

An aerial photograph showing a dense forest of tall, thin trees, likely spruce or fir, covering a large area. A dark, winding road or path cuts through the forest. To the left, a body of water is visible, with a small sandy beach area where the forest meets the shore. The overall scene is lush and green, suggesting a natural, undisturbed environment.

Sustainability Report 2024

Bure's strategic direction in sustainability

2024 : A reminder of the importance of sustainability and our deepened commitments

As we look back at the sustainability developments of 2024, the importance of action is clear. For example, the year was marked by record-breaking temperatures with widespread negative consequences. This reality underscores the importance of ongoing climate and social sustainability initiatives across all sectors of business.

In 2024, important progress was made in the sustainability. To name just a few:

- Continued major capital flows to sustainable investments
- Broad-based net-zero emissions commitments from the business community
- Increased transparency in sustainability reporting

Continued strong focus on sustainability despite prevailing global challenges, including geopolitical tensions and economic uncertainty. This reality illustrates the importance of the sustainability journey Bure is pursuing with its portfolio companies. For Bure, sustainability remains a key component of our strategy for long-term value creation. We view this work as essential to creating economic, social, and

environmental value, in line with our commitment to responsible ownership.

In 2024 we strengthened our ambitions and commitments with the launch of a new strategy focused on driving innovation, reducing our environmental impact, and ensuring resource efficiency – at Bure and across our portfolio. Bure's active ownership involves close collaboration with portfolio companies to strengthen their ability to adapt to changing market conditions. Through board representation and strategic guidance, Bure endeavours to ensure that our investments are positioned for stable, sustainable growth.

Bure's sustainability strategy 2024: We build companies that drive sustainable development through innovation

In 2024 Bure refined its sustainability strategy to further integrate environmental, social, and governance (ESG) issues into its investment philosophy. Bure identified four strategic focus areas based on our double materiality assessment:

- Sustainable development through innovation
- Building responsible companies
- Decarbonisation and resource efficiency
- Diversity, equality, and inclusion

These focus areas are designed to support long-term value creation and address critical global challenges such as climate change, resource efficiency, business ethics, and workplace inclusion.

Strategic focus areas and key initiatives

We have formulated two specific initiatives within each focus area to ensure measurable change and impact.

1. Sustainable development through innovation

Bure believes that innovation is crucial to driving meaningful change in society and in the sustainability transition. This is why we invest in companies that develop technologies and innovative processes to solve society's challenges.

Initiatives:

1.1 Drive sustainable innovation in the portfolio: Understanding the importance of innovation, Bure will develop company-specific key metrics to capitalise on the companies' successes. These metrics will provide insights into how the innovations of each portfolio company promote sustainability in a wider perspective.

1.2 Ensure sustainable investments:

Bure integrates a sustainability perspective in all investment decisions to ensure that

new investments remain relevant in future and are sustainable over the long term. This includes conducting ESG reviews and establishing sustainability expectations for portfolio companies.

2. Building responsible companies

Bure works continuously to ensure that its portfolio companies act responsibly, in accordance with the highest standards of business ethics and integrity and with zero tolerance for corruption. Sustainability must be integrated into the core of operations, governance, and decision-making.

Initiatives:

2.1 Ensure integration of sustainability: By 2026, portfolio companies need to have a sustainability policy aligned with Bure's framework. Sustainability also needs to be fully integrated into management and board reporting, ensuring continuous monitoring.

2.2 Ethical business practices and conduct: Ethical business practices are fundamental to Bure's operations. To foster transparency and trust, all portfolio companies need to have a code of conduct and an anti-corruption policy in place. Bure also takes proactive steps to mitigate cybersecurity risks by requiring that all portfolio companies conduct cybersecurity assessments and implement appropriate security measures.

3. Decarbonisation and resource efficiency

Bure is committed to reducing our own carbon footprint and helping our portfolio companies do the same, in line with the Paris Agreement and the goal of limiting global warming to 1.5°C. This focus area emphasises strategic efforts on decarbonisation, improved energy efficiency, and circular economy principles.

Initiatives:

3.1 Own emissions reduction: Bure has undertaken to achieve net-zero emissions for Scopes 1 and 2 by 2025. This includes transitioning to renewable energy sources. Bure already uses 100 per cent renewable electricity, and additional initiatives will focus on reducing emissions from heating and transport.

3.2 Portfolio company emissions reduction:

Because Bure's Scope 3 emissions (Scopes 1 and 2 for the portfolio companies) comprise the majority of Bure's total carbon footprint, a key target is to reduce absolute Scope 3 emissions by 55 per cent by 2030 from 2023 levels. To accelerate this transition, Burt actively encourages its portfolio companies to align with the Paris Agreement and establish science-based targets (SBTi).

4. Diversity, equality, and inclusion

Bure believes that a diverse and inclusive workplace is an essential factor for long-term business success. This focus area emphasises the creation of fair, safe, and inclusive work environments for Bure and the portfolio companies.

Initiatives:

4.1 Diversity, equality, and inclusion in own operations:

Bure is committed to fostering a diverse and skilled workforce. This includes a 40/60 gender balance among employees and ensuring that all employees receive a minimum of 40 hours of training each year in skills and leadership development.

4.2 Diversity, equality, and inclusion in the portfolio companies:

Bure works actively to promote gender balance in the portfolio companies, with the aim of achieving a gender balance of 40/60 at board level and 30/70 for management teams. Recognising that some companies face greater challenges than others, Bure encourages these portfolio companies to implement the necessary initiatives within three years.



THE PARIS CLIMATE AGREEMENT


MYCRONIC
VITROLIFE GROUP™

The Paris Agreement, which took effect in 2016, aims to limit global warming to well below 2°C (and pursues efforts to limit the increase to 1.5°C) by having countries and actors commit to reducing emissions and reporting their progress on a regular basis.

Mycronic and Vitrolife have joined the Paris Agreement, an important milestone. This signifies their commitment to work actively to reduce their carbon emissions and support the global climate goals. By making this commitment, the companies are demonstrating their long-term dedication to sustainability and a transition to a greener economy.

Summary of the new sustainability strategy, including its focus areas, initiatives, and targets

We build businesses that drive sustainable change through innovation

Focus area	 <p>DRIVE SUSTAINABLE CHANGE THROUGH INNOVATION</p>		 <p>BUILDING RESPONSIBLE, HIGH-IMPACT COMPANIES</p>		 <p>ENABLING DECARBONISATION AND RESOURCE EFFICIENCY</p>		 <p>ENSURING WORKPLACE EXCELLENCE</p>	
	<p>Bure invests in companies that are pioneers in their industries and that provide the market with innovative solutions. By funding scalable solutions, we aim to address global challenges such as climate change, resource scarcity, healthcare issues, and equality.</p>		<p>Bure works continuously to ensure that the portfolio companies act responsibly and maintain high business ethics standards, with zero tolerance for corruption. Sustainability should be integrated into operations and business decisions, as Bure believes this approach drives long-term value.</p>		<p>Bure is committed to decarbonising its operations and calling for portfolio companies to do the same. This includes setting emissions reduction targets, improving energy efficiency, transitioning to renewables, and promoting circular economy principles to minimise environmental footprint.</p>		<p>Bure's and the portfolio companies' employees are our greatest asset, and we focus on creating safe, inclusive, and growth-oriented work environments with equal opportunities for all throughout our operations. We place high value on integrity and collaboration, and we are dedicated to maintaining transparency in all our actions and decision-making processes.</p>	
Initiatives	1 Drive sustainable innovation in the portfolio	2 Ensure sustainable investments	3 Ensure sustainability integration	4 Ethical business practices and conduct	5 Own emissions reduction	6 Portfolio companies' emissions reduction	7 Diversity, equality, and inclusion in own operations	8 Diversity, equality, and inclusion in portfolio companies
Targets	Develop company-specific sustainability impact measurements for relevant portfolio companies by 2026	Ensure that new investments are sustainable in the long term	100% of portfolio companies have a sustainability policy in place in line with Bure's policy by 2026	100% of portfolio companies have a code of conduct & anti-corruption policy in place	Bure is committed to achieving net-zero emissions for Scopes 1 and 2 by 2025	Reduce Bure's absolute Scope 3 emissions by 55% by 2030 from 2023 levels	40/60 gender balance among employees	40/60 gender balance in the Board of Directors by 2028
			100% of portfolio companies have sustainability integrated into management and board reporting by 2026	100% of portfolio companies conduct cybersecurity assessments and requisite adequate measures		Encourage portfolio companies to align with the Paris Agreement and, when relevant, commit to SBTs	Offer at least 40 hours of training per employee annually	30/70 gender balance in management by 2028 on an overall portfolio level
								Ensure that portfolio companies having difficulties with this conduct a diversity and inclusion assessment and implement necessary initiatives within 3 years

Climate impact and resource efficiency

Bure's climate impact

Bure's main climate impact comes from energy consumption at our office and emissions arising from business travel. Less significant factors include electronics purchases, office supplies, and waste from daily office operations.

Bure is a small organisation of only eleven employees. We are aware of our relatively limited environmental footprint and remain committed to maintaining this low impact through conscious, proactive measures. The monitoring of energy consumption and greenhouse gas emissions remains central to our strategy of minimising our environmental impact.

Bure adopted a new target in 2024: to achieve net-zero Scope 1 and Scope 2 emissions by year-end 2025. To support this initiative, we will use 100 per cent renewable electricity and sustainable heating at our Stockholm office.

Bure: energy consumption

Energy (MWh)	Total 2024	Total 2023	Change, %
Electricity	23.4	23.2	+1%
Heating*	57.9	57.9	0%
Cooling*	18.1	18.1	0%
Total	99.4	99.2	1%




* The heating and cooling numbers for 2023 have been adjusted based on 2024 consumption data, as these data points were not collected in 2023.

Portfolio companies' climate footprint

Bure's greatest climate footprint comes from portfolio company operations. As an active owner, Bure strives to accelerate the transition to a low-carbon economy by supporting its portfolio companies and encouraging the development of innovative solutions.

In 2024, Bure established a climate target for Scope 3 emissions, which are mainly comprised of portfolio companies' Scope 1 and Scope 2 emissions. The target is a 55 per cent reduction in absolute Scope 3 emissions by 2030, from 2023 levels. We will work to achieve this target by encouraging the portfolio companies to join the Paris Agreement and, where relevant, develop Science Based Targets.

Bure: Greenhouse gas emissions, tonnes CO₂e

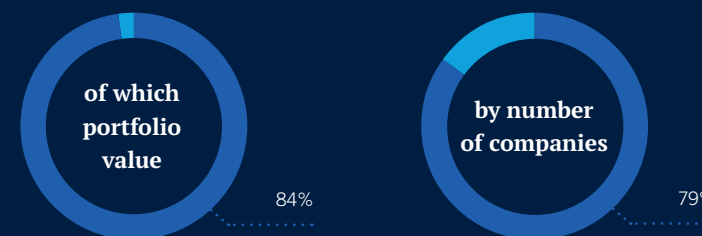
 Scope 1: Direct emissions from operations ¹⁾	2024 0	2023 0	Change n/m
 Scope 2: Indirect emissions from production (location based) ²⁾	2024 0	2023 0.15	Change -100%
 Scope 3: Indirect emissions ³⁾	2024 2,158	2023 2,095	Change 3%
of which Bure generated internally:	100	63	+60%
of which portfolio companies Scope 1 and 2:	2,057	2,032	1%

1) Scope 1 pertains to direct emissions from own operations (e.g., emissions from production-related combustion). In Bure's case, these emissions remain at 0 for 2023 and 2024.

2) Scope 2 pertains to energy purchased for Bure's operations, including electricity, heating, and cooling. The table shows location-based emissions of 3.53 tonnes CO₂e for 2023 and 3.56 tonnes CO₂e for 2024. Data for 2023 has been adjusted due to the increased availability of data for heating and cooling.

3) Scope 3 includes Bure's own business travel as well as the portfolio companies' Scopes 1 and 2 emissions, based on Bure's ownership stake. The table shows a 35% reduction in Scope 3 emissions (from 2,647 tonnes CO₂e to 1,756 tonnes CO₂e) between 2023 and 2024. Of these amounts, Bure's internal emissions (mostly for business travel) account for 63 tonnes CO₂e in 2023 and 101 tonnes CO₂e in 2024, with the remainder attributable to portfolio companies. The portfolio companies' Scope 1 and 2 emissions are comprised of market-based emissions. All emissions are calculated in accordance with the GHG Protocol.

Proportion of portfolio that has reported in Scope 3 emissions



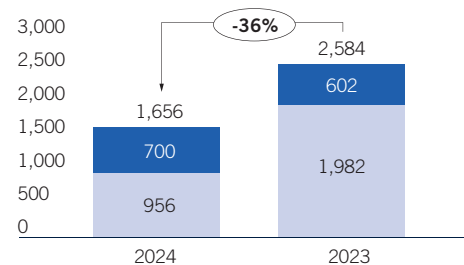
Currently, three of the largest portfolio companies have formulated SBTi targets for Scope 1 and 2 emissions, and plan to reduce these emissions by an average of 55 per cent by 2030. Collectively, they account for the majority of the portfolio's total Scope 1 and 2 emissions. One example is Mycronic, which had its climate target validated by SBTi in 2024.

During 2024, the portfolio companies successfully reduced direct greenhouse gas emissions (Scopes 1 and 2) by 36 per cent from 2023 levels, despite a 9 per cent increase in the portfolio companies' weighted turnover. This emissions reduction is mainly attributable to an increased share of renewable electricity and heating.

Bure also monitors carbon intensity - Scope 1 and 2 emissions per million SEK in sales - to assess the effectiveness of emissions reduction measures in relation to portfolio company sales. Carbon intensity was reduced 42 per cent between 2023 and 2024.

Through continuous dialogue, improved tracking of sustainability data, and a clear strategic direction, Bure will continue to actively promote climate action and drive further progress in the years ahead.

Portfolio companies; Greenhouse gas emissions

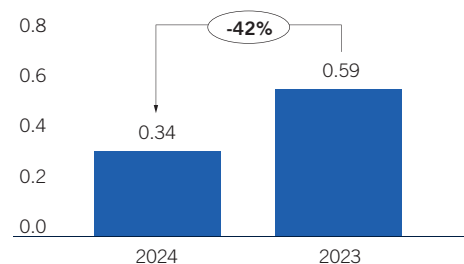


Greenhouse gas emissions are calculated according to the GHG Protocol using emission factors from DEFRA 2023, AIB 2022, IEA 2023, Energiföretagen 2022, NTM 2018, and Hotel Footprinting Tool 2023. Market-based Scope 2 emissions are reported for 2023 and 2024. The increase in Scope 1 and 2 emissions is mainly due to company acquisitions. Data for 2023 has been adjusted for expanded reporting and acquisitions.

Energy consumption

Energy (MWh)	2024	2023	Förändring, %
Electricity	21,886	21,678	+1%
Heating	2,613	5,280	-49%
Cooling	88	67	+27%
Fuel	14,447	9,215	+57%
Total	39,036	36,242	+8%

Greenhouse gas intensity



Emission intensity is calculated as the portfolio companies' total greenhouse gas emissions (Scopes 1 & 2) divided by their aggregate turnover. For 2023, emission intensity has been adjusted pursuant to updated calculation methods, with market-based Scope 2 data replacing location-based data.

Spotlight: MYCRONIC

Mycronic has committed to two short-term science-based emissions targets.

1. Reduce Scope 1 and 2 greenhouse gas emissions by 56% by 2030 from a 2022 base year.
2. Reduce Scope 3 greenhouse gas emissions from the use of sold products by 52% per SEK gross profit within the same timeframe.

Mycronic recognise that its greatest impact lies in the use of its products, which accounts for 80% of their total emissions. The company is focusing on:

- Developing products and solutions that support customers in limiting their climate impact.
- Improving product energy efficiency to maximize impact
- Working closely with customers to provide energy-efficient and sustainable options.

Diversity, equality, and inclusion

Bure's long-term success is determined by its employees and those of its portfolio companies. In recent years, Bure has actively worked to build a more diverse team, firmly believing that individuals with different backgrounds and experiences achieve the best results. Bure also works proactively to ensure safe, inclusive, and growth-oriented work environments with equal opportunities for all.

Bure as a workplace

Bure's employees are our greatest asset. Their engagement and expertise drive the company forward. Bure invests in its employees to foster a dynamic work environment and maximise each individual's potential. A key aspect of continuous professional development is participation in executive education programmes and board training. Bure also offers external training in leadership, valuation, communication, and sustainability.

Respect is one of Bure's core values. Our Code of Conduct establishes that Bure must offer equal opportunities for all individuals in a corporate culture free from discrimination and harassment. Today, Bure's team and board have even gender balances, with a broad age distribution in the operational team.

To support employee health and well-being, Bure provides a generous wellness allowance

which allows employees to choose their preferred form of preventive care. Bure also offers private health insurance and occupational pensions. Employee well-being and satisfaction are assessed annually as part of individual development discussions. While Bure employees are not covered by collective agreements, we encourage open dialogue about employment conditions facilitated through annual development discussions.

Portfolio company diversity and accountability

Bure promotes diversity within its portfolio companies through its involvement in nomination committees and board representation. Bure is also responsible for ensuring that the portfolio companies are responsible employers. Bure tracks key indicators such as gender balance, age structure, employment type, and staff turnover to identify areas requiring action. Board diversity in our portfolio companies showed clear improvement in 2024, with women's representation increasing from 25 per cent in 2023 to 29 per cent. There is still room for improvement in leadership and management positions, and Bure will continue to drive this agenda through its active board work.



Bure: Diversity by gender and age

	Men	Women	< 30	30-50	> 50
Board	50%	50%	0%	0%	100%
Employees*	50%	50%	20%	60%	20%

* Employees incl. the management team (consisting of the CEO and CFO).

Portfolio: Diversity by gender and age

	Men	Women	< 30	30-50	> 50
Board	71%	29%	4%	24%	72%
Executive team	73%	27%	0%	48%	52%
Managers	72%	28%	3%	62%	35%
Employees	62%	38%	18%	62%	20%

Represents an equally weighted average distribution from the portfolio companies.

Bure employees

Employment contract	Men	Women	Total
Permanent	5	5	10
Temporary contracts	1	0	1
Of which full-time	5	5	10
Of which part-time	1	0	1
Total	5	5	10

Bure employees who had a performance review

Employee categories	Men	Women
Employees ¹⁾	100%	100%

* Employees incl. the management team (consisting of the CEO and CFO).

Code of Conduct



Whistleblower function



Bure has a consultant who worked full-time at Bure in 2024 who is excluded from the above table. Employment data is full-time equivalent (FTE). Temporary and part-time employees refer to interns. Bure had no employees without guaranteed hours in 2024.

Building responsible companies

Governance structure

Bure's philosophy for long-term and sustainable value creation is defined by our employees and our shared values. The Bure Board of Directors is ultimately responsible for sustainability work. The board discusses work that takes place at Bure and receives information about work undertaken by its holdings.

The board is responsible for approving the sustainability report, sustainability policies, risk analyses, and strategic decisions as they relate to Bure. This commitment improves the board's understanding of sustainability trends, upcoming legislation, and risks and opportunities for Bure.

Bure's CEO and CFO are responsible for the implementation of strategic decisions and operational sustainability work. Bure's board representatives in each company are responsible for managing the respective company's sustainability issues at board level, and report to the Bure board annually. In this way, the Bure board has an overview of operational impacts on the environment and society.

Four of Bure's six board members are independent. The board comprises an equal number of men and women. One of Bure's six board members has broad sustainability knowledge from previous work. Board

members are appointed by a majority of shareholders. No other parties are involved in this decision-making process.

Election of Bure's board is done in accordance with the Swedish Code of Corporate Governance. This means, among other things, that a majority of board members must be independent in relation to the company and company management. Other criteria include industry experience, international experience, and diversity. Specific expertise regarding the organisation's sustainability impacts are not taken into account at the present time.

All conflicts of interest, including board members' other duties, are described in the annual report. Evaluation of the board's work is conducted on a regular basis by an external firm and compiled in a report. Collection and compilation of information for this evaluation is done using digital tools or via in-depth interviews with board members.

In 2024, ESG targets were included in Bure's short-term incentive programme. Independent consultants are not used to determine compensation levels.

The annual compensation ratio of total compensation for the organisation's highest paid to median employee was 5.9x in 2024.

Compensation ratios are calculated using a fixed salary with an assumption of an outcome of 50 per cent for STI (bonus) and pension.

Governing documents

Bure's governing documents ensure that sustainability issues are integrated into all parts of our business. We influence decision-making and ensure the prioritisation of ethical considerations through our board representation in portfolio companies. This enables us to proactively manage sustainability risks while identifying opportunities for innovation and growth.

Bure's sustainability work is governed by an internal framework that includes our updated sustainability policy (2024), Code of Conduct, GDPR policy, and whistleblower policy. These policies establish clear guidelines for how Bure conducts itself as a responsible company, owner, and employer. The frameworks follow best practices in corporate governance, sustainability reporting, and compliance, ensuring conformity with international standards such as EU directives.

Employees and other Bure representatives are responsible for adhering to our governing documents and being aware of what these mean in relevant contexts. The internal policy framework is reviewed and updated as necessary. All Bure employees have read the

policy framework, and it has been communicated to our portfolio companies. Employees are encouraged to report incidents and deviations from policies either internally to their immediate supervisor or via our anonymous whistleblower function, which is provided by an external law firm.

Business ethics and anti-corruption

Bure has zero tolerance for all forms of corruption, including the misuse of insider information. This is set out in our Code of Conduct which is made available to all employees.

Bure's insider policy regulates employees' trading in financial instruments and imposes other restrictions that exceed those prescribed by law. Certain transactions required the approval of the company's CEO.

Employees are regularly trained by external lawyers about laws and regulations governing the capital markets, including market abuse.

An evaluation is also conducted every year in which policy documents and internal processes are reviewed and updated. The following assessments were made during 2024:

No incidents of corruption occurred in Bure and Bure's portfolio companies.

No complaints regarding loss of customer data or other breaches of customer data privacy on the part of Bure or Bure's portfolio companies were reported in 2024.

Anti-corruption communication in Bure

	Read policy	%
Board	6	100%
Employees *	11	100%

* Employees including the management team (consisting of the CEO and CFO). In addition to eleven employees, Bure has a full-time consultant who also received policies and training.

As at year-end 2024, 90 per cent of board members and 88 per cent of executive management in the portfolio companies have reviewed the expanded anti-corruption policy, demonstrating strong management involvement.

Anti-corruption communication in portfolio companies

	%
Board	90%
Executive team	88%
Managers	71%
Employees	87%

Participation in training sessions has room for improvement, especially at board level. Only 37 per cent of directors completed formal anti-corruption training, 55 per cent of senior management, 50 per cent of managers, and 66 per cent of employees participated in structured training programmes during the year.

Anti-corruption training in portfolio companies

	%
Board	37%
Executive team	55%
Managers	50%
Employees	66%

ESG developments in Bure's portfolio

Bure invests in companies that are pioneers in their industries, providing the market with innovative solutions across diverse fields—from fertility and IT security to sustainable energy supply for the world's ports. Our portfolio companies are uniquely positioned to make a meaningful impact on society and the environment. Learn more about some of them and their progress during 2024 below.



Environmental

Cavotec, a cleantech provider of electrification systems for ports and industry, saw strong demand for its shore-power and mooring solutions as regulators push to cut emissions. In 2024 it secured EUR 17.5 million in orders to equip multiple Mediterranean ports with shore power, enabling ships to plug into clean electricity at berth. It also delivered an automated mooring system to the Port of Dublin – the first in Ireland – serving as a “benchmark for sustainable port operations” by reducing ship fuel use and emissions. These developments underscore Cavotec's role in port decarbonisation, aligned with its mission to “enable the decarbonisation of ports and industrial applications”.

Social

Cavotec's technologies inherently improve workplace safety by automating dangerous connection tasks. For example, its radio remote and mooring systems allow port and airport personnel to operate equipment from safe distances, protecting workers while improving efficiency. In 2024 the company also marked 50 years of operations, noting that in the past decade its focus has increasingly shifted to electrifying customer processes to meet the need for reduced climate impact and improved [work] environments with lower noise, benefiting both workers and surrounding communities.

ESG developments in Bure's portfolio

MYCRONIC

Environmental

Mycronic made a major climate commitment in 2024 by adopting science-based targets. In June, the company's greenhouse gas reduction targets were officially approved, replacing its prior climate goals.

Mycronic now commits to cut absolute Scope 1 and 2 emissions by 56 per cent by 2030 (from a 2022 baseline), and to reduce Scope 3 emissions (from customers' use of its products) by 52 per cent per value-added over the same period. These science-based targets align Mycronic with the Paris Agreement's objectives and reflect its pledge to help halve global emissions by 2030.

On the operations side, Mycronic has also introduced more energy-efficient technologies – for example, using solid-state laser tech in its equipment – to help customers lower energy usage and associated carbon.

Social

Mycronic continues to promote a diverse engineering workforce. Mycronic set 2030 diversity goals to raise the share of women to 25 per cent of its employees and managers (up from ~20 per cent today) and to achieve a 4.3/5 score for diversity and inclusion in staff surveys.

To reach these goals, Mycronic engages in STEM outreach. In Sweden it partners with initiatives like Hello World! and Tekniksprånget to inspire youths to pursue engineering, offering internships where at least half of participants are female. Globally, Mycronic runs competitions and training where at least one-third of participants must be women or from minority groups and the winner receives a college scholarship. These efforts are part of a wider effort from Mycronic's to create an inclusive, and skilled talent pipeline.

XVIVO

Environmental

XVIVO deepened its sustainability management in 2024, preparing for forthcoming EU ESG regulations. Having laid the foundation for more strategic and systematic sustainability work in 2023, XVIVO conducted a double materiality analysis in 2024. The results has guided short- and long-term ESG focus areas and aligned XVIVO with the EU Corporate Sustainability Reporting Directive (CSRD). In parallel, the company began a gap analysis against the European Sustainability Reporting Standards to ensure it can meet disclosure requirements by the 2025 financial year.

Social

XVIVO's products have life-saving social impact, and 2024 saw a groundbreaking example. In January, an unprecedented heart transplant was performed in Paris using XVIVO's heart perfusion technology to preserve a donor heart for over 12 hours during transport across the Atlantic Ocean. The heart, sourced from the French Caribbean, remained viable after a 6,750 km journey (something previously "unimaginable" in transplantation) and was successfully implanted, with the patient recovering well. The case proves that XVIVO's system can vastly expand the reach of donor organs, potentially saving many more lives. In broader terms, XVIVO's organ perfusion devices (for lungs, livers, etc.) continued to enable more transplants and better outcomes worldwide. Only in Italy XVIVO reached 1,200 liver perfusions – underscoring the social benefit of its technology in healthcare.

ESG developments in Bure's portfolio

yubico

Environmental

Yubico, maker of the YubiKey security device, has focused on minimizing its environmental impact through product design and operations. The company emphasizes durable, long-lasting hardware to reduce electronic waste, and it complies with the EU's WEEE directive for proper e-waste handling.

In 2024, Yubico continued to review its manufacturing processes and work with environmentally responsible suppliers to improve sustainability in its supply chain. For example, materials and components are chosen for longevity and RoHS compliance, and packaging is kept minimal.

Sustainability in manufacturing

Yubico initiated an 'upcycling' programme to repurpose YubiKeys with slight cosmetic blemishes, ensuring they are not wasted. These upcycled devices are now used to support the Secure It Forward programme, extending their useful life while promoting sustainability.

Social

Yubico's mission carries broad social benefits by enhancing cybersecurity for individuals and organizations. IT security is essential to protect customers, citizens, and democracies, and Yubico contributes by making secure logins easy and ubiquitous. Internally, the company prides itself on a diverse and inclusive culture.

With over 30 nationalities on staff and about 29 per cent of employees being women, Yubico actively works to increase female representation, especially in technical roles. In 2024 it continued supporting programmes like Women in CyberSecurity (WiCyS) to attract more women into the field.

- **Secure it forward programme:**

Yubico continued its initiative of donating YubiKeys to non-profit organizations, election campaigns, journalists, and humanitarian workers. To date, it has donated over 100,000 YubiKeys and set a new goal to donate an additional 75,000 YubiKeys over the next two years, furthering its impact on cybersecurity accessibility.

- **Election security support:**

Yubico strengthened its support for democratic processes by partnering with Defending Digital Campaigns (DDC) in 2024. Through this collaboration, Yubico donated over USD 1.3 million worth of YubiKeys to secure hundreds of bipartisan political campaigns and their staff against cyber threats.