

# Sustainability notes with GRI index

2024

# Sustainability notes with GRI index

The Sustainability Notes (SN) consist of sustainability information that supplements the disclosures in the Sustainability Report included in the Annual Report (AR). The aim of these notes is to ensure complete sustainability reporting according to the GRI Standards. The GRI statement of use and content index are found on page 10–13 in this document.

## Overview of reporting principles

The supplementary information regarding material aspects is structured according to Alfa Laval's sustainability target areas – climate, circularity, caring and committed – and divided into topics according to the GRI. Please note that not all target areas and corresponding material topics have supplementary information in these notes, some are fully reported in the Annual Report.

Environmental data disclosed in the Annual Report and in the Sustainability Notes, such as waste, water and energy are reported

### Note 1. General disclosures

#### 1.1 Entities included in the sustainability report (GRI 2-2).

a) Alfa Laval's sustainability reporting for 2024 provided in the Annual Report and in the Sustainability Notes on [alfalaval.com](http://alfalaval.com) covers the parent company (Alfa Laval AB) and its subsidiaries which constitutes the Alfa Laval Group with the exceptions listed below.

b) Data is reported by all Alfa Laval companies as follows:

- All operation and service center sites must report energy, waste, chemicals, water and health & safety data.
- Large offices (> 25 employees) must report energy, waste, chemicals, water and health & safety data.
- Field-service sites must report health & safety data but do not have to report any other type of data.
- Non-Alfa Laval branded companies are currently not included in employee diversity disclosures.

c) Data is consolidated based on operational control and there is no adjustment for minority interests. Acquired companies are typically included in the year following the acquisition.

#### 1.2 Reporting period, frequency and contact point (GRI 2-3).

Reporting period: January 1 to December 31. The Alfa Laval Sustainability Report (including information in the sustainability section in the Annual Report and these Sustainability Notes) is published annually in April. Contact point for further information is specified in the Annual Report.

#### 1.3 Restatements of information (GRI 2-4).

##### CO<sub>2</sub> emissions

Emissions data for recently acquired companies Desmet and Scanjet have been included for 2020-23.

at the site level and collected through Alfa Laval's sustainability data reporting tool. Data is consolidated based on operational control. The data has been compiled based on invoices or physical meters following the financial year. All operations, service centers and large offices are required to report environmental and health & safety data. Employee data covers all Alfa Laval branded companies reporting through our human resources system, corresponding to about 85 percent of total Alfa Laval employees.

Scope 2 location-based emissions in China for 2020-23 have been restated due to using updated emission factors from IEA

Scope 3 emissions for 2020-23 have been recalculated for certain categories as indicated below. The aggregate average annual change in emissions for this period is an increase of 1,900,000 tons CO<sub>2</sub>e.

Scope 3.1 Purchased goods & services. More accurate emission factors and weight-based data for raw materials - average annual increase 770,000 tons CO<sub>2</sub>e.

Scope 3.2 Capital goods. Updated spend-based UK Defra emission factor for 2020 adjusted for inflation and more accurate exchange rates - average annual decrease of 3,000 tons CO<sub>2</sub>e.

Scope 3.4 Upstream transportation. More accurate emission factors - average annual increase of 9,000 tons CO<sub>2</sub>e.

Scope 3.11 Use of sold products. Missing data added and revised methodology for fuel-based emission factors in Marine division - average annual increase of 1,100,000 tons CO<sub>2</sub>e per year.

#### 1.4 External assurance (GRI 2-5).

Alfa Laval's Board of Directors and Executive Management are responsible for the preparation of the Sustainability Report included in the Annual Report and in the Sustainability Notes. Alfa Laval seeks external assurance of the Sustainability Report, excluding the EU Taxonomy disclosures. The assurance provider is the company's external auditors Ernst & Young, elected at the Annual General Meeting. The Auditor's Limited Assurance Report is published in the Annual Report.

#### 1.5 Activities, value chain other business relationships (GRI 2-6).

d) No significant changes compared to the previous reporting period.

## 1.6 Employees (GRI 2-7).

Headcount per December 31, 2024*	Asia	Central & Eastern Europe	Latin America	Nordic	North America	Western Europe	Other	Total
Number of employees	5,745	768	713	6,700	1,378	2,621	154	18,079
Number of temporary employees	73	9	38	424	6	153	8	711
Number of permanent employees	5,672	759	675	6,276	1,372	2,468	146	17,368
Number of full time employees	5,739	757	675	6,405	1,365	2,434	154	17,529
Number of part-time employees	6	11	38	295	13	187	0	550

\*Data includes Alfa Laval branded entities only.

Headcount per December 31, 2024*	Female	Male	Non Disclosed	Total
Number of employees	4,156	13,905	18	18,079
Number of temporary employees	259	452	0	711
Number of permanent employees	3,897	13,453	18	17,368
Number of full time employees	3,872	13,640	17	17,529
Number of part-time employees	284	265	0	549

\*Data includes Alfa Laval branded entities only.

**d)** Alfa Laval employs the vast majority of its workers on permanent and full-time basis due to the high skill nature of work in most parts of the company. Temporary employments are applied in some countries during probation period, for leave coverage and in fewer instances as the position is only required in a specific time limited capacity. Many of these employments are part of our Nordic operation. Furthermore, in China the distinction between permanent and temporary are not as clear as in other regions and for reporting reasons are indexed as temporary although having a long-lasting employment relationship with the company.

Part-time employment is offered to employees where this is a wish and the company can accommodate or where this is a statutory right. Alfa Laval does not typically employ workers with non-guaranteed working hours and there is no consolidated information on this.

**e)** The number of employees increased from 2023 to 2024, but there were no other significant fluctuations during the reporting period.

### 1.7 Role of the highest governance body in overseeing the management of impacts (GRI 2-12).

The highest governance body (Board of Directors) sets the overall direction for the company, including deciding on the sustainability strategy and targets proposed by Group Management that address material impacts. The Board regularly reviews the company's sustainability performance and evaluates the effectiveness of processes to manage material sustainability impacts. Apart from shareholders, the Board does not normally directly engage with stakeholders on sustainability impacts, but is informed by management about key aspects of such stakeholder engagement that takes place throughout the year.

### 1.8 Delegation of responsibility for managing impacts (GRI 2-13).

Group Management coordinates, and different internal forums work with, focus areas from the sustainability strategy on behalf of the Board. A number of these focus areas are coordinated through Group Sustainability under the

Senior Vice President & Chief Legal Officer/Head of Group Affairs, who is also the Secretary to the Board and keeps the Board continuously updated on developments affecting the company's sustainability management and performance. Other focus areas are coordinated through corporate functions such as Human Resources and Global Sourcing. Responsibility for the day-to-day management of sustainability impacts is delegated to the leadership teams of the divisions and business units.

### 1.9 Communication of critical concerns (GRI 2-16).

**a)** Critical concerns are raised to the Risk and Compliance Board (RCB) where members of Group Management are present. At times between RCB meetings, Senior Vice President & Chief Legal Officer represents the RCB. Senior Vice President & Chief Legal Officer is also a member of the Group Management. Group Management decides if the concern is to be raised to the Board or not.

**b)** There were no (0) critical concerns communicated to the Board of Directors during the reporting period.

### 1.10 Collective knowledge of highest governance body (GRI 2-17).

**a)** The Board of Directors receives information from internal experts, makes site visits and attends external meetings and conferences on sustainability-related issues. The Board is regularly updated by members of Group Management and vice presidents of group functions on relevant sustainability topics pertaining to Alfa Laval's sustainability strategy and performance.

### 1.11 Evaluation of the performance of the highest governance body (GRI 2-18).

**a)** The Board evaluates its work through a yearly survey. In the survey performance regarding sustainability including environmental and social aspects are included. Safety and anti-corruption are other examples on what is included in the evaluation.

c) In response to the yearly survey (see 2-18 a) answers from previous years on how the company works with risks (including crisis management and whistle blowing) has been lifted to the Board.

**1.12 Remuneration policies (GRI 2-19).**

Remuneration policies for the Board of Directors and Group Management are disclosed in the Annual Report. These policies do not currently include remuneration based on sustainability-related performance or attainment of specific sustainability targets.

**1.13 Annual total compensation ratio (GRI 2-21).**

This information will be disclosed in the executive remuneration report published on [alfalaval.com](http://alfalaval.com).

**1.14 Policy commitments (GRI 2-23).**

a, i and b, i) The Alfa Laval Business Principles were first published in 2003 and revised in 2012 to incorporate the 2011 “Protect, Respect and Remedy” concept of the United Nations Guiding Principles on Business and Human Rights, and the 2011 revision of the OECD Guidelines for multi-national enterprises. The revision made in 2017 incorporated the concepts in the 2015 UK Modern Slavery Act. The Business Principles are approved by the Alfa Laval Board.

a, iii) Applying the precautionary principle is part of what the Business Principles stipulates. By educating in the Business Principles, we also ensure precautionary measures. The environmental policy stipulates that a precautionary approach should be taken to environmental challenges. Most major operation sites are working in accordance with ISO 14001 which requires a precautionary approach to environmental management.

a, iv, and b) The Business Principles stipulate respecting human rights: *“We have a firm commitment to act responsibly and respect human rights.”* (Tom Erixon, CEO).

b, ii) Our Business Principles audits highlight six critical areas: child labor, young labor, forced labor, freedom of association, health and safety, fire protection and environment. We consider all stakeholders are equally important with regards to respecting human rights.

c) Our policy commitments can be found here: [alfalaval.com/about-us/sustainability/a-matter-of-trust/](http://alfalaval.com/about-us/sustainability/a-matter-of-trust/)

**1.15 Embedding policy commitments (GRI 2-24).**

a, i, ii) The accountability to implement the commitments lies with each Business Unit. Group Sustainability leads and facilitates.

iii) How Alfa Laval implements its commitments is described in the Business Principles. For instance, as an employee, you should “Apply these Business Principles in the daily work and take personal responsibility for complying with them.” As a manager, you should: “Lead by example” and “Ensure that your team is trained regularly”.

a, iv) Through training in the Business Principles and information on the intranet.

**1.16 Processes to remediate negative impacts (GRI 2-25).**

It is always possible to communicate grievances through contact information on [alfalaval.com](http://alfalaval.com) and to local sites. When larger changes of facilities and/or operations are planned, communication with local and other stakeholders is ensured through standardized processes required by national laws and local authorities.

Most major operation sites are certified according to ISO 14001, and thus have processes in place to comply with the ISO 14001 requirements regarding complaints to be answered promptly and clearly - seeing this input as an opportunity for improvement of the environmental management system - and requirements on management review, including “relevant communication(s) from interested parties, including complaints”.

**1.17 Compliance with laws and regulations (GRI 2-27).**

Legislative compliance ensures our business legitimacy. No significant fines or non-monetary sanctions regarding environmental or socioeconomic performance have come to Alfa Laval’s attention during 2024.

**1.18 Membership associations (GRI 2-28).**

Alfa Laval is a member of Teknikföretagen (the Association of Swedish Engineering Industries), International Chamber of Commerce (ICC) Business Sweden, Long Duration Energy Storage Council, Hydrogen Council.

**1.19 Collective bargaining agreements (GRI 2-30).**

a) Our Business Principles stipulate that all employees shall be free to form and to join trade unions or similar external representative organizations and to bargain collectively. The coverage varies from country to country. Globally, approximately 54% of employees are covered by collective bargaining agreements.

**Note 2. Climate**

**2.1 Greenhouse gas (GHG) emissions (GRI 305-1, 305-2, 305-3).**

CO <sub>2</sub> emissions (tons CO <sub>2</sub> e)	2020	2024
Scope 1	23,241	16,113
Scope 2 (market-based)	26,029	4,817
Scope 2 (location-based)	67,495	65,086
Scope 3	43,771,077	49,552,698

1) No gases other than CO<sub>2</sub> were included in the calculations, as emissions of CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> are negligible in all scopes.

2) Alfa Laval uses energy derived from biomass at certain sites, but we do not presently have accurate calculations of biogenic emissions.

3) 2020 has been chosen as base year, as 2020 is the first year of Alfa Laval’s sustainability target period 2020–2023. Base year emissions have been recalculated for scope 3, see Note 1.3.

4) Emission factors come from databases maintained by IEA and Defra, national residual mix, and from local energy suppliers.

5) Data was consolidated based on operational control. For information on the overall data collection and consolidation approach please see page 2.

## Scope 3 emissions by category

	Scope 3 emissions 2024	tons CO <sub>2</sub> e	Method description
Upstream	Category 1: Purchased goods and services	1,365,310	Average data method (raw materials) and spend-based method (other goods and services). Emission factors from Defra.
	Category 2: Capital goods	71,595	Spend-based method. Emission factors from Defra.
	Category 3: Fuel- and energy-related	17,728	Average data method. Emission factors from Defra (spend-based) and IEA for T&D losses.
	Category 4: Upstream transport	62,243	Distance-based method. Data from forwarder reports.
	Category 5: Waste	1,055	Waste-type-specific method. Emission factors from Defra.
	Category 6: Business travel	28,627	Distance-based method. Data from Alfa Laval travel management system.
	Category 7: Employee commuting	29,020	Average data method. Calculated using 1.3 CO <sub>2</sub> ton per employee. Estimation based on employee surveys.
	Category 8: Upstream leased assets	EXCLUDED	Company cars are included in scope 1, no other leased assets upstream. Energy use at leased facilities are included in scope 1 and 2.
Downstream	Category 9: Downstream transport	12,449	Distance-based method. Estimated as 20% of Category 4.
	Category 10: Processing of sold products	EXCLUDED	N/A in our business model.
	Category 11: Use of sold products	47,963,884	Direct use-phase method. Gross life cycle energy consumption of sold products in fiscal year multiplied with emission factors from IEA and Defra.
	Category 12: End-of-life treatment of sold products	652	Waste-type-specific method. Using sourced weight as basis. Split between incineration, recycled and landfill.
	Category 13: Downstream leased assets	EXCLUDED	N/A in our business model.
	Category 14: Franchises	EXCLUDED	N/A in our business model.
	Category 15: Investments	135	Emissions from energy use in joint ventures.

## Note 3. Circularity

## 3.1 Energy consumption (GRI 302-1).

Consumption of non-renewable fuel includes the consumption of light oil, heavy oil, liquefied petroleum gas and natural gas. Consumption of renewable fuel includes the consumption of biogas. Electricity consumption includes both the consumption of purchased electricity and the consumption of self-generated electricity (solar power) which accounts for 1.5 percent of the total electricity consumed. Energy used in vehicles that are owned or controlled by the organization is not included in the figures below. Alfa Laval does not sell any significant (>1%) amounts of electricity, heating, cooling nor steam. Data is collected from sites on a monthly basis from invoices and meter readings. Generic conversion factors for fuels and local units of measurement are applied automatically in the Alfa Laval sustainability reporting tool.

Energy consumed 2024	MWh
Non-renewable fuel consumption	58,539
Renewable fuel consumption	2,952
Heating consumption	21,747
Electricity consumption	222,820
Cooling consumption	51
<b>Total energy consumed</b>	<b>306,108</b>

## 3.2 Water and effluents (GRI 303-1, 303-2, 303-3).

## Interactions with water as a shared resource (303-1)

Alfa Laval's main production processes do not consume significant amounts of water. Most water is used in the testing of our products and in service procedures, returning to the environment after municipal wastewater treatment. To minimize possible water impacts caused by own activities, Alfa Laval works on decreasing water withdrawals and increasing water efficiency using water recirculation systems in operations and service centers. Effluent water is pre-treated as necessary before discharging to municipal wastewater treatment networks.

Alfa Laval strives to optimize the use of water in the most efficient manner, and especially at facilities located in water-stressed regions. We have set water targets for these areas where water scarcity is a concern. Water-stressed areas are identified by using the World Resources Institute 'Aqueduct Water Risk Atlas' tool. Sites are considered as water-stressed if their baseline water stress is classified as high or above according to this tool.

To address water-related impacts, Alfa Laval has set both short- and long-term targets to minimize water withdrawals in our facilities located in water-stressed areas. Moreover, suppliers are assessed for risks of environmental impacts associated with production processes. Many Alfa Laval products make a significant contribution to reducing the water use and environmental impact of customers' processes.

Alfa Laval's water targets are based on the assessment of material impacts. This assessment is performed together with stakeholders such as suppliers and the communities in which we operate, including universities and local governments.

### Management of water discharge-related impacts (303-2)

Alfa Laval does not have any direct effluent discharges to systems other than local municipal wastewater treatment networks. All our major sites are located in countries that have regulated wastewater treatment in place. We have not set any minimum standards for the quality of effluent discharge beyond adhering to local regulations.

All effluent is collected by third-party sources and treated following local regulations. Wastewater discharges to the municipal wastewater treatment network comply with effluent parameters thresholds from local authorities. In specific cases in which effluent parameters are above thresholds, effluent is first stored and then collected by qualified industrial wastewater treatment companies.

### Water withdrawal (303-3)

Total water withdrawal 2024	ML
Third-party water:	641
Surface water:	5
Groundwater:	47
Water withdrawal (water-stressed areas) 2024	ML
Third-party water:	215
Surface water:	0.1
Groundwater:	19

Data is reported quarterly by Alfa Laval sites based on meter readings and invoices. All water withdrawn has less than 1,000 mg/L of total dissolved solids and is therefore considered freshwater. Alfa Laval does not use any sea-water or produced water. Currently Alfa Laval has 52 sites (based on geographic location) located in water-stressed areas (classified as high- and extremely high risk according to the WRI Aqueduct Water Risk Atlas).

### 3.3 Waste (GRI 306-1, 306-2, 306-5).

**Waste generation and significant waste-related impacts (306-1)** Most of Alfa Laval's products are made from metals which means the majority of waste generated in terms of weight is recycled. Packaging material from purchased products and materials and scrap from our operations and service centers are significant waste fractions at Alfa Laval sites. By reducing, reusing and recycling packing material and scrap, Alfa Laval aims to continuously decrease waste volumes.

### Management of significant waste-related impacts (306-2)

Alfa Laval's waste is managed by certified waste management companies. Waste-related data is monitored and mainly provided by these companies. Alfa Laval has developed an internal waste guideline to improve sorting and classification of waste in order to take steps towards our long-term target of zero waste to landfill by 2030.

### Waste directed to disposal (306-5)

During 2024, Alfa Laval generated 32,703 metric tons of waste, of which 22,567 tons (69%) were diverted from disposal and 9,663 tons (31%) were sent to disposal. All waste disposal occurs offsite.

### Waste directed to offsite disposal by disposal operation\*

Waste type	Tons
<b>Hazardous waste</b>	
Incineration (with energy recovery)	705
Incineration (without energy recovery)	301
Landfilling	120
Other disposal operations	2,262
<b>Total</b>	<b>3,388</b>
<b>Non-hazardous waste</b>	
Incineration (with energy recovery)	3,595
Incineration (without energy recovery)	664
Landfilling	1,524
Other disposal operations	491
<b>Total</b>	<b>6,275</b>

\* No onsite disposal takes place at Alfa Laval; all waste is managed by certified waste management companies.

## Note 4. Caring

### 4.1 New employee hires and employee turnover (GRI 401-1).

	2024
<b>New employee hires</b>	<b>3,041</b>
Of whom are women	892
Of whom are men	2,147
Of whom are under 30	1,525
Of whom are 30–50	1,279
Of whom are over 50	237
Asia	824
Central & Eastern Europe	101
Latin America	164
Nordic	1,254
North America	279
Other	40
Western Europe	379

<b>Rate of new employee hires</b>	<b>17%</b>
Of whom are women	29%
Of whom are men	71%
Of whom are under 30	50%
Of whom are 30–50	42%
Of whom are over 50	8%
Asia	27%
Central & Eastern Europe	3%
Latin America	5%
Nordic	41%
North America	9%
Other	1%
Western Europe	12%
<b>Total number of employee turnover*</b>	<b>2,123</b>
Of whom are women	543
Of whom are men	1,578
Of whom are under 30	869
Of whom are 30–50	799
Of whom are over 50	455
Asia	440
Central & Eastern Europe	65
Latin America	113
Nordic	968
North America	205
Other	34
Western Europe	298

\*Turnover includes both temporary and permanent employees.

<b>Rate of employee turnover</b>	<b>12%</b>
Of whom are women	26%
Of whom are men	74%
Of whom are under 30	41%
Of whom are 30–50	38%
Of whom are over 50	21%
Asia	21%
Central & Eastern Europe	3%
Latin America	5%
Nordic	46%
North America	10%
Other	2%
Western Europe	14%

#### 4.2 Average hours of training per year per employee (GRI 404-1).

Alfa Laval has established a learning strategy with the ambition to bolster employees' behaviour and performance with re-skilling and up-skilling various competencies and capabilities through appropriate learning solutions.

The starting point for selecting appropriate training is the performance development dialogue that every Alfa Laval employee has with their manager each year. A large number of global and local trainings are made available through a learning portal accessible by all employees via the intranet. In addition, the Alfa Laval Academy has dedicated faculties developing training programs for specific employee groups, focusing on products and applications, leadership and sustainability.

Alfa Laval monitors the number of training hours undertaken by employees during the year but there is no quantitative target in place.

Training 2024	Total hours	Employees	Average
Women	35,339	4,156	8.50
Men	195,473	13,905	14.06
Managers	31,937	2,394	13.34
Employees	230,856	18,079	12.77

### 4.3. Diversity of governance bodies and employees (GRI 405-1).

	<b>2024</b>
<b>Board of Directors</b>	<b>9</b>
Of whom are men (%)	67%
Of whom are women (%)	33%
Of whom are under 30 (%)	0%
Of whom are 30–50 (%)	0%
Of whom are over 50 (%)	100%
<b>Group management</b>	<b>8</b>
Of whom are men (%)	75%
Of whom are women (%)	25%
Of whom are under 30 (%)	0%
Of whom are 30–50 (%)	25%
Of whom are over 50 (%)	75%
<b>Managers (excl. group management)</b>	<b>2,386</b>
Of whom are men (%)	77%
Of whom are women (%)	23%
Of whom are under 30 (%)	2%
Of whom are 30–50 (%)	66%
Of whom are over 50 (%)	32%
<b>Employees (excl. managers)</b>	<b>15,685</b>
Of whom are men (%)	77%
Of whom are women (%)	23%
Of whom are under 30 (%)	20%
Of whom are 30–50 (%)	54%
Of whom are over 50 (%)	26%

### 4.4 Occupational health and safety (GRI 403).

#### Occupational health and safety management system (403-1)

Alfa Laval regularly performs risk assessments to identify priorities for ensuring a safe working environment for all employees. Alfa Laval's Health & Safety Policy and directives define principles and rules to achieve a better working environment, requiring that workplaces have high standards for safety and well-being.

The Alfa Laval Global Health & Safety Manual underlines the accountability of managers to fulfil and uphold the policy. The work is supported by local health & safety management systems. As a minimum, all Alfa Laval's sites are expected to comply with local legislation and regulations on safe working environments.

The Health & Safety Policy has been approved by the CEO and the Health & Safety Manual has been approved by the Health & Safety Council. The policy and directives in the manual are mandatory for the entire Alfa Laval Group, and apply to all employees, consultants, contracted workers and visitors to Alfa Laval sites, as well as employees working at customer sites or travelling for work purposes.

The local Managing Director or Site Manager is responsible for the implementation of the directives described in the manual and accountable for people's health and safety.

#### Hazard identification, risk assessment, incident investigation (403-2)

The Health & Safety Policy requires that all sites ensure that all employees have the required skills and competencies to safely conduct their tasks and comply with applicable legislation. Also, all sites are required to ensure that managers have sufficient training to organize the work in a safe manner. Managers must ensure that all employees are aware of the main hazards in their workplace, are sufficiently competent to identify new hazards, and understand how they can contribute to a safe work environment.

To assess the quality of the safety processes, all sites must verify the effectiveness of the training conducted and document evidence of competence and training. Continuous communication updates in the health & safety network enables involvement in the development, implementation and ongoing review of health & safety processes. Employees are encouraged to report all risk observations, which are registered along with all near misses and actual incidents.

All sites are required to establish, implement, and maintain processes to investigate and suggest corrective actions based on the cause of all incidents and hazards. For example, sites must implement an incident investigation system to ensure that the analysis of all lost-time injuries and serious potential incidents determines the underlying root causes. In addition, corrective action plans and trends in the causes of incidents must be identified by each site. Application of appropriate corrective and preventive actions in the event of legislative non-compliance, recurring non-conformities, or observations resulting from audits and management review must also be ensured by all sites.

All sites are required to put in place a process to eliminate hazards and reduce risks according to the hierarchy of controls: 1) eliminate hazards; 2) substitute hazardous processes; 3) isolate people from hazards; 4) change the way people work; and 5) use adequate personal protective equipment.

The Health & Safety Policy encourages employees to challenge unsafe behaviour in the workplace and remove themselves from potentially dangerous work situations. A company-wide whistleblowing system enables workers to report hazardous situations and breaches anonymously. There is a Whistleblower Protection and Anti-Retaliation Policy to protect those who report concerns from reprisals.

**Occupational health services (403-3)** Each major site has access to an external occupational health service. Each unit also has access to internal health & safety resources who support the organization in identifying, reducing, and eliminating hazards. Our Health & Safety Manual and Alfa Laval Production System ensure that processes, protective equipment and training are in place and monitored regularly.

#### Worker participation, consultation, and communication on occupational health and safety (403-4)

All Alfa Laval employees have access to the Health & Safety Manual, Health & Safety Policy and directives. All employees should contribute to the identification of hazards, the assessment of risks and implementation of risk control measures. Employees must also report any incident or hazard at work to their manager or supervisor. The Alfa Laval Health, Safety & Environment (HSE) network consists of health and safety specialists at our local sites. The network has the responsibility to discuss health and safety and to drive improvements at the local level. The Alfa Laval Group HSE team has the responsibility to coordinate health & safety management globally. The network has quarterly meetings and collaborates with various organizations within Alfa Laval, such as HR, Sustainability, Group Risk, Group Audit, Operations and Service.

**Worker training on occupational health and safety (403-5)** Alfa Laval's methods to raise awareness- "Stop-Think-Act" and 3PR (Three Prioritized Risks)- has significantly improved the safety culture in the company. The "I care" initiative has the purpose of promoting safe behaviours. This initiative builds on four crucial steps: Awareness, Interest, Engagement, Sustain and Improve.

**Promotion of worker health (403-6)** Alfa Laval mainly offers medical and healthcare services for occupational injuries and illness.

#### Prevention and mitigation of health & safety impacts directly linked by business relationships (403-7)

The Alfa Laval Health & Safety Policy applies to all employees, as well as consultants and contracted workers, in all situations and locations. Health & safety is also a key focus area in Business Principles audits carried out at suppliers. Further details on these audits are presented in the Annual Report.

**Work-related injuries (403-9)**

Health & safety data	2024
Number of fatalities	0
Rate of fatalities <sup>1)</sup>	0%
Number of high-consequence work-related injuries	1
Rate of high-consequence work-related injuries <sup>2)</sup>	0.02
Number of recordable work-related injuries/LTIs*	73
Rate of recordable work-related injuries/rate of LTIs <sup>3)</sup>	1.80
Main types of work-related injuries	Slip trip and falls, struck by moving, flying, or falling object
Number of hours worked	40,527,488

\*Currently recordable work-related injuries only includes injuries with lost time (LTIs). The reported number of LTIs in the table includes fatalities.

Injuries due to commuting incidents where transport has not been organized by Alfa Laval have not been included. Number of injuries includes data on employees, temporary employees and visitors, but not contractors. Rates have been calculated based on 1,000,000 hours worked.

$$^1) \text{Rate of fatalities as a result of work-related injury} = \frac{\text{Number of fatalities as a result of work-related injury}}{\text{Number of hours worked}} \times 1,000,000$$

$$^2) \text{Rate of high-consequence work-related injuries (excluding fatalities)} = \frac{\text{Number of high-consequence work-related injuries (excluding fatalities)}}{\text{Number of hours worked}} \times 1,000,000$$

$$^3) \text{Rate of recordable work-related injuries/LTIs (including fatalities)} = \frac{\text{Number of recordable work-related injuries/LTIs}}{\text{Number of hours worked}} \times 1,000,000$$

Identified work-related hazards that can potentially pose a risk for high-consequence injuries are:

- Injured while handling material with crane or lifting equipment
- Fall from heights
- Confined space

The hazards have been identified through Alfa Laval's process for hazard identification, risk assessment and incident investigation. Historically, a number of serious injuries can be connected to these hazards. In 2024, the identified hazards contributed to the reported high-consequence injury. Alfa Laval is working on setting clearer standards for these hazards to minimize potential risks in line with the hierarchy of controls.

**Note 5. Committed**

**5.1 Operations assessed for risks of corruption (GRI 205-1).**

a) Alfa Laval carries out an annual enterprise risk assessment, including risks related to corruption. The assessment is performed by corporate functions and all business units based on materials prepared by the global risk management function. Through this assessment relevant risks for each part of the company are identified and highlighted to Group Management, including operations that may be facing risks of corrupt business practices. The risk assessment covers all (100%) of Alfa Laval's operations.

b) While the assessment confirms that Alfa Laval has a presence in certain countries with a heightened corruption risk, no significant risks of corruption were identified that require actions not already addressed through Alfa Laval's ongoing compliance and ethics program.

**5.2 Supplier assessments (GRI 308-1, 414-1).**

**New suppliers screened using environmental criteria (308-1)**

All new suppliers in the identified risk countries were screened using environmental criteria.

**New suppliers screened using social criteria (414-1)**

All new suppliers in the identified risk countries were screened using social criteria.

# GRI Content Index

Alfa Laval AB has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024. Sustainability reporting is made annually.

GRI 1: Foundation 2021 has been used but no GRI Sector Standards since none are applicable to our business at present.

GRI Standard and disclosure		Page reference AR = Annual Report SN = Sustainability notes	Omission	
			Requirement(s) omitted	Reason
<b>General disclosures</b>				
<b>GRI 2: General disclosures 2021</b>				
<b>The organisation and its reporting practices</b>				
2-1	Organizational details	AR 61-62, 82, 88		
2-2	Entities included in the organization's sustainability reporting	AR 137-141 SN note 1.1		
2-3	Reporting period, frequency and contact point	AR 31, 82 SN note 1.2		
2-4	Restatements of information	SN note 1.3		
2-5	External assurance	AR 59 SN note 1.4		
<b>Activities and workers</b>				
2-6	Activities, value chain and other business relationships	AR 4, 12-25, 52-53 SN note 1.5		
2-7	Employees	SN note 1.6	2-7 b (iii)	Information unavailable
2-8	Workers who are not employees		2-8	Information unavailable
<b>Governance</b>				
2-9	Governance structure and composition	AR 64, 68-75		
2-10	Nomination and selection of the highest governance body	AR 66-69		
2-11	Chair of the highest governance body	AR 70-71, 74		
2-12	Role of the highest governance body in overseeing the management of impacts	AR 63-64, 70-71, 77 SN note 1.7		
2-13	Delegation of responsibility for managing impacts	AR 64, 71, 76 SN note 1.8		
2-14	Role of highest governance body in sustainability reporting	AR 71-72		
2-15	Conflicts of interest	AR 70-71		

GRI Standard and disclosure		Omission		
		Page reference AR = Annual Report SN = Sustainability notes	Requirement(s) omitted	Reason
2-16	Communication of critical concerns	SN note 1.9		
2-17	Collective knowledge of the highest governance body	AR 70-71 SN note 1.10		
2-18	Evaluation of the performance of the highest governance body	AR 70-71 SN note 1.11		
2-19	Remuneration policies	AR 70-73, 123-125, 150-151 SN note 1.12		
2-20	Process to determine remuneration	AR 67, 71, 123-125, 150-151		
2-21	Annual total compensation ratio	SN note 1.13		
<b>Strategy, policies, and practices</b>				
2-22	Statement on sustainable development strategy	AR 6-7, 15-17, 29, 63		
2-23	Policy commitments	AR 13, 26-53 SN note 1.14		
2-24	Embedding policy commitments	AR 26-53, 63 SN note 1.15		
2-25	Processes to remediate negative impacts	AR 26-53 SN note 1.16	2-25 d, e	Information unavailable
2-26	Mechanisms for seeking advice and raising concerns	AR 48-53		
2-27	Compliance with laws and regulations	SN note 1.17		
2-28	Membership associations	SN note 1.18		
<b>Stakeholder engagement</b>				
2-29	Approach to stakeholder engagement	AR 31		
2-30	Collective bargaining agreements	SN note 1.19	2-30 b	Information unavailable
<b>Material topics</b>				
<b>GRI 3: Material topics 2021</b>				
3-1	Process to determine material topics	AR 31		
3-2	List of material topics	AR 30-31		
<b>GRI 205: Anti-corruption 2016</b>				
3-3	Management of material topics	AR 28-31, 48-51		
205-1	Operations assessed for risks related to corruption	SN note 5.1		
<b>GRI 302: Energy 2016</b>				
3-3	Management of material topics	AR 28-31, 32-35, 39-40 SN note 3.1		

GRI Standard and disclosure		Omission	
		Requirement(s) omitted	Reason
302-1	Energy consumption within the organisation		
		Page reference AR = Annual Report SN = Sustainability notes	
		AR 34, 40 SN note 3.1	
<b>GRI 303: Water and effluents 2018</b>			
3-3	Management of material topics		
		AR 28–31, 38–41 SN note 3.2	
303-1	Interactions with water as a shared resource		
		SN note 3.2	
303-2	Management of water discharge-related impacts		
		SN note 3.2	
303-3	Water withdrawal		
		SN note 3.2	
<b>GRI 305: Emissions 2016</b>			
3-3	Management of material topics		
		AR 28–37 SN note 2.1	
305-1	Direct (Scope 1) GHG emissions		
		AR 33–34 SN note 2.1	
305-2	Energy indirect (Scope 2) GHG emissions		
		AR 33–34 SN note 2.1	
305-3	Other indirect (Scope 3) GHG emissions		
		AR 33, 36 SN note 2.1	
<b>GRI 306: Waste 2020</b>			
3-3	Management of material topics		
		AR 28–31, 38–41	
306-1	Waste generation and significant waste-related impacts		
		AR 38–41 SN note 3.3	
306-2	Management of significant waste related impacts		
		AR 38–41 SN note 3.3	
306-5	Waste directed to disposal		
		AR 38–41 SN note 3.3	
<b>GRI 308: Supplier environmental assessment 2016</b>			
3-3	Management of material topics		
		AR 28–31, 52–53 SN note 5.2	
308-1	New suppliers that were screened using environmental criteria		
		AR 52–53 SN note 5.2	
<b>GRI 401: Employment 2016</b>			
3-3	Management of material topics		
		AR 28–31, 46–47	
401-1	New employee hires and employee turnover		
		SN note 4.1	
<b>GRI 403: Occupational health &amp; safety 2018</b>			
3-3	Management of material topics		
		AR 28–31, 42–44 SN note 4.4	
403-1	Occupational health and safety management system		
		AR 42–44 SN note 4.4	

GRI Standard and disclosure	Omission	
	Requirement(s) omitted	Reason
403-2 Hazard identification, risk assessment, and incident investigation		
		Page reference AR = Annual Report SN = Sustainability notes
403-2 Hazard identification, risk assessment, and incident investigation		AR 42-44 SN note 4.4
403-3 Occupational health services		AR 42-44 SN note 4.4
403-4 Worker participation, consultation, and communication on occupational health and safety		AR 42-44 SN note 4.4
403-5 Worker training on occupational health and safety		AR 42-44 SN note 4.4
403-6 Promotion of worker health		AR 42-44 SN note 4.4
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		AR 42-44 SN note 4.4
403-9 Work-related injuries		AR 42-44 SN note 4.4
<b>GRI 404: Training and education 2016</b>		
3-3 Management of material topics		AR 28-31, 46-47 SN note 4.2
404-1 Average hours of training per year per employee		SN note 4.2
<b>GRI 405: Diversity and equal opportunities 2016</b>		
3-3 Management of material topics		AR 28-31, 46-47
405-1 Diversity of governance bodies and employees		SN note 4.3
<b>GRI 414: Supplier social assessment 2016</b>		
3-3 Management of material topics		AR 28-31, 52-53 SN note 5.2
414-1 New suppliers that were screened using social criteria		AR 52-53 SN note 5.2



#### **This is Alfa Laval**

Alfa Laval is active in the areas of Energy, Marine, and Food & Water, offering its expertise, products, and service to a wide range of industries in some 100 countries. The company is committed to optimizing processes, creating responsible growth, and driving progress – always going the extra mile to support customers in achieving their business goals and sustainability targets.

Alfa Laval's innovative technologies are dedicated to purifying, refining, and reusing materials, promoting more responsible use of natural resources. They contribute to improved energy efficiency and heat recovery, better water treatment, and reduced emissions. Thereby, Alfa Laval is not only accelerating success for its customers, but also for people and the planet. Making the world better, every day. It's all about *Advancing better™*.

#### **How to contact Alfa Laval**

Up-to-date Alfa Laval contact details for all countries are always available on our website at [www.alfalaval.com](http://www.alfalaval.com)