates certainty for our customers and strengthens company relationships with the local markets in which they operate.

At the same time, we take advantage of the Group's common strengths – by collaborating across company boundaries, sharing knowledge and developing expertise together. This makes us stronger as an employer, more efficient as a supplier and better equipped to meet the needs of the future.

Our Businesses

IZ Elmontage (Varberg): Builds control cabinets, process cabinets and industrial cabinets – with precision in every detail.

Normatic (Lillehammer, Førde, Nordfjordeid): Offers independent control, regulation and monitoring systems.

Oaks (Gothenburg, Borås, Stockholm): Takes overall responsibility for indoor climate and energy efficiency.

Lorentzons Styr (Skövde): Installation of control and monitoring systems for building automation with a focus on energy-efficient, innovative and climate-smart solutions. Brand independent.

SI (Sustainable Intelligence) (Boden, Luleå, Stockholm, Gothenburg, Skövde, Varberg, Falkenberg, Halmstad, Ängelholm): Delivers building automation, energy and operational services as well as software development.

Jadaab (Östersund): Control and regulation specialists based near beautiful Storsjön.

Homeside: : Developing a digital ecosystem for the home – sustainable for decades.

OSG (Tyresö): Connects together all types of real estate applications with cutting-edge in higher-level systems.

KSS (Stockholm, Uppsala, Malmö): Offers smart, sustainable and energy-efficient properties through complete solutions in control systems, ventilation and advanced building automation.

BS-Teknikk (Oslo): Offers building automation solutions and SDsystems that create a comfortable indoor climate and optimize energy use.

Keylogic (Kungälv): Delivers smart automation solutions with solid technical knowledge.

RAU-Service (Alavieska, Vasa, Karleby och Seinäjoki): Offers comprehensive, innovative and high-quality building automation systems from a variety of brands.

Setex (Bollnäs, Gävle, Sundsvall, Sollentuna): Broad and deep knowledge in energy efficiency of properties.

Adconsys (Kotka, Tampere, Vantaa, Lappeenranta, Kuopio): With several offices in Finland, Adconsys offers solutions that make property management easy and energy-efficient through tailor-made systems and services.

Our vision

Together for the next generation's energy-efficient world.

Our business concept

We develop and deliver energy efficiency and automation for the climate-smart properties of the future.

Vision and business concept

WITH HEART AND BRAIN

With a heart for sustainability and a brain for smart automation, we create the properties of the future. We make buildings and facilities smarter by connecting systems for heating, cooling, ventilation, lighting and more. When everything works together, a better indoor climate is created – and we save energy and reduce costs.

Imagine a property that senses when the temperature needs to be adjusted, when the light can be dimmed or when the airflow needs to be increased – all to create an optimal environment with minimal energy consumption.

With our software development, we take automation to the next level by visualizing technical solutions in our digital platforms. This allows you to follow and monitor operations in real-time, giving you full control and important insights. Through our follow-up and consulting services, we ensure that your investment continues to deliver both efficiency and performance in a long-term perspective.

SI's cycle

OUR MODEL FOR SUSTAINABLE AND SMART OPERATIONS

SI's Cycle is our model for value creation, describing the flow of our offering to customers through our operations – with the goal of constantly improving and optimizing.

By systematically moving a property or facility through the different phases of the cycle, we create the conditions for smart control, energy efficiency and long-term sustainable solutions.

Analysis & Consulting

We analyze energy consumption and identify potential for energy efficiency.

System

We implement smart automation measures.

Connectivity & Visualization

Our software solutions provide information about plant efficiency. This can be about control of official inspections, logistics flows, energy use or the ability to remotely control systems.

Optimization & Monitoring

We follow up, optimize and fine-tune to ensure long-term impact.

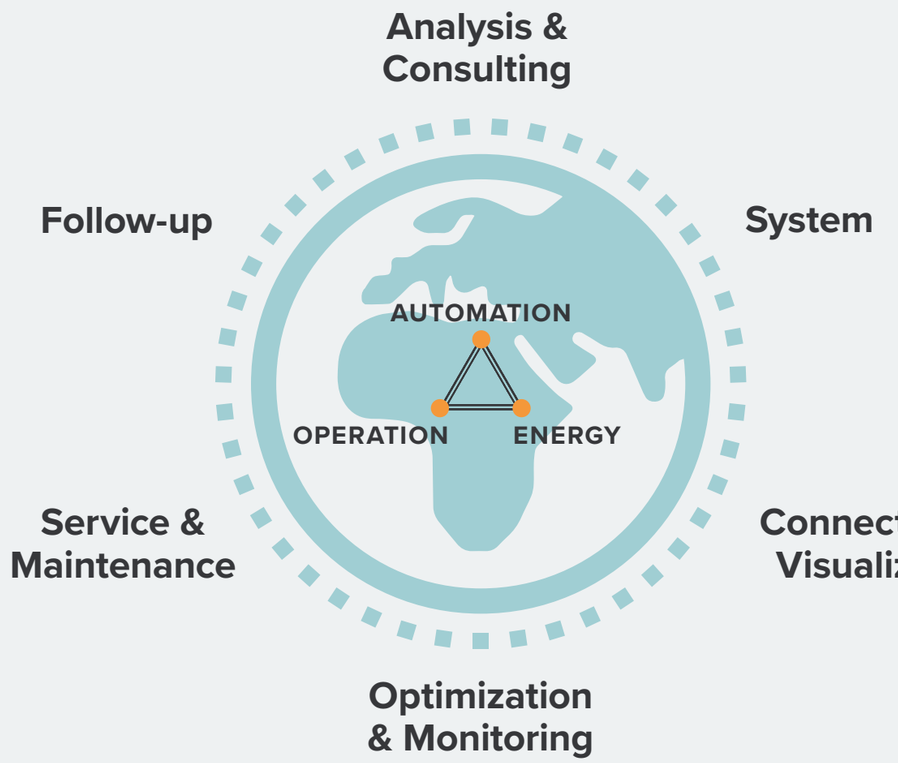
Service & Maintenance

Through continuous maintenance, operational reliability increases, the number of emergency measures is reduced and systems are quality-assured over time.

Follow-up

We follow up on results, evaluate impacts and start the next improvement cycle.

From analysis to follow-up – a cycle of improvement



It is possible to choose one or more parts of SI's Cycle and to start at the desired phase.

Analysis & Consulting

SERVICES

What do we do?

With our energy consulting services, the customer gets a clear overview of a property's or business's energy use as well as identified opportunities for efficiency. The results present valuable insights and provide suggestions for improvements, optimization or measures to reduce consumption, reduce costs and reduce environmental impact.

What we offer:

- Energy audits (within the framework of EKL – the Act on Energy Audits in Large Companies)
- Energy audits (small and medium-sized enterprises)
- Energy declarations
- Energy investigations
- Energy audits
- Energy measurements
- Measurement plans

We have employees who are certified to carry out government-required reporting to the Swedish Energy Agency and the National Board of Housing, Building and Planning.

Energimyndigheten

Boverket

System

SERVICES

What do we do?

An automation project implements technology to streamline and automate the operation of a building or facility.

First, hardware and control systems are installed, which are connected to a network. The control systems are then programmed and various technical functions, such as heating and ventilation, are integrated to enable communication between the systems. Once installation and programming are complete, extensive tests are carried out to ensure that all functions work correctly. Once the tests are approved, the system is put into operation and becomes operational. After commissioning, continuous monitoring and maintenance are essential to ensure that systems continue to function optimally.

In some cases, we also deliver integrated AI called Smartware. An effective AI solution must get the right data, work in the right way and work where it does has greatest benefit.

The right function in the right place at the right time creates the conditions for good comfort without using any more energy than necessary.

What we offer:

- Design
- Project management
- Programming
- System integration
- Construction
- Installation/Assembly
- Commissioning
- Integrated AI

Connectivity & Visualization

PRODUCT

What do we do?

We connect the facilities we work with in our projects to visualize data in a smart and user-friendly way.

By adapting solutions as needed, we deliver valuable insights. For example:

- Monitoring room temperature and follow history
- Controlling logistics flows
- Scheduling and following up on official inspections
- Analyzing energy consumption with automatic reports and statistics

All so that the customer can easily draw the right conclusions and act proactively.

What we offer:

- BMS (Building Management System)
- EMS (Energy Management System)
- FMS (Facility Management System)
- YMS (Yard Management System)
- DMS (Docking Management System)

Optimization & Monitoring

SERVICES

What do we do?

Our optimization and monitoring are offered as contract services and require that the property is connected to a BMS (Building Management System).

During optimization, we review the existing system, review setting values and fine-tune the system based on current needs. The result is reduced energy costs, reduced environmental impact and a more even, more comfortable indoor climate.

We recommend that optimization takes place regularly to ensure that previously tuned values are kept up to date and that good energy performance is maintained over time.

For worry-free operations, we handle incoming alarms, inform the right people and ensure that action is taken quickly. We analyze the cause and make suggestions about how similar problems can be avoided in the future.

The best alarm is the one that never comes.

What we offer:

- Optimization
- Alarm management
- Operational monitoring

Service & Maintenance

SERVICES

What do we do?

The service department is the hub that ensures that automation systems work optimally over time. It's not just about responding to faults, it's about working proactively and long-term – with a focus on technology, energy efficiency and comfort. Through our service departments, we offer qualified expertise in all of SI's areas of activity. Our technicians help directly on site, but are also available for remote support and troubleshooting provided your facility is connected.

An important part of the work is regular control and review of systems to prevent problems before they arise. This can be anything from filter changes to software updates in the automation systems. When something doesn't work as it should, we act quickly and precisely.

What we offer:

- Service visits (planned, emergency)
- Preventive maintenance
- Ongoing maintenance
- Troubleshooting and remediation
- Technical support and advice

Follow-up

SERVICES

What do we do?

With energy monitoring as a contract service, we offer ongoing control of a property's energy performance. We collect, analyze and present energy data in a clear way, which provides full visibility into consumption, deviations and possible improvement measures.

The service includes regular reports, KPIs and recommendations based on actual metrics.

We ensure that energy monitoring is continuous, which provides a secure basis for strategic decisions, better finances and more sustainable property management.

What we offer:

- Energy monitoring
- Follow-up of improvement measures

Operation | Energy | Maintenance

PRODUCTS

Once a project has been delivered, the conditions are in place to begin the journey up the efficiency ladder. With our software, we create the opportunity to follow up and analyze energy use (EMS), manage technical maintenance, report faults, carry out inspections (FMS) and optimize heat management (AI).

An operations and management organization has many different systems to manage which can create inefficiencies and make it difficult to prioritize the right decisions and actions day-to-day.

With our SI Connect platform, you get a simple and clear overview of how the properties are faring, and which activities need to be prioritized.

Connect

AI-driven, system-independent platform that collects, structures and visualizes property data from operational, energy and management systems, to enable a clear overview, the right priorities and better decisions day-to-day.

Energy

Simple and flexible management of technical maintenance, fault reporting, case management and inspections.

Facility

Energy monitoring system with a focus on simplicity and comprehensive data collection.

Smartware

AI solution for heat optimization that predicts heat demand and learns how the building behaves.

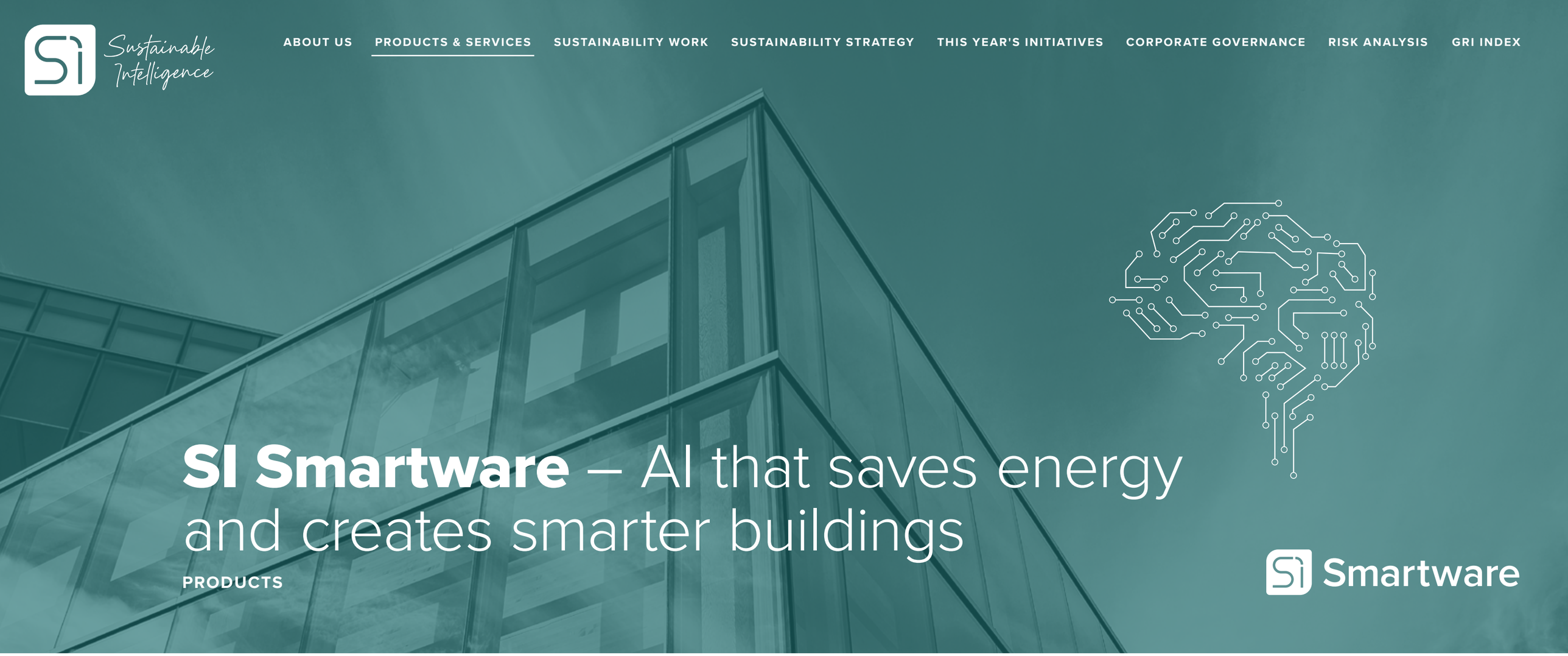
Connect

SI Connect – Control and control

Operating and managing a property involves a variety of activities: operational alarms, fault reporting, energy, inspections, maintenance, rounds. Yes, the list is long and everything is handled in different systems that often differ between the properties in the portfolio. Not only does this make everyday life complex and inefficient, it becomes difficult to make the right priorities and decisions when valuable data is not connected.

With SI Connect, property data is collected, structured and visualized in an AI-driven system-independent platform for operational, energy and management systems. SI Connect creates a clear overview of how the properties are faring and which activities need to be prioritized, and it generates insights that drive action for both the operational and management staff in the organization.

SI Connect helps day-to-day with prioritization and making the best decisions for efficient operations and energy-efficient property portfolios.



SI Smartware – AI that saves energy and creates smarter buildings

PRODUCTS

Smartware

Reduces energy use, lowers costs and improves indoor climate – that's what Smartware does.

Smartware is our AI service that optimizes real estate technical systems in real time. By learning how each property behaves, the system can automatically adjust the control to create optimal operation, every day.

The service is based on advanced algorithms that take into account weather, energy prices, thermal inertia and the building's unique conditions. Over time, Smartware learns how the property works and adapts the control accordingly. The result is reduced energy consumption, lower operating costs and an improved indoor climate.

An advantage of Smartware is that the service integrates smoothly with existing control and scada systems – no large investments in new hardware are required. With this solution, installed hardware can continue to be used while Smartware adds intelligent control on top of an already proven and well-functioning system. Operations personnel can follow up on how Smartware is working via existing operational images, while the control system can continue to be used as usual.

SI Logiware – Safer, smarter and more efficient logistics flows

PRODUCTS LOGISTICS

Logiware

For over 20 years, we have developed and delivered solutions to world-leading logistics companies. Our SI Logiware platform is a Yard Management System (YMS) that creates a full overview and active control of trucks, trailers and containers in the yard.

Through real-time data, automated processes and integration with ERP, TMS and WMS systems, planning and operational operations are linked together in a common flow. The result is shorter waiting times, better capacity utilization, increased safety and more efficient flows, that reduce costs, manual handling, strengthen delivery precision and improve the experience for both staff, drivers and customers.

SI Logiware also includes a Docking Management System (DMS) that digitizes and automates the management of ports and docks through connected control, smart planning, and real-time monitoring. Thanks to energy-smart features, we reduce energy costs and contribute to a more sustainable logistics flow.

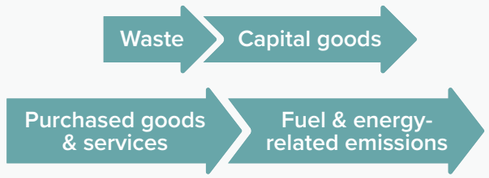
Our role in the value chain

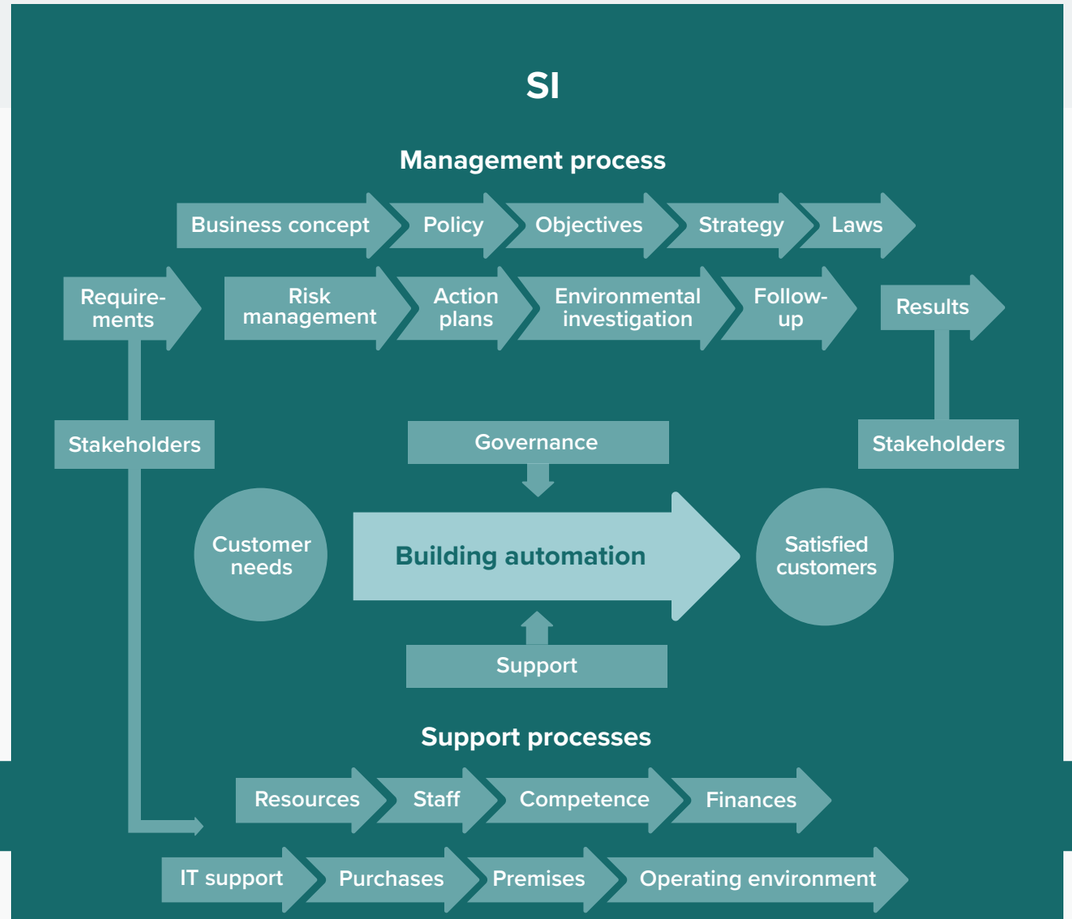
SI has a central role in the production chain and we therefore have an impact outside our own operations as well. We are transparent about the fact that we have not yet come all the way in mapping our value chain, but we can present a clearer internal process this year. In addition, we have begun work on mapping our suppliers to gain better insight into where the environmental impacts occur. By analyzing a representative supplier and in dialogue with their sustainability manager, we have been able to identify which parts of the value chain account for the most emissions. This knowledge strengthens our ability to set relevant requirements and contribute to reducing climate impact.

In our risk assessment, we reviewed our largest suppliers and, in our work with ISO, supplier evaluations are carried out before entering into new collaborations.

Upstream

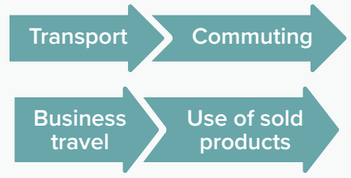
Analysis of the supplier's climate impact shows that most of the carbon dioxide emissions occur upstream in the value chain, primarily in the extraction and processing of raw materials. This part of the production is largely located in China, which also affects emission levels.





Downstream

Even downstream, in the use phase of the products manufactured by suppliers, significant emissions occur. However, quantifications only include electricity consumption during the use-phase and do not take into account the energy savings that the products enable, which means that the actual net climate impact may be lower than initially reported. The emissions that we report under Use of sold products only include the operation of our cloud services at this time. But we recognize that the actual emissions are greater and aligned with what we see our suppliers' reporting.



From global goals to corporate responsibility

Buildings account for a significant portion of the world's energy use – almost 40 % according to the World Economic Forum. This means the construction and real estate sector has considerable responsibility for reducing its climate footprint. Out-dated systems and inefficient energy use not only lead to increased greenhouse gas emissions, but also to higher operating costs and reduced resilience to climate change.

To ensure that we continue in the right direction, we start from three basic pillars: global goals, national goals and SI's own materiality analysis. These form the basis of our sustainability strategy, which in turn focuses on three priority areas with clearly defined goals. The activities required to achieve the goals are gathered in SI's sustainability program.

Global goals

In September 2015, the world's heads of state and government adopted a new development agenda. The UN's Agenda 2030 consists of 17 global goals for sustainable development that aim to eradicate poverty, stop climate change and create peaceful and secure societies.

The five global sustainability goals that are most important for SI's operations have been integrated into both the sustainability strategy and our daily work.

National goals

Sweden's 16 environmental quality goals serve as benchmarks for environmental work in Sweden. The goals point the way towards sustainable development and constitute the environmental dimension of Agenda 2030. Sweden's environmental goals consist of an overarching generational goal, 16 environmental quality goals and several intermediate milestone. The environmental quality goals describe the desired outcomes of Sweden’s environmental work.

SI has defined the three Swedish environmental quality goals that are most important for our operations:

Limited climate impact

Good built environment

Fresh air

Illustrator: Tobias Flygar

Company-specific goals

In 2024, SI conducted a stakeholder and external analysis that was evaluated and assessed as relevant in 2025 as well.

Stakeholder analysis
The stakeholders identified and included in the analysis were employees, suppliers, customers, lenders, owners and a board representative of SI. The stakeholders were identified internally and the selection was verified by an external consultant.

The data collection was conducted through qualitative interviews with selected stakeholders. A total of 12 dialogues have been carried out, with a total of 15 participants. The questions were aligned with the CSRD and designed to obtain information about the company's impact on stakeholders as well as any risks.

The results of the stakeholder analysis show that all stakeholders believe that SI should improve communication regarding sustainability work. The views of our stakeholders are important to us, and we therefore now have our sustainability strategy presented on our website and produce an annual Group-wide sustainability report.

Our stakeholders expect SI to work actively with sustainability and to be at the forefront. Customers mainly mention that SI should work more proactively to ensure all needs in the value chain. Most of the stakeholders also mentioned that we should clarify what SI's transition plan is and present how we contribute to the wider transformation journey.

Market analysis
The main purpose of our market analysis is to identify and analyze how SI affects and is affected by the world around us and its development. Data collection has been done through desktop research.

The aspects included in the market analysis are information about sustainability challenges in society, competitors' sustainability work, legal requirements and frameworks, and trends in the industry.

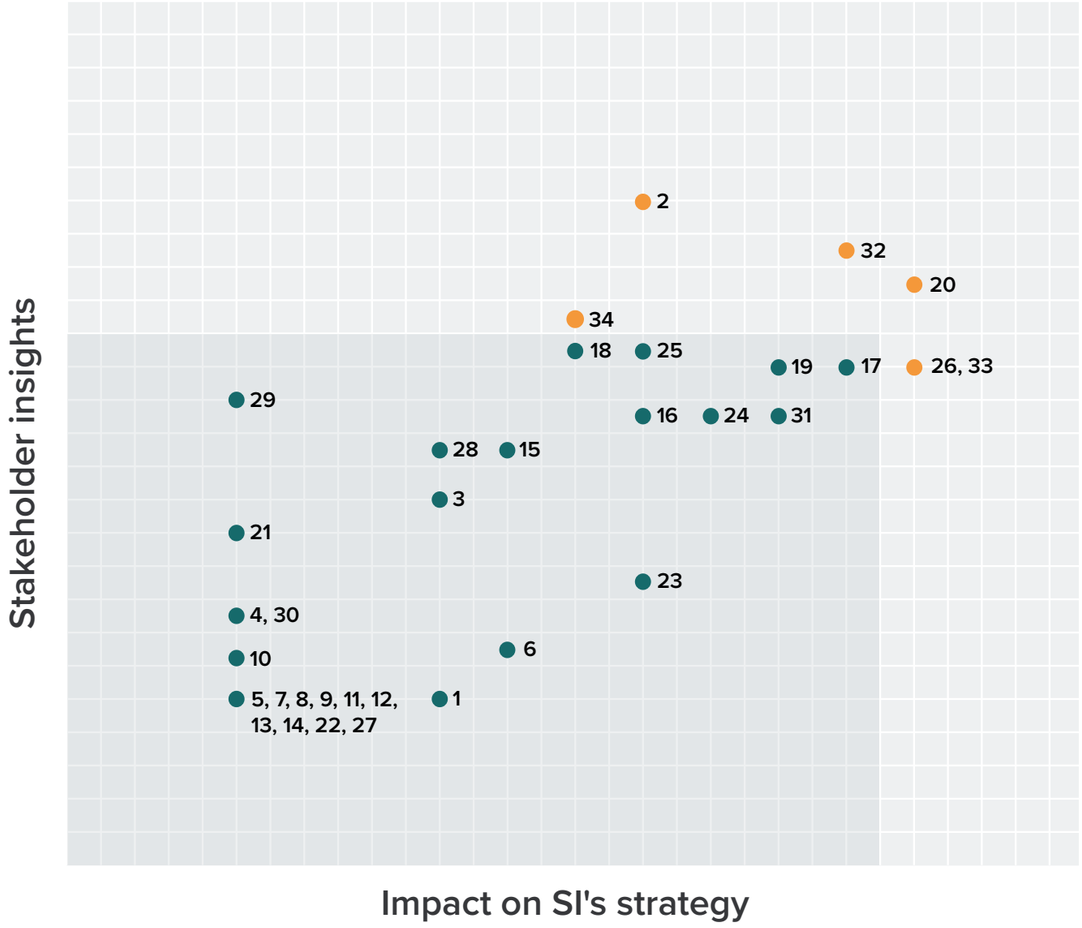
The market analysis shows that companies need to work with sustainability to meet society's challenges and to eliminate the number of financial risks. Through our sustainability report, SI can clearly communicate to various stakeholders the savings and environmental impacts that our solutions provide, while complying with relevant legal requirements.

Materiality analysis

In 2024, SI conducted a materiality analysis that is still considered relevant. The analysis was based on a stakeholder dialogue in which relevant actors were identified, and the assessment was based on questions aligned with the requirements of the CSRD.

The purpose of the analysis is to identify our most significant sustainability issues and to assess the significance of their impact on the world around us, from economic, environmental and social perspectives. It also takes into account how the company and its impacts are affected by changes in the business environment.

Based on the results, we determined the sustainability areas that are most critical for our business and our stakeholders.



1 Climate adaptation
2 Climate change
3 Own climate impact
4 The right energy mix
5 Pollution of air, soil
6 Water pollution
7 Biodiversity
8 Use of identified pollutants
9 Water discharges
10 Water consumption
11 Fresh water in the value chain
12 Fresh water discharge
13 Biodiversity
14 Circular economy, resource use, waste
15 Circular economy, circular design
16 Working conditions
17 Work-life balance
18 Health and Safety
19 Equal treatment and opportunities for all
20 Skills development
21 Workers in the value chain, working conditions, health and safety
22 Responsible business: risks in society
23 Responsible business: risks for customers
24 Information to customers
25 Responsible marketing
26 Company culture
27 Lobbying
28 Supplier relationships
29 Corruption and bribery
30 Whistleblowing
31 Innovation
32 Customer satisfaction
33 Employee engagement
34 Compliance with laws and regulations

Results – Materiality analysis

These topics are most material for SI:

Company culture **Compliance with laws and regulations** **Climate change**

Customer satisfaction **Employee engagement** **Skills development**

The purpose of the materiality analysis is to ensure that SI works with the sustainability topics that are most significant – both from the perspective of the business and for our stakeholders.

In addition to meeting reporting requirements, the analysis serves as a strategic tool.

By identifying the areas where SI has the greatest opportunity to have a positive impact, we can further develop our sustainability work and create long-term value for both the business and society.

Critical topic	Applicable GRI Standards
Company culture	GRI 2-23 to 2-27: (Policies, Ethics, Whistleblowing) GRI 205: Anti-corruption
Compliance with laws and regulations	GRI 2-27: Compliance with laws and regulations
Climate change	GRI 302: Energy GRI 305: Emissions
Customer satisfaction	GRI 416: Customer health and safety GRI 418: Customer privcy
Employee engagement	GRI 401: Employment GRI 402: Labor and management relationships
Skills development	GRI 404: Training and education

Together towards a sustainable world

At SI, we believe in the power of creating change together, which is why we have a strong focus on reducing climate impact through close collaboration with our stakeholders. Our business model is focused on supporting our customers in their green transition, and we see ourselves as a key player in helping companies and organizations achieve their sustainability goals.

By developing, installing and deploying energy-efficient solutions for buildings and facilities, we strive to fulfil our vision: "Together for the next generation's energy-efficient world". This vision governs both our strategic and operational work. We prioritize our work based on global and national goals as well as our unique business needs, to ensure that we contribute to a sustainable future at all levels.

Our focus areas

We are SI

At SI, it is important to have a holistic view in which staff, customers and quality are always in focus.

Sustainable

We measure both the positive and negative environmental effects of our operations and take responsibility for the world around us.

Intelligence

With extensive experience, we deliver energy-smart automation in the form of projects, products (software) and services.

We are SI

WE SEE THE BIG PICTURE

At SI, it is important to have a holistic view in which staff, customers and quality are always in focus. By ensuring a positive and inclusive work environment, continuous skills development and a high level of customer satisfaction, and by following ethical guidelines, we strive to be the best place to work.

We value customer satisfaction! For us, customer satisfaction is a cornerstone. By measuring and following up on customers' experience of our products and services, we can ensure that we live up to their expectations and create long-term relationships.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Customer survey (scale 1–5).	4.4	4.38	4.45	Customer satisfaction
NPS – Net Promoter Score. *	50	39	51	

**NPS is reported on a scale from -100 to +100. An average NPS in Sweden is around +30, while values above +50 are considered very high.*

Engaged employees are a key factor in our success. We measure employee engagement through regular surveys and we strive to create a workplace where everyone feels valued and motivated to contribute to the company's development.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Results from employee surveys on engagement and well-being (scale 1–5).	4.4	4.3	4.37	Employee engagement
Percentage of employees who recommend the company as an employer (eNPS – Emloyee Net Promotor Score). *	50	38	37	

**eNPS is reported on a scale from -100 to +100. An average eNPS value in Sweden is generally around +10 to +15, while values above +30 are considered high.*

We strive to be a workplace where good values guide us. We place great value on creating a work environment centred on respect and inclusion. All employees should feel safe and respected in the workplace.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Number of reported incidents of unwanted behavior and actions taken.	0	0	0	Company culture
Results from employee surveys on work environment and workplace culture (scale 1–5).	5	4.8	4.74	

We are SI

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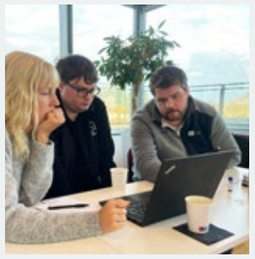


We invest continuously in skills development to ensure that our employees have the right knowledge to meet the challenges of the future. Through this, we strengthen the competitiveness of both individuals and the company.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Percentage of employees participating in internal training programmes.	20 %	12 %	19 %	Skills development
Percentage of employees participating in external training programmes.	20 %	11 %	18 %	

SI's Code of Conduct contains basic principles for how our organization conducts business and how we interact with colleagues, suppliers, customers and partners. It is important to ensure ethical and sustainable behavior within the organization and we measure compliance with the Code of Conduct.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Percentage of employees who have signed the Code of Conduct.	100 %	97 %*	100 %	Company culture
Number and type of violations of the Code of Conduct reported and addressed.	0	0	0	Compliance with laws and regulations

**By respondents. Newly-acquired companies are routinely introduced in Q1 each calendar year.*

Sustainable

FROM HANDPRINT TO FOOTPRINT – OUR WORK FOR A SUSTAINABLE FUTURE

Our focus area Sustainable is about our responsibility to influence the world around us in a sustainable way. Here we measure both our handprint, which means the positive environmental impact of our operations, and our footprint, which means the negative impact that our operations cause.

Handprint
(Positive environmental impact)

By measuring handprints, we get a clear picture of how our business contributes positively. By following up on this, we ensure that our solutions create tangible value for both our customers and the environment.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
Reduced carbon footprint (CO_2 emissions) for customers	> than emissions (20,000 tCO_2e)	205,000 tonnes CO_2e	173,000 tonnes CO_2e	Climate change

Footprint

We strive to reduce the negative environmental impact of our operations by measuring and reducing our emissions, energy consumption and waste.

KPIs	Target 2030	Outcome 2025	Outcome 2024	Critical topic
CO_2e emissions	–15 % (–30 % 2026)	12,000 tonnes of CO_2e	20,000 tonnes of CO_2e	Climate change

Intelligence

ENERGY-SMART SOLUTIONS – AUTOMATION FOR THE FUTURE

Our focus area Intelligence is about our offers to customers. With our long experience, we deliver energy-smart automation in the form of projects, products (software) and services. Regardless, we always focus on long-term sustainable solutions. Our delivery is more than just building automation – it's sustainable intelligence.

Projects

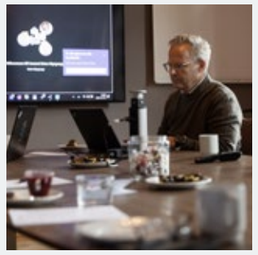
We aim to increase the delivery of smart automation, as our projects help reduce CO_2 emissions. At the same time, we want to measure the proportion of service projects, as they promote circularity by reducing the need for material exchange. In this way, we combine business growth with sustainable initiatives.

KPIs	Critical topics
Number of projects.	Climate change Customer satisfaction.
Share of projects.	
Proportion that is service	

Products (software)

Our products are designed to provide added value to the customer. By visualizing facilities in a simple and clear way, we provide insights into everything from energy statistics to pump operation and planned inspections. We structure and combine data to generate smart insights that facilitate decision-making and ensure that the right action is taken at the right time.

KPIs	Critical topics
Share of total turnover.	Climate change
Sale of products.	Customer satisfaction



Services

Our services are divided into two main categories: contract-based and consulting. In contract-based services we use our software to conduct analyses that support our customers in achieving their sustainability goals. Our consulting services focus primarily on identifying savings potential and providing recommendations for how our customers can optimize their operations.

KPIs	Critical topics
Share of total revenue, by contract-based and consulting services.	Climate change Customer satisfaction
Share of potential savings from energy consulting services.	
Changes of energy classification in completed energy declarations.	

The results of the KPIs in this focus area are being followed up internally for now.

SI's strategic goals

LONG-TERM AND EXTERNALLY-COMMUNICATED GOALS

	Overall objective	KPI	Target 2030
We are SI	Customer satisfaction	NPS	50 NPS
	Engaged employees	Employee Net Promoter Score (eNPS)	50 eNPS
	Education (SI Academy)	Percentage of employees participating in internal training programs	20 %
		Percentage of employees participating in external training programs	20 %
Sustainable	Handprint (positive environmental impact)	Reduced CO_2e emissions ($kgCO_2e$) for our customers	> than emissions (net positive)
	Environmental footprint	Reduced CO_2e emissions ($kgCO_2e$/mSEK)	Reduce CO_2e emissions –10 % ($kgCO_2e$/mSEK)
			Create a comparable reference year.
Intelligence	System (system integration, system replacement)	Connected properties (new systems)	+10 % (compared to 2025)
	Product (software)	Percentage of customers who have software	+10 % (compared to 2025)
	Services	Returning customers	85 %

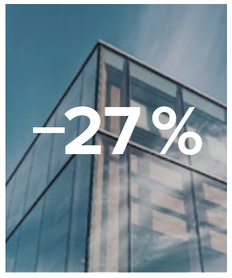
We have worked with a strategy for managing towards our objectives to get a clearer red thread throughout our organization. We continue to follow up on the long-term goals in our focus areas, but the follow-up points have been revised slightly for the coming year.

What happened during 2025

WE ARE SI

January

Our analysis shows –27 % better energy use than the Swedish average



February

Indoor energy becomes part of Keylogic

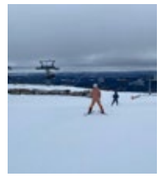
March

SI Lorentzons shows good project results with examples of 28 % energy savings

April

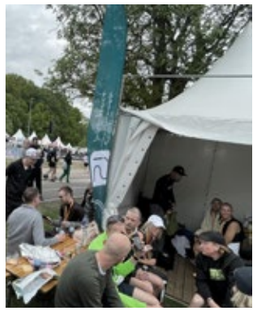
The SI Group in Trysil

RAU-Service becomes part of SI



May

SI Group participates in Göteborgsvarvet



June

Pohjanmaan Kiintei-stötekniikka Oy becomes part of RAU-Service

July

Summer

August

Witekk becomes part of SI Luleå

September

Results of AI-powered heat optimizations show average savings of 8 %

October

Education via SI Academy

November

Adconsys and BS Teknikk become part of SI

December

KSS becomes part of SI

SI Academy

WE ARE SI

SI Academy is our internal training platform with courses in everything from building automation to leadership. The training takes place both locally and remotely.

By continuously strengthening the skills of our employees, we create a more sustainable organization, where knowledge drives development, quality and long-term customer relationships.

In 2025, we continued our investment in skills development in several strategically important areas. A total of 60 employees have completed training in leadership, construction law and construction work environment coordination (BAS P/U). In addition, 30 employees have participated in training in practical building automation, an area that is becoming increasingly important as the demands for smart and energy-efficient buildings increase.

Work on developing an internal project management training has begun. The aim is to create a training program tailor-made to our specific needs and working methods.

To simplify access to training, we have launched a presentation page on the intranet where all current training courses within the SI Group are gathered. This gives employees a clearer overview and makes it easier to find and enroll in relevant courses.

Mentorship **Practical building automation**

Internship / LIA **Technology** **Leadership**

SI Academy

In 2026, we will continue to strengthen the organization's competence. An important development step is the introduction of a new security awareness training platform. The platform will support the company in fulfilling the requirements of ISO 27001 and NIS2, among other things, and contribute to increased security and awareness among our employees. In addition, more training is planned, including a digital sustainability program.

Our people

WE ARE SI

Dennis Nilsson
Business Developer
SI Group

I have over 20 years of experience in sales and business development in tech, including SaaS, smart homes and real estate. I thrive being close to both customers and product development – where I can create real value in our offering.

My background and role as a business developer

I have a broad experience in Tech with a focus on understanding the customer's needs and creating solutions that make a difference. I am responsible for several of our larger customers and work to ensure that we are a strategic partner and full-service supplier. I also support all of SI Group's companies and contribute insights to the development of our products and services.

Key features

To be responsive, communicative and curious. This requires a holistic view and the ability to take projects from idea to finished solution.

The best thing about the job

The people! The culture is unpretentious and we have a good mix of junior and senior colleagues. I also like to work broadly and with lots of variation. Here you get openness, freedom, clear responsibility and great opportunities for development.

Anders Niklasson
Project Manager
SI Gothenburg

Anders has worked at the Gothenburg office since 2010. "It's a good sign that I've been here for so long, isn't it? I really enjoy it!" says Anders who, in his role as project manager, is also responsible for human resources and works a lot with calculations and tenders.

Tell us about the team!

We are just over 20 people – project managers, automation technicians and programmers who together have full focus on building automation. We have a lot of contracts and service jobs, from ventilation companies and builders to end customers. All sizes of jobs, that's what makes it so much fun!

What is the best thing about your gang?

We have really good personal chemistry and a nice rapport. It's a fast pace, but with a lot of laughter and strong collaboration.

What does a normal working day look like?

The day starts with me starting the computer and getting a cup of coffee before I go through my email inbox. I check in with my colleagues to see what's going on and make sure everyone has what they need. Right now, much of the work consists of calculations and project management in various projects.

At nine it's breakfast in the break room before I continue with more calculations and some customer meetings. Lunch is also eaten in the break room, followed by additional project meetings and more calculation time.

Våra medarbetare

WE ARE SI

Jonas Wikström
RAU-Service

Education

I have a double degree, a rather unusual combination actually. I am an automation engineer from the legendary Novia University of Applied Sciences in Vaasa. From this technical college, about 25 SI employees have received their engineering degrees. I also have a bachelor's degree in communication from Åbo Akademi University.

What is your role at SI?

I'm in charge of sales and management tasks for RAU-Service in Ostrobothnia, Finland. I calculate quotes for projects, services and different types of contract services. In addition, I act as a bridge between SI in Sweden and SI in Finland. I am part of the RAU-Service steering group and my task is to bring in services that SI sells in Sweden to the Finnish market.

What's the best thing about your job?

The best thing about my job is the freedom – with responsibility, of course – to design the work independently. I have worked with calculation and sales tasks for about 20 years, so I feel confident in my professional skills. I am contacted by customers on a daily basis and being able to help and guide them makes my work meaningful. What is difficult and complex for our customers is usually quite easy for us to solve.

What does a normal working day look like?

The working day starts at 7 am with morning coffee in the office together with my co-workers. If it's an office day, I mostly sit in front of the screens, do calculations and participate in various meetings. Roughly every other day, I'm out meeting customers, doing service work and mapping out potential new projects.

Rebecca Olsson
SI Gothenburg

Education

I trained as a Real Estate and Energy Technician at the Real Estate Academy, and did my internship at SI in Gothenburg. After the education, I had the opportunity to continue at SI as an automation technician. Now I've been here for about a year.

What is your role at SI?

Today I work in a combined role as an automation technician and programmer. The programming part is very new to me, but something I've been interested in for a long time, and I'm busy learning how everything works in that area.

What's the best thing about your job?

What I appreciate most is the variety. To have the opportunity to try new things and constantly develop.

What does a normal working day look like?

A working day can take many different forms. Sometimes I sit at the computer and write operating cards, program or troubleshoot functions. Other days I am out on site working on installations, commissioning or troubleshooting on site. This mix of office work and practical work on site suits me perfectly.

Våra medarbetare

WE ARE SI

Toyne Ringwald
SI Luleå

Education

I am a trained operations technician and have many years of experience in property management and maintenance in all its forms.

What is your role at SI?

I am a customer business developer but now work more with operation and energy optimization for our customers.

What's the best thing about your job?

It's all the wonderful colleagues and the collaboration that exists between the different offices. We create really good conditions to help our customers solve their everyday challenges and problems.

What does a normal working day look like?

I collect as much data and documentation as I can get my hands on to get a picture of what's going on in the building that we're working on. Then there are many hours of site visits, interviews with e.g. operating staff and tenants to get their input.

Reporting on measures carried out or defects in the properties is also a large part of the work. Hopefully, this will be a good basis for decision-making for future maintenance or energy measures.

Sandra Goncalves
SI Varberg

Education

I am a trained automation engineer and when I started at SI I worked with building automation. I later had the opportunity to broaden my skills and start working with programming of water purification systems for pools and spas. It's especially the opportunity to develop in one's professional role that I appreciate at SI.

What's the best thing about your job?

The best thing about my job is that it is both varied and developing. I like to work with my colleagues to understand customer challenges, to develop smart solutions for them and then to see how they actually make a difference in their everyday life.

What does a normal working day look like?

No two days are the same. I can devote myself to everything from programming new plants to supporting commissioning or further developing and optimizing older systems. This mix makes the work always feel both fun and meaningful.

Handprint
(Positive impact)

SUSTAINABLE

SWEDEN'S
average energy consumption for premises:

106
kWh/m² per year

–27 %

SI'S
average energy consumption for premises:

78
kWh/m² per year

The properties we manage are 27 % more energy-efficient than the average in Sweden!

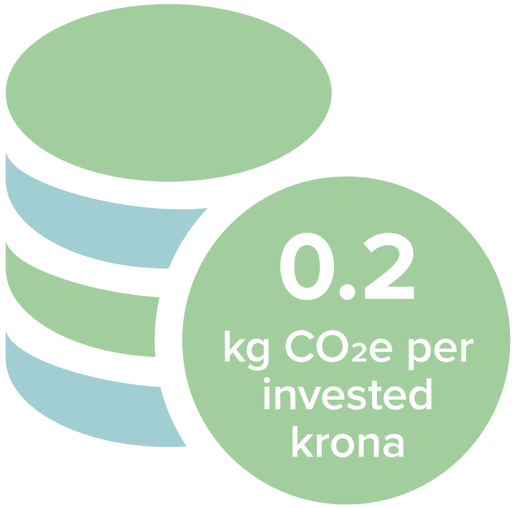
In Sweden, the average consumption for premises is 106 kWh/m² per year (climate-corrected heating and hot water), while the corresponding figure for our sites is significantly lower – 78 kWh/m² per year.

We have expanded our work to be able to monitor energy use in more properties, and during the year we have been able to increase our reference base with approximately 150 additional monitorable properties, to a total of 348 facilities with premises of various types.

Across this expanded group, we can show that our properties are 27 % more energy efficient. Looking only at the same reference group as last year, energy efficiency has improved further – from 32 % in 2024 to 36 % lower energy consumption than average, which shows a continued positive trend and the impact of our systematic work.

Handprint
(Positive Impact)

SUSTAINABLE



SI provides great climate benefits per krona invested!

The average consumption of our connected properties is 28 kWh/m^2 lower than the Swedish average (for climate-corrected heating and hot water). The total area of our reference properties provides a total saving that, in relation to the turnover of the reference properties in 2025, gives an average value of 0.2 kg CO_2e per invested krona. This clearly shows that our efforts provide great climate benefits per krona invested!

SI has a positive climate impact – about 15 times greater than our emissions.

Every krona invested corresponds to a saving of 0.2 kg CO_2e on average. With a turnover of SEK 1,102 million in 2025, this means an estimated total saving of approximately 205,000 tonnes of avoided CO_2e – which is 15 times more than our own emissions.

Scope 1	tCO_2e
Company-owned and leased vehicles	138.50
Natural gas	1.55
Scope 2	**tCO_2e**
Electricity	0
District heating	3.73
Scope 3	**tCO_2e**
Purchased goods and services	9701.39
Capital goods	0.11
Fuel and energy-related emissions	34.64
Upstream emissions for fuel and energy-related activities	2349.87
Waste	0.29
Business travel	48.13
Commuting	394.85
Use of sold products	1.14
Totalt	**12674.21**
Location-based emissions scope 2	3.82
Water (m^3)	581.79

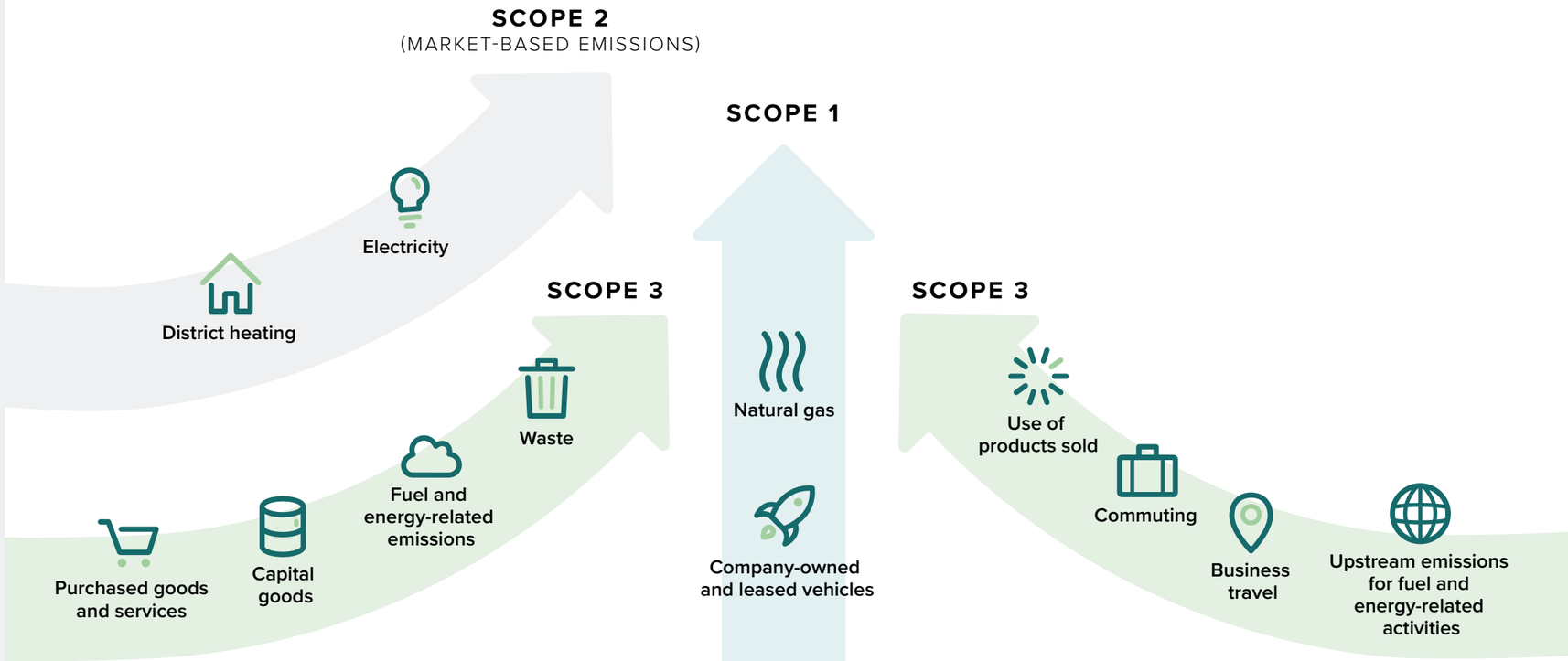
Climate impacts are reported as direct (scope 1) and indirect (scope 2 or 3) emissions in carbon dioxide equivalents in accordance with the guidelines of the Greenhouse Gas Protocol (GHG Protocol), the international standard for climate calculations.

Footprint

SUSTAINABLE

The purpose of calculating our own GHG emissions is to get a clear and representative picture of our total climate impact. By mapping emissions throughout our operations, we can identify the areas that have the greatest impact and thus prioritize efforts that have the most impact.

The calculations are based on the GHG Protocol Corporate Standard, which is the global standard for calculating and reporting greenhouse gas emissions. The calculations are carried out annually and are based on the best available data. Where good data is not available, standard values or estimates are used according to accepted methodologies in accordance with the Greenhouse Gas Protocol. Transparency, clarity and traceability are central to climate reporting.



Footprint

SUSTAINABLE

Accounting policies

We apply the principle of operational control, which means that we include emissions from operations where we have full influence over the operations of the companies in Sweden. To ensure comparability and clarity, certain exclusions are made:

- Companies acquired during the year are not included.
- Companies divested or liquidated during the year are not included.

In 2025, a new tool for GHG calculations has been implemented. The resulting calculations are presented in this report for Scope 1, Scope 2 and for Scope 3 category 7 (commuting). The other categories in Scope 3 are calculated based on the previous year's emissions and the number of employees. During 2026 we will map and validate variations in calculation methodology.

The emission factors used in the calculations are supplier-specific in cases where data has been available, or based on sources included in the calculation tool Carbon Navigator. Emissions from electricity and district heating (Scope 2) have been calculated using both market-based and location-based approaches in accordance with the GHG Protocol Scope 2 Guidance. The results of the location-based calculation is presented separately in a note.

Scope 1

Includes SI's company-owned and leased cars. Data has primarily been calculated based on environmental reports from suppliers. If this has not been possible, the calculation is based on kilometers driven and fuel type.

Purchased natural gas is also included, which is used to heat one property. The calculation is based on purchased volume.

Scope 2

Consists of emissions from purchased electricity and district heating. The emissions data is collected from our respective offices and is based on the energy consumption. In cases where we rent premises and energy use is included in the rent, the landlord's calculations have been used. We have data gaps for three offices.

Scope 3

Purchased goods and services

Calculations for purchased goods and services are spend-based. From our accounting system, we have been able to make assessments of which raw materials form the basis for our purchases during the year.

Capital goods

Here, emissions are mainly from the purchase of technical equipment such as computers, screens, etc. Data is obtained directly from suppliers.

Fuel and energy-related emissions

Fuel and energy-related emissions include the indirect emissions that occur before and after our use of energy and fuels. This includes emissions from the production, extraction, refining, transport and distribution of fuels and electricity, as well as losses in the electricity grid. These emissions are not included in Scope 1 or Scope 2, but are an important part of the total climate impact of energy. These are delivered directly by support systems.

Upstream emissions for fuel and energy-related activities

This includes transports that are purchased but not carried out with SI's own vehicles. This includes, for example, third-party transports of sold goods as well as internal transports between the company's various sites. The reporting covers transports from suppliers we have been able to follow up, but is not complete.

Waste

Aggregation of waste based on weight and volume from suppliers has been the basis for calculations. Since the data has not been complete, an average KPI has been calculated per employee.

Business travel

Emissions in this category are compiled from costs for business travel. Applies to e.g. taxi, train and bus trips, air travel, rented cars, hotel nights.

Commuting

Emissions from our employees' travel to and from work by car, walking, bicycle or by public transport (bus, train, etc). Data collected via commuting survey. Calculations in Carbon Navigator are made through inputting data on the number of full-time employees, the average number of days staff work from home and the percentage distribution of travel options.

Correction compared to the previous year: due to a calculation error for commuting trips in 2024, SI has reported higher emissions than is representative.

Use of products sold

Data in this category are incomplete. In this category emissions from operation of our software, operation of servers and infrastructure are reported. Data obtained directly from the supplier. Emissions from our in-service deliveries have not been calculated.

SI's focus on sustainability delivers clear customer benefit

SUSTAINABLE

"Culture eats strategy for breakfast" – a well-used expression that can be perceived as a cliché, especially if you do not act and live value-driven.

In my role as a board member of SI, I have been involved in the company's growth and expansion journey for several years and have seen first-hand how clear values and work to create a collaborative culture have benefited the company from many different perspectives. Through a strong culture, SI is and remains a company that can attract and retain the sharpest skills, which means that SI becomes more competitive, through customers perceiving us as competent, personal and forward-thinking. With customers in focus, we build good relationships and create long-lasting customer value.

SI has a strong history of delivering energy-efficient and cost-saving products and services. In recent years, SI has developed models and working methods that, with transparency and credibility, visualize and concretize the sustainability benefits that benefit customers. This builds long-term trust and confidence and opens up opportunities for continued collaborations to, for example, reduce energy demand, increase efficiency and reduce climate impact. Communicating sustainability benefits is today seen as a natural element of the customer offering.

SI's expansion journey also enables broad learning within the Group. We see a clear and deliberate focus on identifying the most pioneering ways of working and letting these become the norm in the Group. Collaboration and development of common working methods within the Group are ensured through specific working groups with clear assignments and mandates. This way of working builds understanding and consensus and, not least, guarantees scalable and continued sustainable growth.

Mia Edofsson
Global Head of Sustainability, Volvo Trucks

The Board of Directors – governance with a focus on sustainability and culture

The Board of Directors of SI consists of members with broad expertise in technology, business development and sustainability. Sustainability issues and a values-driven approach are natural elements of the Board's work and are taken into account in strategic decisions.

Through its combined experience, the Board provides a long-term perspective on SI's development and ensures that the company's governance is characterized by responsibility, transparency and a clear direction towards the green transition.

Ownership reflection 2025

SUSTAINABLE

As part of Alder's work to drive sustainable development through active ownership, in my role as Head of Sustainability, I get to follow our portfolio companies' journies closely and to support them in putting our common ambitions into practice. In 2025, our focus has been on integrating the Natural Capital perspective more clearly into both strategy and value creation, and SI's development has been a clear example of this.

SI has taken significant steps during the year, both in its strategic sustainability work and in how the company uses its strengths to create increased customer value. This can be seen in everything from how the company works in a more structured way with data and key figures, to how the company positions itself as a partner that solves real climate and resource-efficiency challenges for its customers.

SI has also been an active voice in our joint Ambassador meetings, where experience and examples from our companies' everyday lives contribute to discussions about climate adaptation, energy savings, systematization and how to build internal competence. This type of co-creation is crucial and SI has been both generous and clear with its insights.

It is clear that SI continues to develop as an organization. The work on processes, competence building and data quality has made the company increasingly robust for future growth. For us as owners, it is clear that SI continues on its journey from being an efficiency company to becoming a value creator in sustainable development. The combination of technological innovation, customer benefit and measurable environmental impact is fully in line with Alder's strategy.

Eva Normell
Sustainability Officer, Alder

Circularity at SI

SUSTAINABLE

Circularity is about using resources as efficiently and for as long as possible.

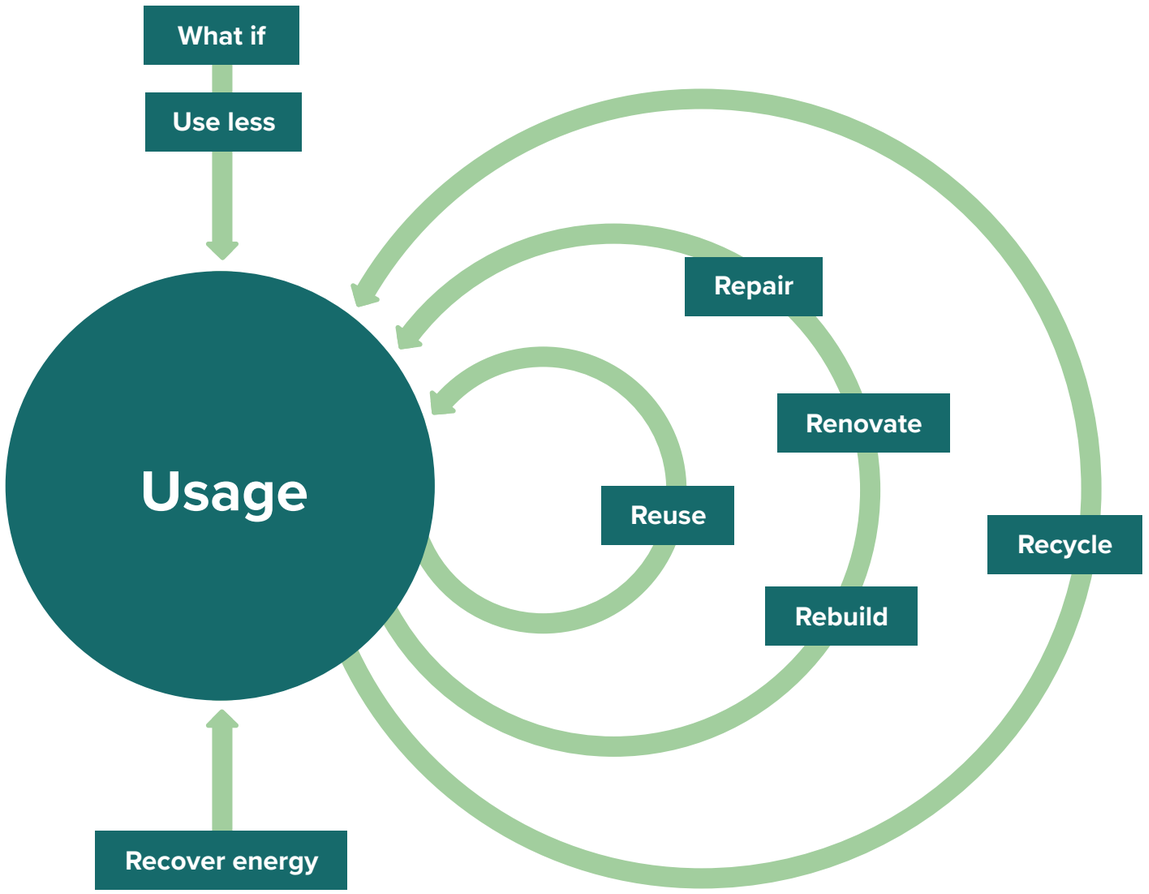
Circularity is also about ensuring that our monitoring and optimization services ensure that systems perform efficiently over time. That is, we use less energy than we otherwise would.

As part of our circular strategy, we want to set clear requirements for production methods, logistics, certifications and reuse in our work with our suppliers in the future to ensure that the entire value chain is characterised by responsible use of resources. Internally, a couple of initiatives are already being run to be able to offer our customers reused spare parts.

Through our service and planned maintenance, we contribute to extending the life of technical installations, while our products and solutions are designed to last, and in many projects they can be reused, expanded or adapted, rather than being replaced with completely new systems.

Circularity also means that we support our customers in their sustainability work by analyzing, following up and visualising energy data. This helps customers make informed decisions, meet regulatory requirements, and thereby achieve their climate goals.

Through circular working methods, SI creates both environmental value and long-term business benefits while contributing to our customers' facilities becoming more sustainable, robust and future-ready.



Circularity at SI

INTELLIGENCE

Reused technology in a school reconstruction

Through renovation and new construction, Bosgårdsskolan in Varberg Municipality will now have modern and functional premises with room for more students as well as a new full-size sports hall.

In the "new" Bosgårdsskolan in Tvååker, HDF floors from a former school building are given new life. Through careful dismantling and quality assurance, concrete elements can be reused instead of building new ones, which saves almost 14,000 kg of CO_2e in total compared to new floors. The goal is a low CO_2 value (target value 188 kg CO_2/BTA).

For SI Varberg, the project promotes circularity by reusing products such as sensors and valve actuators, as well as control cabinets and control systems from older facilities. Control systems have an expected lifespan of about 15 years, and by extending their use, we reduce both resource consumption and waste.

The greatest climate benefit arises from the avoidance of new production and transport, which provides significant CO_2 savings and a more sustainable material flow.

Reuse that secures operations

Fredrik Ekengren:
Why throw away something that works?

My goal is to create solutions that have a long lifespan. But the work doesn't end there. When equipment is replaced, we take advantage of what can be used as spare parts.

What someone throws away becomes a spare for another facility. By recycling spare parts when equipment is replaced, we secure the operation of older systems where spare parts are in short supply.

Fredrik Ekengren
Programmer, Water and Sewerage.
Background: from the process industry.

At SI, we encourage entrepreneurial spirit and taking initiative. Here we see a clear example of how sustainability is integrated into our daily work.

Steelwrist

INTELLIGENCE – CUSTOMER CASE

Steelwrist faced the challenge of reducing energy costs and district heating use in its property.

Energy savings

47 %

With our Operations Optimization service, we tuned existing technical systems by adapting setting values to current needs. With these measures, we can demonstrate that we have achieved an energy saving of approximately 47 % on district heating. In addition to reduced energy costs, it is also possible to reduce the contracted power capacity fee.

Energy savings

455,400 kWh

Savings of power fee per year

SEK 110,000

Power savings of

11 %

which corresponds to 100 kW in reduced design power.

With our Operational Optimization, we have been able to improve the energy performance of this logistics terminal. Through the implementation of optimization measures, we have reduced the dimensioned power of district heating by about 11 %, which corresponds to 100 kW. This means an annual cost saving of about SEK 110,000.

Postnord

INTELLIGENCE – CUSTOMER CASE

At one of their logistics terminals, Postnord has invested in continuous annual optimization. We have been able to implement measures by using the technology from our previous automation assignment.

Speed Group

INTELLIGENCE – CUSTOMER CASE

As part of Speed Group's environmental work, SI has been commissioned to energy survey and optimize their logistics sites in Rosersberg, Borås and Gothenburg.

Challenge

Reduce energy use and meet legal requirements as part of Speed's energy audit work.

Solution

SI has mapped energy use in Speed's properties and helped implement energy savings by tuning existing installations, optimizing indoor climate and identifying sources of error.

The surveys have been carried out in collaboration with employees from the SI offices in Varberg, Gothenburg and Stockholm.

Results

Reduction in district heating use by 26 % and reduced energy costs of SEK 375,000 per year.

In addition, there is an opportunity to increase savings further through smaller investments in proposals that we have presented.

District heating savings

26 %

Reduced energy costs per year

SEK 375,000

Varbergs Municipality

INTELLIGENCE – CUSTOMER CASE

Over the past two years, the municipality has invested in an innovative solution for heat control that combines AI, weather data and self-learning algorithms.

Average energy savings

7%

Challenge

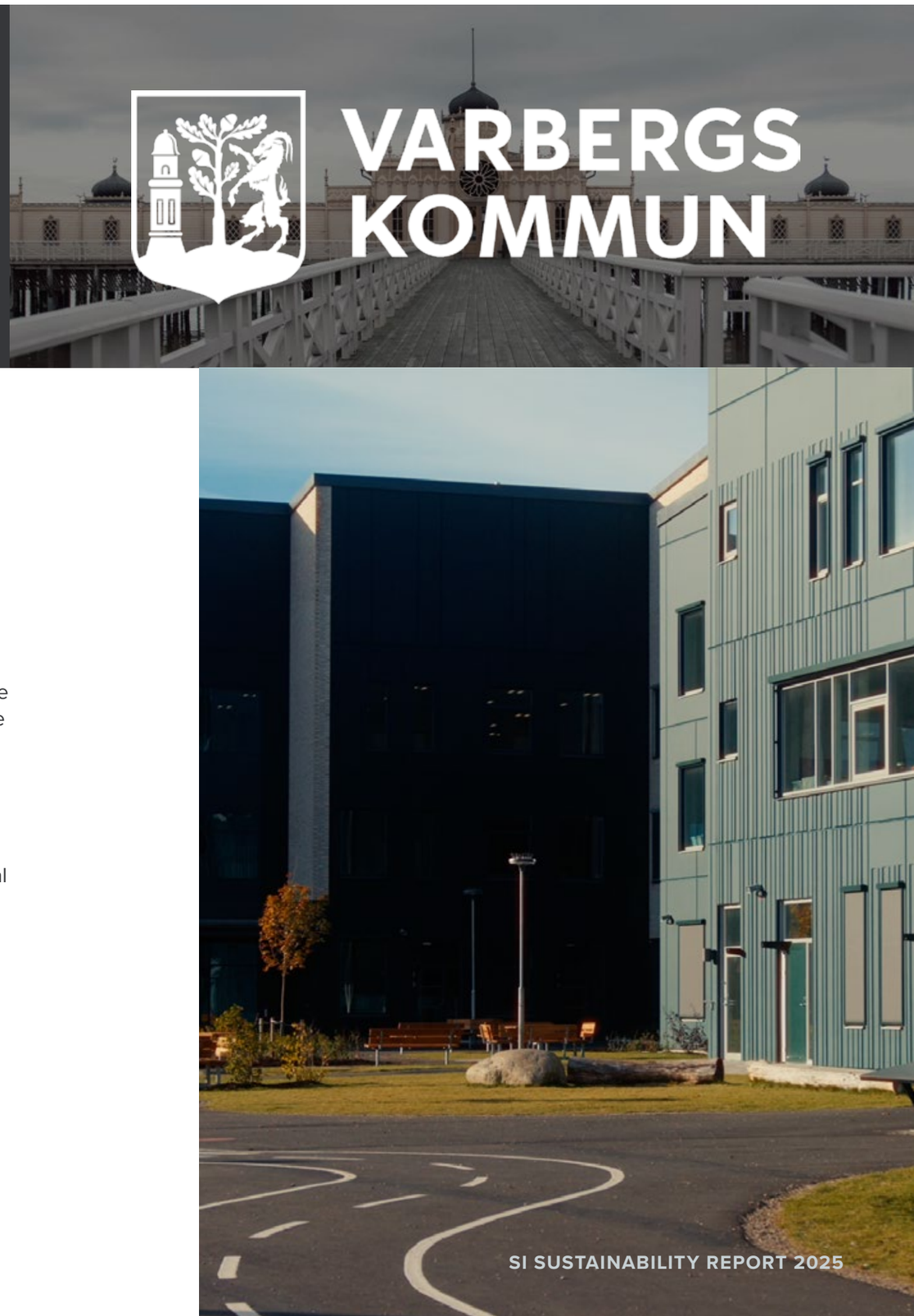
Varberg Municipality wanted to reduce energy consumption and costs in its properties, while keeping the indoor temperature even and comfortable.

Solution

Installation of **Smartware – AI heating control** on 32 municipal properties.

Results

Reduced energy consumption on already optimized plants by an additional 7% on average.



Challenge

BRF Rådjuret wanted to reduce heat consumption by 12 % and create a more even indoor temperature in an older property with traditional outdoor temperature control.

Solution

Change of control principle to room temperature control with BASTEC systems and the Control Conductor software. Wireless sensors in the apartments regulate the heating according to actual need and use the building's heat storage capacity.

Results

More even indoor climate and lower costs with energy savings of 28 %!

BRF Rådjuret

INTELLIGENCE – CUSTOMER CASE

A smart control system became the key to both comfort and energy savings for BRF Rådjuret in Falköping.

Reduction of energy consumption

28 %

Energy saving

166 MWh

Energibesparing

39 MWh

Orion 1

INTELLIGENCE – CUSTOMER CASE

Frenbo Fastigheter faced high heating costs and uneven temperatures in its Orion 1 property in Lidköping, where smart control became the solution to achieve both comfort and energy savings.

Orion 1 is a property built in 1959 with three floors, about 50 % premises and 10 apartments. The heated area is 6,234 sqm and is heated with district heating.

Through the project, the property has switched from outdoor temperature control to modern room temperature control for increased energy efficiency and comfort.

Challenge

The property had high heating costs and uneven indoor temperature with traditional outdoor temperature control. The goal was to reduce heat consumption by 10 % and improve comfort.

Solution

Introduction of room temperature control with BASTEC systems and the Control Conductor software. Wireless sensors in the apartments regulate the heating according to actual need and use the building's heat storage capacity.

Results

More even indoor climate and lower costs with energy savings of 12 %!

Reduction in energy consumption

12 %

Yggdrasil in Skara municipality is a property built in 1,972 with three floors, 138 apartments and a heated area of 8,843 sqm heated with district heating.

Through the project, the property has gone from outdoor temperature control to modern room temperature control for increased energy efficiency and resident comfort.

Energy reduction

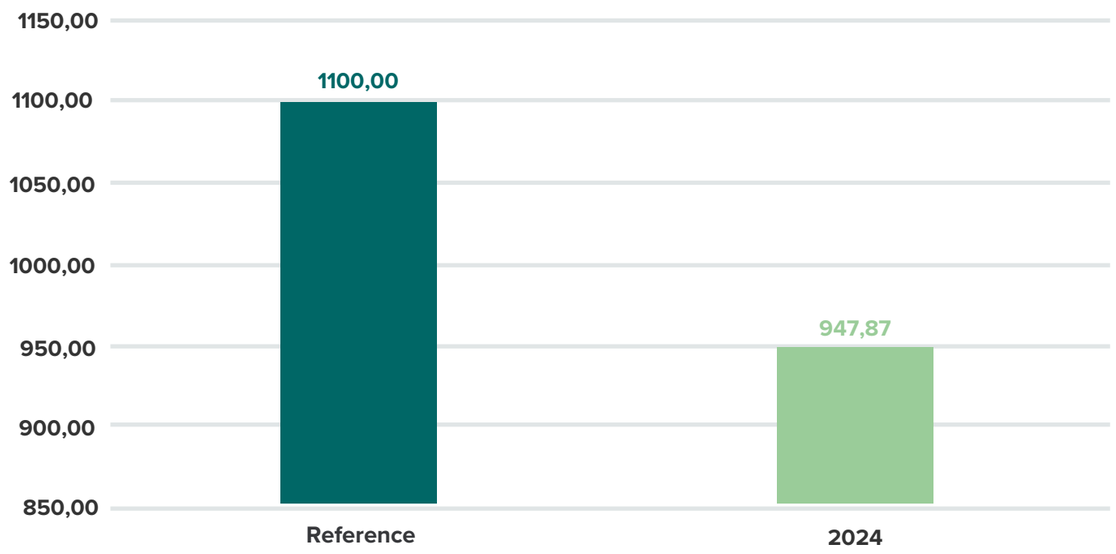
14 %

Yggdrasil

INTELLIGENCE – CUSTOMER CASE

Yggdrasil is an older property owned by the real estate company Neobo in Skara municipality where smart control became the solution for a more comfortable, more even indoor climate that also saved energy!

Energy consumption district heating (MWh)



Challenge

The property had high heating costs and uneven indoor temperatures with traditional outdoor temperature control. The goal was to reduce heat consumption by 12 % and improve comfort.

Solution

Switch to room temperature control with BASTEC systems and the Control Conductor software. Wireless sensors in apartments and premises regulate the heating according to actual need and use the building's heat storage capacity.

Results

More even indoor climate and lower costs with an energy saving of 14 %!

Energy reduction

152 MWh

Energy consumption decreased by

1,000 MWh

BRF Herrgårdshagen

INTELLIGENCE – CUSTOMER CASE

From an energy audit to smart measures that resulted in clear savings and a higher level of comfort.

Challenge

BRF Herrgårdshagen wanted to significantly reduce its energy use without compromising the comfort of residents.

Solution

The starting point was an energy survey. After that, several measures were carried out, such as the installation of exhaust air heat pumps, the adjustment of the heating and ventilation system and the replacement of radiator thermostats.

Results

Energy consumption almost halved, lower costs, a better indoor climate for the residents and increased market value of the apartments!

Energy savings of over

9 GWh

BRF Herrgårdshagen is a tenant-owner association in Gävle with apartment buildings that were built in the 1960s. The association has invested in energy efficiency and sustainability to reduce climate impact and costs.

Through long-term measures, it has become a role model in smart energy management and modernization of older buildings.

Energy saving

226 tonnes CO_2-eq

Reduction in energy consumption

650 MWh

Råsjöbolagen is a Swedish concrete manufacturer with facilities in Ljusdal and Hudiksvall. The company is part of the green transition in the construction industry and invests in sustainable solutions to reduce climate impact.

By replacing fossil fuels with geothermal heating and renewable energy, Råsjöbolagen has become a pioneer in fossil-free concrete production.

Challenge

The Råsjö companies wanted to be the first in the world with fossil-free concrete production and at the same time saving large amounts of energy. The industry has a roadmap to be completely fossil-free by 2035, which places high demands on innovation and sustainability.

Solution

After an energy audit by Setex, the oil boilers in Ljusdal and Hudiksvall were replaced with geothermal heating and electrified equipment powered by renewable electricity from wind and hydropower.

Results

Fossil-free production and greatly reduced operating costs with energy savings of 72 %!

Råsjöbolagen

INTELLIGENCE – CUSTOMER CASE

Råsjö companies are taking the lead in the green transition and showing the way to the construction industry of the future, with fossil-free concrete production and 72 % lower energy consumption.

Banvägen 7

INTELLIGENCE – CUSTOMER CASE

Ejfel Fastigheter AB invests in energy optimization without replacing existing systems in their Banvägen 7 property.

Challenge

Find energy-saving measures and optimize the operation of existing technical installations.

Solution

Adjustment of settings, operating times and balancing of air flows in ventilation units.

Results

Reduced heat loss, lower electricity consumption, increased use of heat exchangers, better perceived air quality in the premises and increased comfort indoors.

Total cost savings

SEK 109,000

Ejfel Fastigheter AB is a real estate company based in Luleå, Sweden, specializing in owning and managing commercial properties for various types of businesses. One example is the property Banvägen 7, which houses a car showroom with offices, a car wash, a mechanical workshop, a motor yard and body care.

Through the collaboration with SI Luleå, Ejfel Fastigheter has invested in energy optimization to reduce operating costs and climate impact, without having to replace existing technical solutions.

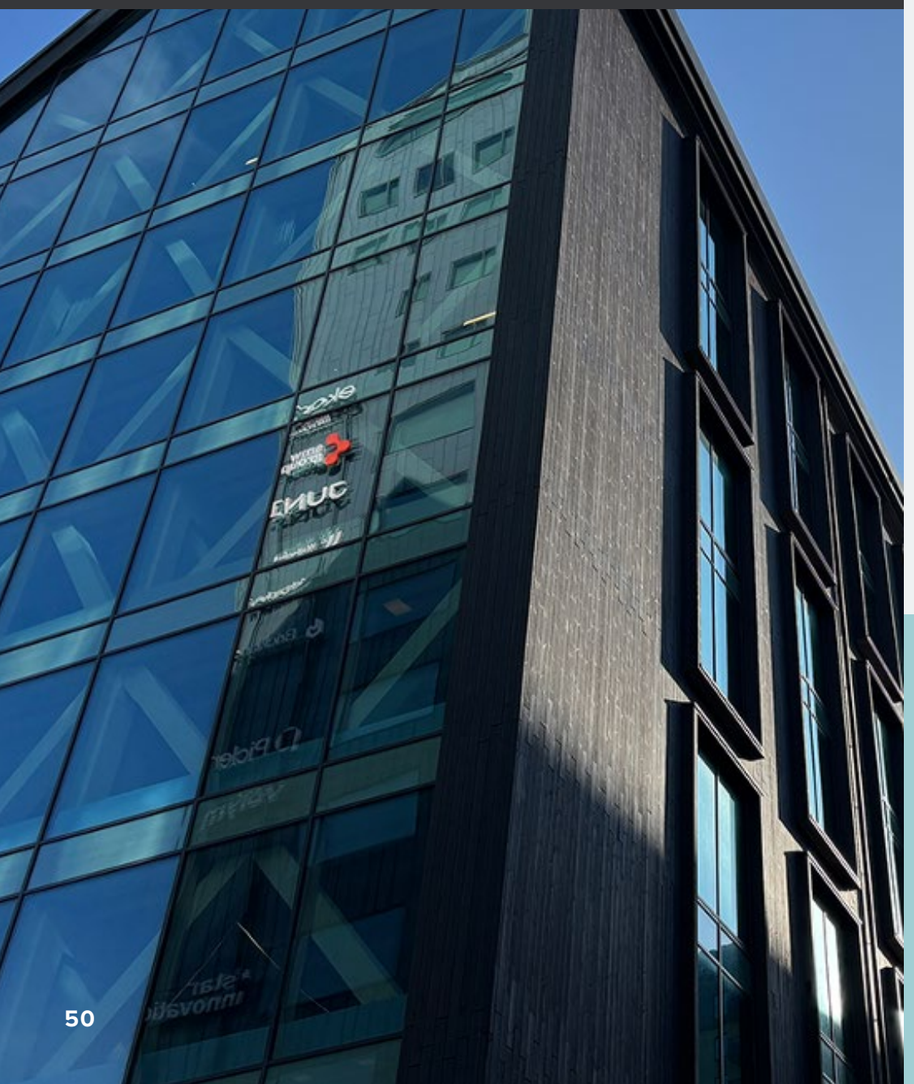
Total energy savings

205,800 kWh

Habitat 7

INTELLIGENCE – CUSTOMER CASE

Together with our customer NCC, we have made the climate-smart vision a reality – a strong example for future sustainable urban development.



Challenge

Greatly reduce climate impact while ensuring energy-efficient operations.

Solution

Arrigo BMS and products from Regin Group were installed to achieve climate-smart control and efficient operation.

Results

Habitat achieved its certification goals BREEAM Excellent and NollCO₂, and a climate impact that is 42 % lower than the reference project!

Energy saving

42 %

Habitat 7 is an office project on Masthuggskajen in Gothenburg, built by NCC with a focus on sustainability. The building aims for high environmental certifications and has a high-performance and proven solutions for climate-smart building automation.

SI is responsible for the automation with Arrigo BMS from Regin Group. The project is part of the development of Masthuggskajen into a modern and sustainable district.

Corporate Governance

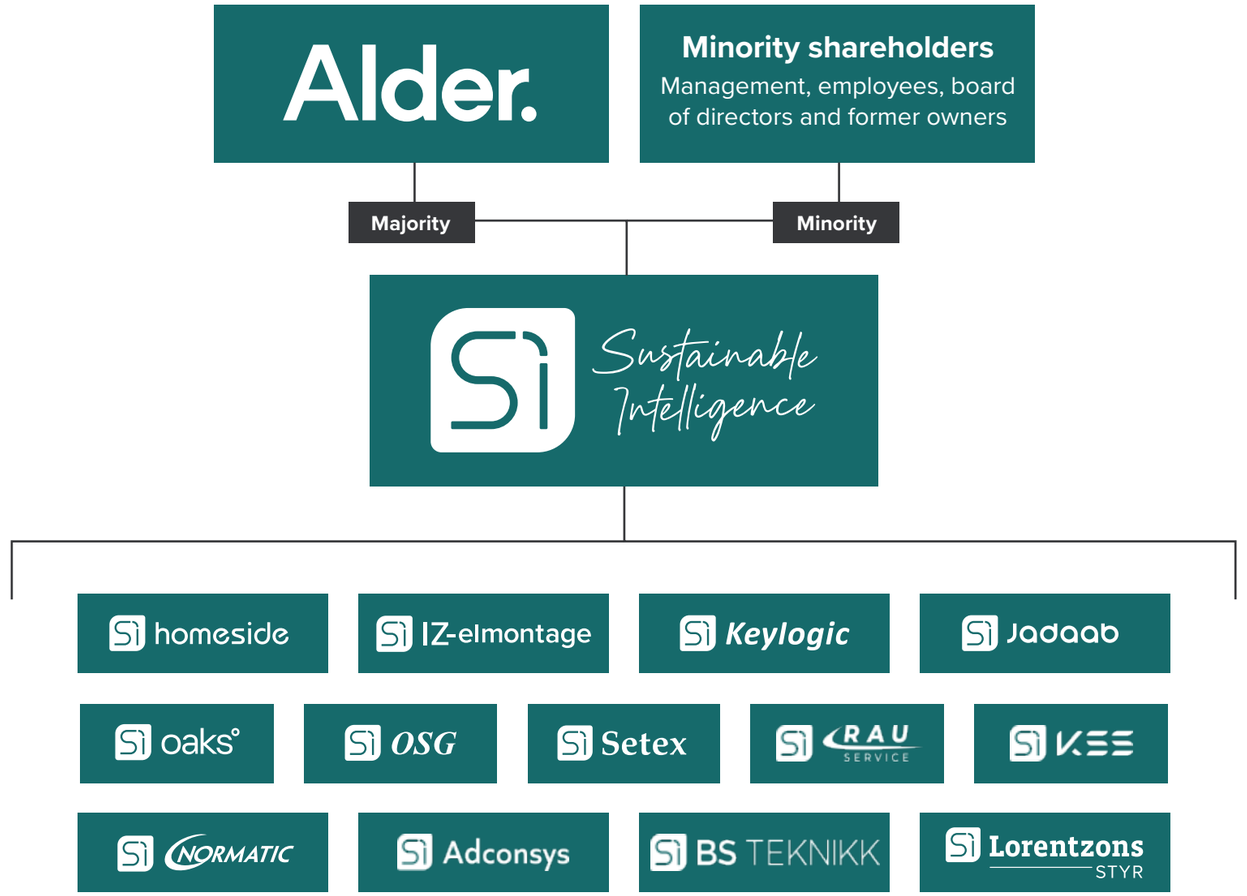
Effective corporate governance and a clear framework create the conditions for SI's continued development. Our decentralized model ensures that business is conducted responsibly, transparently, and in accordance with applicable laws and regulations.

Governance is based on a clear division of responsibilities between the Board of Directors, Group Management and the subsidiaries' management groups (steering groups). The Board of Directors determines the overall strategic direction, is responsible for corporate governance and appoints the Group CEO. Group management puts the Board's decisions into practice through operational management, follow-up and the establishment of Group-wide goals. The subsidiaries' steering groups are responsible for the day-to-day operations and business development that takes place within each company, in line with the framework and guidelines adopted by the Group.

Ownership and legal form

SI is a non-listed privately-owned limited company, the majority of which is owned by Alder, a Nordic investment fund that only invests in companies that contribute some environmental benefit.

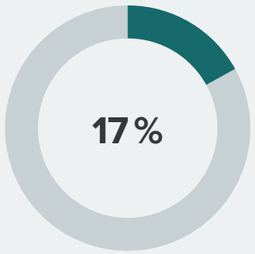
The SI Group has a co-investment programme that creates a common incentive between owners, the Board, management and employees.



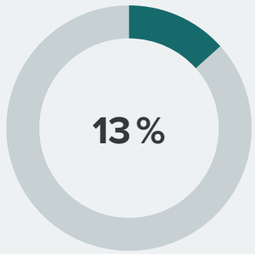
Number of employees

505

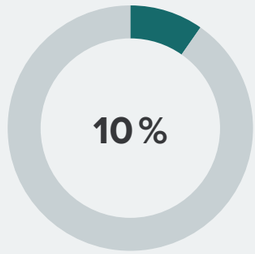
Gender distribution, % women



Board of Directors



Management



Employees

Board of Directors

Since 2021, the composition of the Board has consisted of five members and a Chairman. Each of the members of the Board of Directors possesses important skills and experience for SI that cover the areas considered important to the company. Sustainability issues are a standing item at every Board meeting – integrated into decision-making, just as they should be throughout the business.

Urban Doverholt
Chairman of the Board

Educated civil engineer from KTH with a solid experience of IT and industry. Likes to create good results through satisfied customers and satisfied employees.

Arash Raisse
Board member

Educated economist with a great interest in supporting entrepreneurship-led companies through an expansion journey – especially businesses dealing with energy-efficient properties and where you can sell the environmental value in your customer offering.

Bjarne Johansson
Board member

Involved since the start of Systeminstallation AB (SI) more than 20 years ago. Bjarne has been responsible for the safety and technical performance of all SI's solutions over the years. Bjarne has a broad technical competence and is passionate about satisfied customers and the belief in solving things together.

Henrik Flygar
Board member

For over 20 years has invested in companies with clear growth, usually led by entrepreneurs but also family companies. Co-founded Alder in 2008 and is passionate about combining sustainable environmentally-friendly solutions with long-term entrepreneurship.

Mia Edofsson
Board member

Global Head of Sustainability at Volvo Trucks with long and broad experience of business development and sustainability issues in various industries. Mia has also previously held the role of Head of Sustainability at the real estate company Akademiska Hus.

Bobo Ekelundh
Board member

One of four partners who started and built up Systeminstallation AB (SI) with its origins in Varberg. Bobo is an entrepreneurial soul and has over the years been the driving force in the development of innovative, energy-efficient solutions in energy and operations.

Group Management

Group management consists of the CEO together with representatives from several of the companies within the SI Group, which ensures broad and relevant representation. This composition means that the group covers the areas that are most important for the development of the business and its long-term strategic goals.

The Group management team meets regularly, usually twice a month, to discuss current issues and make decisions on overall strategic matters.

Mikael Norlander
President and CEO

Holds a Master of Science degree in Business and Economics from the Stockholm School of Economics. Long and broad experience of developing companies and organizations as CEO, entrepreneur, board member and consultant. Mikael's driving force is development and being able to do it together with committed colleagues.

Magnus Liesén
CEO Keylogic

Magnus Liesén was one of the founders of Keylogic AB more than 25 years ago. He has worked extensively within building automation and has been responsible for both technology and customer relations. Magnus has a broad technical competence and is passionate about satisfied customers and working together.

Bjarne Johansson
Technology Manager

Bjarne has been involved since the start of Systeminstallation AB (SI). He has a broad technical competence and is responsible for SI's technical solutions. Energy efficiency and the importance of connecting systems and properties are issues close to his heart.

Magnus Ljung
CFO

Magnus Ljung holds a Master of Science degree in Business and Economics from Lund University. Long and broad experience in finance and management from international companies. Magnus' driving force lies in being able to develop and work with running companies and at the same time grow as a person.

Group Management

Bobo Ekelundh

Services & Software Development

Bobo is driven by creating business that makes a difference, while at the same time building a working climate where commitment, collaboration and self-confidence grow – for Bobo it is crucial that everyone thrives and feels part of SI's common journey.

Emil Carlberg

CEO OAKS

Has worked in building automation for 19 years, primarily with sales and business development. For the past 10 years, he has also focused on personnel, business development and strategy work. Emil is particularly passionate about creating solid solutions that focus on the customer's experience.

Viktor Petersson

Sales

Has worked for over fifteen years with sales and business development and as a regional manager. Viktor is passionate about creating customer benefits and added value for our customers as well as exceeding high expectations.

Malin Nordin

Sustainability Manager

Trained energy engineer and sustainability controller with experience in energy saving and energy efficiency. Malin is particularly passionate about clarifying the benefits of SI's solutions and showing the concrete results and savings that are achieved – from both a financial and a sustainability perspective.

Steering groups

SI applies a decentralized model for business and operational development, where locally-led and anchored units are responsible for driving growth and continuous improvement. Governance is characterised by delegated responsibility, with clear goals for both the short- and long-term as well as locally-adapted development plans. This work is driven by steering groups (local management groups) consisting of representatives with relevant expertise for each unit and including at least one person from Group Management. The steering groups meet monthly.

SI's management system

Our management systems provide comprehensive support for systematic development, monitoring and quality assurance of operations. This is followed up annually and verified by management. All employees are responsible for ensuring that our management systems are followed in their daily work.

Several SI companies are certified according to ISO 9001, ISO 14001 & ISO 27001

Quality Management System ISO 9001

SI Sustainable Intelligence Group AB
Systeminstallation i Varberg AB
(Varberg, Halmstad, Ängelholm)
Systeminstallation i Skaraborg AB
Systeminstallation i Göteborg AB
Keylogic AB

SI's quality management system aims to ensure that our deliveries meet customers' requirements and expectations, where our ambition is to create long-term relationships. Customer satisfaction and the least possible environmental impact are the main goals of our quality work. Outcomes are measured annually through customer satisfaction in our customer survey. Through systematic work environment management, the company's efforts to make improvements are continuously evaluated.

Environmental Management System ISO 14001

SI Sustainable Intelligence Group AB
Systeminstallation i Varberg AB
(Varberg, Halmstad, Ängelholm)
Systeminstallation i Skaraborg AB
Systeminstallation i Göteborg AB
Keylogic AB

We conduct our environmental work in a systematic manner with the support of a certified environmental management system based on the requirements of ISO 14001.

One of our key words is continuous improvement. This means that we regularly evaluate and develop our methods and working methods to ensure positive environmental impact over the long-term. Prerequisites for a prosperous and sustainable society are an awareness of sustainability challenges and a willingness and ability to act. These are also prerequisite for SI to be a successful business over time.

Information Security Management System ISO 27001

Sustainable Intelligence Group AB

A prerequisite for the company's information to be protected is that a good security culture permeates the entire business. This means that everyone who handles SI's information has good knowledge of the rules that apply to information management, to consciously and attentively evaluate situations and, in accordance with current procedures, they report events that may affect security.

In 2025, SI Group's parent company, SI Sustainable Intelligence Group AB, has ensured that the information security management system, which is certified according to ISO/IEC 27001, meets the requirements of the new Cyber Security Act (EU NIS2 directive). Several of the SI companies also have customers who belong to sectors covered by the requirements of NIS2. As part of these customers' supply chains, the SI management system provides the companies with good conditions to meet the security requirements set.

Code of Conduct

In our Code of Conduct (CoC), we describe how we comply with laws and regulations regarding business ethics, anti-corruption, healthy competition and fair working conditions. All employees must read and sign our CoC and are responsible for following its guidelines.

Whistleblower service

Our whistleblower service aims to create a safe and responsible work environment where unethical behavior can be detected and remedied at an early stage. Whistleblowers can anonymously report any irregularities.

Risk management

Risk management is a central part of our work to create long-term stability and resilience in the business. We identify and manage risks of an environmental, operational and business nature: risks that can affect our business, our stakeholders and society at large.

In 2024, SI conducted its first climate risk assessment. The work has been further developed in 2025 to provide a clearer overall picture from a value chain perspective. The analysis covers both the medium- and long-term, with a particular focus on transition risks, as well as physical risks linked to climate change.

The most significant risks relate to climate-related challenges such as extreme weather and stricter regulatory requirements. We also see business risks resulting from market changes, technological developments and increased customer demands, which together may affect our future prospects and our competitiveness.

However, we see these risks not only as challenges, but also as opportunities to strengthen our competitiveness. Increased demand for sustainable solutions creates business opportunities.

3 priority areas

Upstream

Business efficiency and supply chain management

Gathering information from key suppliers on their predictable climate-related risks, to better understand the vulnerability of suppliers and their ability to manage these risks.

Processes are needed for managing climate risks and opportunities effectively. This includes monitoring climate-related legislation, ensuring complete information from suppliers on climate risks, and maintaining diversification in the supply chain.

At SI

Recruitment

A recruitment strategy aimed at the next generation, who are passionate about tackling climate change, can strengthen SI's capabilities.

Market and message

As the effects of climate change become increasingly clear, SI can search for potential new markets and new customer sectors.

Technological innovation

It is important to monitor the next generation of technology, patents and new service companies, as increasing weather-related stresses require heat- and moisture-resistant components. Risk management is crucial for creating long-term stability and resilience. We identify and manage environmental, operational and business risks – risks that can affect our business, our stakeholders and society at large.

Downstream

Customers

SI must anticipate and respond to customers' changing needs in climate adaptation and position itself as an expert.

Customization and durability

SI should understand how its services contribute to customers' own climate goals and support their sustainability reporting. We will also consider the future focus on circular materials, which will lead to greater demand for material reduction, reuse and recycling.

Risk analysis

RESULTS FROM RISK ANALYSIS

	RISK FACTORS	COMPONENTS, HARDWARE (UPSTREAM)		AT SI		DELIVERY/SERVICES/OPERATIONS (DOWNSTREAM)	
		Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)
1	**Acute physical events (eg floods, war)**	Lack of access to materials.	Lack of access to materials.	Delays in deliveries due to extreme weather events.	Delays in deliveries due to extreme weather events. Increased vulnerability to disruption of operations.	Customers' needs for automated solutions (indoor climate) change.	Customers' needs for automated solutions (indoor climate) change.
	Risk mitigation	Own stock. Questionnaires for (new) suppliers. Diversification of suppliers. Contact with suppliers when choosing products/ option to choose.	Questionnaires to suppliers. (How are you preparing for physical risks in the coming 25 years?)	Greater need for redundancy in critical systems.	Greater need for redundancy in critical systems.	Be well-informed, understand customers' needs. Deliver operational reliability (autonomous systems). Greater need for redundancy in critical systems.	Understand customers' needs. Map climate risks Greater need for redundancy in critical systems Review location of installations (eg in cellars and lofts).
2	**Chronic physical changes (eg higher temperatures, increases in sea level)**	Heat load in suppliers' production facilities. Lack of climate-resilient components.	That current products are not sufficiently adaptable. Reduced technical lifespan (eg degradation of materials, corrosion). Changes in transport flows.	Risk that SI is not sufficiently prepared for customers' changing needs, for increased advice and adapted automation solutions.	Increased demand and capacity risks for SI. Risk that SI's internal resources are insufficient to meet the increasing needs.	Impaired delivery capacity and reduced operational reliability in our services as a result of, for example, increased heat loads or overheating in customers' facilities.	Current products not being sufficiently adapted. More societal challenges eg lack of electricity.
	Risk mitigation	Setting requirements on suppliers' climate adaptation plans. Requesting delivery forecasts. Expanding own stock. Diversification of suppliers.	Continuous adaptation. Looking out for new patents, new products, competitors' movements. Continuing to set requirements on suppliers' climate adaptation plans. Diversification of suppliers.	Continuous skills development. Customers will demand more advice, cooling, power optimization, monitoring and operational support.	Continuous skills development for employees. Building the right organization.	Working with solutions that help customers to manage increased demand for heating. Better delivery of power control.	Being one step ahead on product development, so that we distribute power to the processes that should be prioritised. Consider the placement of installations (eg storey and installation height on walls). Our customers become more interested in power levels. Energy saving/optimization.

	RISK FACTORS	COMPONENTS, HARDWARE (UPSTREAM)		AT SI		DELIVERY/SERVICES/OPERATIONS (DOWNSTREAM)	
		Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)
3	**Policy and legislation**	New legal requirements (related to materials) Longer manufacturing times, more expensive, harder to secure sustainable suppliers (high levels of competition and less diversification).	More regulation on climate impact and circularity. Phasing out of certain raw materials (transition risk). Longer manufacturing times, more expensive, harder to secure the right suppliers (high levels of competition and less diversification).	Stricter requirements for regulatory compliance, circularity and reporting. New regulations may entail increased administrative burden, adaptation of services and risk of delayed deliveries.	Stricter requirements for regulatory compliance, circularity and reporting. New regulations may entail increased administrative burden, adaptation of services and risk of delayed deliveries.	Reduced legislation on energy efficiency.	Reduced legislation on energy efficiency.
	Risk mitigation	Being able to plan deliveries with better advance planning. Argue for sustainable options. Look out for new circular suppliers.	Being well-informed, one step ahead, gradual adaptation. Argue for sustainable options. Look out for new circular suppliers.	Adapt the organization and priorities according to growth. Strengthen internal processes, skills and supplier management.	Adapt the organization and priorities according to growth. Strengthen internal processes, skills and supplier management.	Adaptation measures already being taken. Understand customers' needs. Monitor regulations. Help customers to report directly from SI services.	Be the EXPERT. Monitor regulations.
4	**Markets**	Cost pressures, price increases and uncertain delivery capacity due to changing market conditions.	Global resources shortages, tougher regulations and more consolidated supplier markets.	Increased costs and faster technological shifts.	Rapid technological shifts and increased demands.	Customers affected by price pressures and increased demands.	More volatile and regulation-driven demand.
	Risk mitigation	Frequently updated market analysis. Prepare for having more stock ourselves.	Work to shorten supply chains (to increase opportunities for influence and access to information).	Need for adaptation internally, skills- and service-development.	Push for continuous transformation of skills, business models and systems.	Volatile demand and increased pressure on SI's delivery.	Periods of high pressure on SI's deliveries, and increased customer demand for climate-resilient services. Prepare for demand for cooling. Cutting-edge skills.

	RISK FACTORS	COMPONENTS, HARDWARE (UPSTREAM)		AT SI		DELIVERY/SERVICES/OPERATIONS (DOWNSTREAM)	
		Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)	Medium-term scenario (5 years 1.5°C)	Long-term scenario (25 years 2.5°C)
5	Technology	Technological leaps in the supply chain. Component sensitivity and lifespan.	Concentration and vulnerability: the supplier base becomes more concentrated; climate-resilient materials and electronics become expensive/sometimes scarce. Circularity standards become the norm: high requirements for reuse/ reconditioning and material specifications lead to design limitations and longer innovation lead times.	Skills and systems gaps Integration risks.	Multiple technology waves: recurring platform changes (control systems, IoT, AI) require the ability to adapt processes, business models and the delivery organization.	Stay one step ahead – always out early. AI-startup technology development is going very fast. Opportunity for more efficient work processes in the organization.	System criticism and power security: customers demand robust automated systems that can withstand long periods of heat stress/ power shortages – contracts that demand high performance and service levels.
	Risk mitigation	Look out for new patents and competitors' movements.	"Design for retrofit" to replace parts without replacing entire systems. Requirements relating to lifecycle and circularity (disassembly, spare parts strategy, material traceability).	Rapid technology shifts require skills upgrades, tools, methodologies and lab/test environment; risk for delivery delays if adaptation is too slow. More complex data integration (BMS/EMS/AI) increases the risk of problems with inter-operability and incidents in customer projects jeopardize customer satisfaction.	Strategic technology partnerships (FoU/pilots) and shared reference platforms.	Maintain the SI-method: be close to customers' needs. Participate, for example, in project planning, to be able to deliver more or a larger share of a project. Better property management through greater integration, information sharing, understanding the bigger picture.	Keep track of customers' needs. Go from building-by-building to increased synergies. Create business models in which we are more of a partner. Continuity planning for system-critical services.
6	Reputation	Suppliers' shortages affect us: shortage of reliable components or weak sustainability work by suppliers can damage SI's credibility.	Difficulties obtaining resilient components.	"Not at the forefront" risk. Communication gap.	"License to operate" requires verified climate benefit and compliance.	Prepare for competition from the next generation of entrepreneurs.	SI is not seen as a leading company.
	Risk mitigation	Active search for the latest components and innovations.	Can SI push climate adaptation needs more?	If SI doesn't deliver the latest, climate-adapted solutions or doesn't communicate results clearly, we may be perceived as lagging behind. Proactive communication: make strategy and progress clear in external channels – respond to stakeholder demand for better communication.	Proof of impact (handprint): standardize the measurement plan, baseline, normal year correction and publish customer cases with verified outcomes. Build standardized audit trails (data quality, auditing, third-party validation) into all deliveries.	Create a system to track new skills and ideas.	Employ young people who are passionate about climate solutions. Co-ordinate GRI/ESRS impacts, due diligence throughout the value chain, and annual, quantified impact reporting.

GRI Index 2025

	GRI	Disclosure	Page Reference	Deviations from requirements	Reasons	Explanation
Generella upplysningar						
GRI2: General Disclosures (2021 version)	2-1	Organizational details	5, 6, 52			
	2-2	Entities included in the organization's sustainability reporting	3, 6, 35	2-2 b		No differences are stated or commented on since financial reporting is not included in this report.
				2-2 c		Not mentioned
	2-3	Reporting period, frequency and contact point	3	2-3 b		Same period, no financial reporting included in this report
	2-4	Restatements of information	3, 35			Correction of emissions from commuting in 2024 as a result of identified calculation error.
	2-5	External assurance	3			Not audited by external auditor, audited by external experts. Internally approved by Group Management
	2-6	Activities, value chain and other business relationships	5, 6, 8–15	2-6 b iii		No specific actors or processes after SI's delivery are reported
				2-6 c		Not mentioned
				2-6 d		N/A
	2-7	Employees	52	2-7 b; c; d; e		Partially reported
	2-8	Workers who are not employees	–		Not available	Not mentioned
	2-9	Governance structure and composition	51–56	2-9 b; c i, viii		Partially reported
				2-9 c ii, iii, iv, vi		Not mentioned
	2-10	Nomination and election of the highest governance body	53	2-10 a; b iii		Not mentioned
				2-10 b i, ii		Partially reported
	2-11	Chair of the highest governance Body	53			
	2-12	Role of the highest governance body in overseeing the management of impacts	51, 56	2-12 b i, ii; c		Partially reported
	2-13	Delegation of responsibility for managing impacts	56			
	2-14	Role of the highest governance body in sustainability reporting	3	2-14		Not mentioned
	2-15	Conflicts of interest	51, 57	2-15 a		Partially reported
				2-15 b i, ii, iv		Not mentioned

GRI Index 2025

	GRI	Disclosure	Page Reference	Deviations from requirements	Reasons	Explanation
	2-16	Communication of critical concerns	–		Not available	
	2-17	Collective knowledge of the highest governance body	36, 53			
	2-18	Evaluation of the performance of the highest governance body	–		Not available	
	2-19	Remuneration policies	–		Not available	
	2-20	Process to determine remuneration	–		Not available	
	2-21	Annual total compensation ratio	–		Not available	
	2-22	Statement on sustainable development strategy	4, 19–26			
Material Topic: Corporate Culture						
	2-23	Policy commitments	17, 23, 57	2-23 a i, iii, iv; b i, ii; c		Not mentioned
				2-23 a ii; d; e		Partially reported
	2-24	Embedding policy commitments	22–23, 57			ISO processes
	2-25	Processes to remediate negative impacts	57	2-25 a; c; d; e	Not available	
				b		Partially reported
	2-26	"Mechanisms for seeking advise and raising concerns"	57			
Material Topic: Complying with Laws and Requirements	2-27	Compliance with laws and regulations			Not available	
	2-28	Membership associations			Not available	
	2-29	Approach to stakeholder engagement	18			
	2-30	Collective bargaining agreements			Not available	
Material Topics						
GRI3: Material Topics (version 2021)	3-1	Process to determine material topics	19–20			
	3-2	List of material topics	19–26			

GRI Index 2025

	GRI	Disclosure	Page Reference	Deviations from requirements	Reasons	Explanation
Material Topic: Climate Change						
GRI 302 – Energy (2016 version)	3-3	Management of material topics	34			
	302-1	Energy consumption within the organization			Not available	Converted into CO_2
	302-2	Energy consumption outside of the organization			Not available	Converted into CO_2
	302-3	Energy intensity	4, 32			
	302-4	Reduction of energy consumption	40–50			
	302-5	Reduction of energy requirements of products and services	40–50			Partially reported
GRI 305 – Emissions (2016 version)	3-3	Management of material topics	34			
	305-1	Direct (Scope 1) GHG emissions	34–35			
	305-2	Energy indirect (Scope 2) GHG emissions	34–35			
	305-3	Other indirect (Scope 3) GHG emissions	34–35			
	305-4	GHG emissions intensity	33			
	305-5	Reduction of GHG emissions	40–50			
	305-6	Emissions of ozone-depleting substances	–		N/A	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	–		N/A	
Material Topic: Customer Satisfaction						
GRI 416 – Customer Health and Safety (2016 version)	3-3	Management of material topics	22, 57			Partially reported
	416-1	Assessment of the health and safety impacts of product and service categories	40–50, 57			Partially reported
	416-2	Incidents of non-complicance concerning the health and safety impacts of products and services	–		Not available	No incidents or breaches reported
Material Topic: Employee Engagement		Management of material topics	–		Not available	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–		Not available	

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	GRI	Disclosure	Page Reference	Deviations from requirements	Reasons	Explanation
Material Topic: Employee Engagement						
GRI 401: Employment (2016 version)	3-3	Management of material topics	22, 28, 31			
	401-1	New employee hires and employee turnover	–		Not available	
	401-2	Benefits provided to full-time employees that are not granted to temporary or part-time employees	–		Not available	
	401-3	Parental leave	–		Not available	
GRI 402: Labor/Management Relations (2016 version)	3-3	Management of material topics	–		Not available	
	402-1	Minimum notice periods regarding operational changes	–		Not available	
Material Topic: Skills development						
GRI 404: Training and Education (2016 version)	3-3	Management of material topics	23, 28			
	404-1	Average hours of training per year per employee	–		Not available	
	404-2	Programs for upgrading employee skills and transition assistance programs	28			
	404-3	Percentage of employees receiving regular performance and career development reviews	–		Not available	
Material Topic: Corporate Culture						
GRI 205: Anti-corruption	3-3	Management of material topics	57			
	205-1	Operations assessed for risks related to corruption	15, 58–61			Partially reported
	205-2	Communication and training about anti-corruption policies and procedures	57			Referred to in the Code of Conduct
	205-3	Confirmed incidents of corruption and actions taken	–		Not available	

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