

Sustainability



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Ferronordic's sustainability approach

This sustainability report concerns Ferronordic's reporting of non-financial information for the financial year 2024 in accordance with Swedish legislation. Information and key figures presented refer to the entire Group, unless stated otherwise.

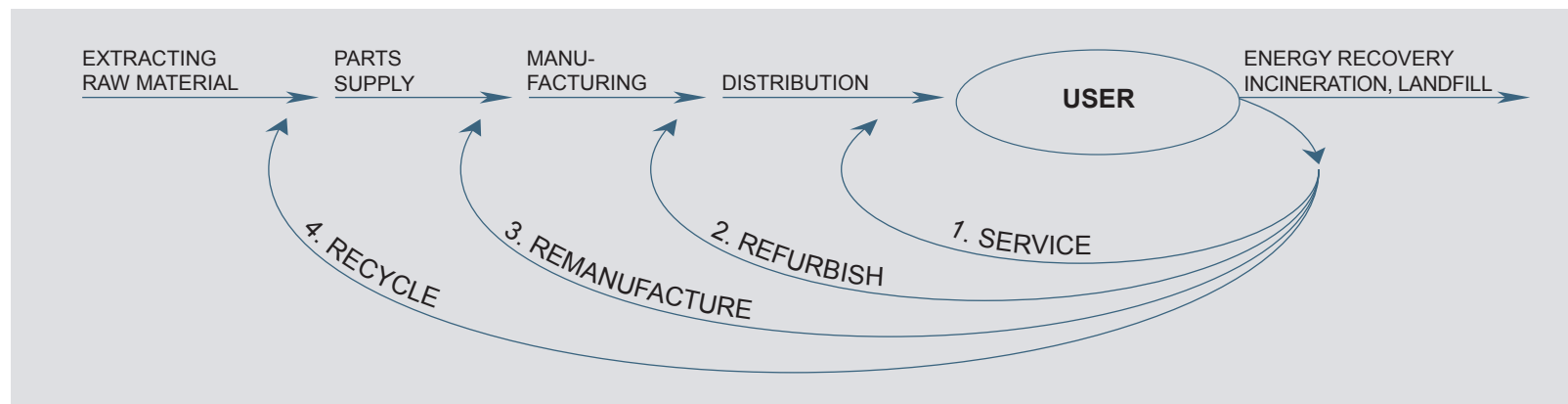
Sustainability is about employing and building natural, human, and technological resources to meet the needs of the present without compromising the ability of future generations to meet their own needs. For Ferronordic, sustainability involves creating long-term value for all stakeholders of the Company. Ferronordic sees no long-term contradiction between sustainability and profitability, but rather the opposite. Demand for sustainable and environmentally friendly business solutions is steadily increasing, and companies taking the lead in developing and helping their customers meet their objectives will gain competitive advantages. Ferronordic collaborates with partners and manufacturers focused on creating sustainable business solutions and with customers who strive for resource efficiency and minimized environmental impact. Sustainability is a central part of Ferronordic's strategy and applies to everything the Company does, from culture to processes and operations. Sustainability is essential to Ferronordic's constant efforts to improve and build resilience.

Ferronordic's sustainability strategy

Ferronordic wants to abandon the linear approach for a circular one, a journey that is illustrated below. An essential basis for our sustainability strategy is an emphasis

on system thinking, which helps Ferronordic understand how the Company's operations connect to society, the planet, and its inhabitants. One way to visualize these relationships is to study Ferronordic's value chain to identify risks and opportunities and what positive or negative impact the business can have on the environment (see p. 50). To further understand Ferronordic's connection with the Company's surroundings, we carried out an extended materiality analysis in 2021, consisting of in-depth interviews with several stakeholders (see p. 50). Another underlying aspect of developing our sustainability strategy is a gap analysis conducted by a third party in 2021. The gap analysis brought certain improvement areas to our attention which helped us further develop our sustainability strategy.

In 2023, work began on conducting a double materiality analysis, which will form the basis of the Company's sustainability report in accordance with the CSRD (Corporate Sustainability Reporting Directive) and ESRS (European Sustainability Reporting Standards). Based on the results from the double materiality analysis, the sustainability goals, risks, and impacts communicated in this report will be reviewed. Ferronordic also established a Sustainability and Ethics committee in October 2023.



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Ferronordic's sustainability work, including the Company's processes, policies and guidelines, is based on international, national and local laws and standards:

- UN Global Compact
- UN Global Strategic Development Goals (SDGs)
- ILO Basic Conventions
- UN Declaration of Human Rights
- OECD Guidelines for Multinational Enterprises

We have several policies in place to steer us toward sustainability:

Our **Human Rights Policy** includes principles for how we endeavour to uphold the highest human rights standards throughout the value chain in order to respect and support the human rights of all people affected by our business throughout our societies.

Our **Environmental Policy** includes environmental principles that Ferronordic shall adhere to ensure that we manage our environmental impact throughout the value chain of delivering our products and services.

Our **Equality, Diversity, and Non-Discrimination Policy** includes guidelines on how we shall act to be an inclusive organization, provide equal opportunities and eliminate discrimination to respect and support inclusion of all people affected by our business throughout societies where we operate.

Our **Anti-corruption Policy** includes statements regarding business ethics (including issues such as gifts, money laundering, relations with employees, etc.), guidelines for actions in case of suspected irregularities, and whistle-blowing procedures to adhere to Ferronordic's commitment to zero tolerance to corruption.

Our **Whistle-Blower Policy** includes principles and guidance on using Ferronordic's whistle-blower function to ensure that the Group provides a practical, secure and trusted whistle-blowing function that encourages employees and third parties to report any suspected misconduct.

Our **Code of Conduct** includes principles and guidelines to eliminate unethical behaviour, secure a safe and healthy work environment and fair competition.

A common purpose of all our policies is to communicate the principles in each policy set forth by Ferronordic internally and externally. The policies apply to all employees and units within the organization and all consultants working for Ferronordic. The policies are reviewed annually.

Every year, we carry out compliance audits concerning our policies. During these audits, we look at whether the yearly anti-corruption training has been completed, if there have been any issues with corruption or health and safety, how many of our employees have signed our policies, if purchases are made according to our Purchasing Policy and if we follow environmental laws, etc. Ferronordic's legal and compliance department oversees this process.

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) serve to develop shared knowledge, facilitate cooperation, produce and harmonize regulation and drive technological development, which ultimately leads to impact and change. Ferronordic is committed to all 17 goals, all of which have some connection to the Company's operations. The focus is on the goals where the Company's business activities can have the most significant immediate impact and effect on positive long-term trends.

6 13 14 15

- Clean water and sanitation
- Climate action
- Life below water
- Life on land

3 5 8 10 16

- Good health and well-being
- Gender equality
- Decent work and economic growth
- Reduced inequality
- Peace and justice strong institutions

5 11 12 17

- Gender equality
- Sustainable cities and communities
- Responsible consumption and production
- Partnerships to achieve the goal



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Ferronordic reports ESG information using methodologies widely adopted by the industry.

Materiality Analysis

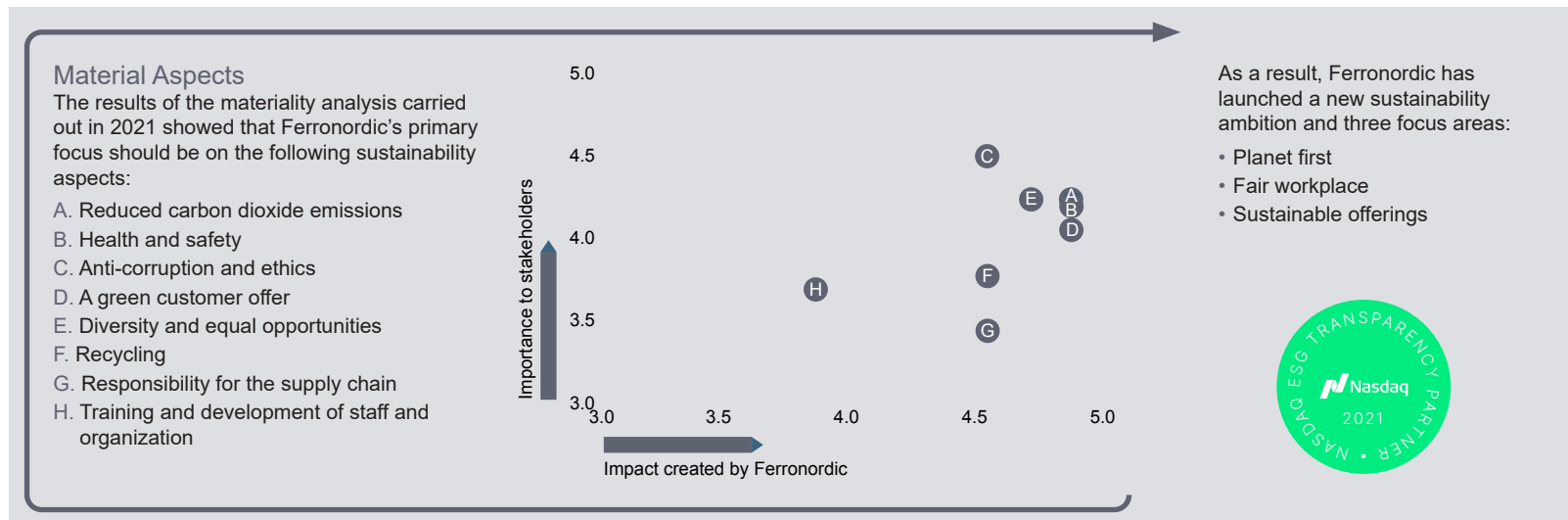
Ferronordic's sustainability work stems from our materiality. The materiality analysis includes the identification and prioritization of our risks and opportunities – a process that not only enables us to take relevant measures and use our resources efficiently but also allows us to meet stakeholder expectations. The materiality analysis underlying this sustainability report was conducted in 2021.

Stakeholder Dialogue

The materiality analysis conducted in 2021 included stakeholder dialogue consisting of surveys, in-depth interviews, investor meetings, customer conversations and employee surveys. Other essential groups participating in the dialogue were suppliers, partners, authorities, municipalities, and non-profit organizations. In addition, customer feedback and complaints were considered in the process to contribute to and increase knowledge of potential areas of improvement.

Impact Assessment

An essential part of the materiality analysis is understanding Ferronordic's impact on the environment, climate, society, and people. To do so, Ferronordic has participated in internal and external surveys. Ferronordic has also analyzed current and future regulations and standards, as well as risk analyzes at country and industry levels. We have also studied how similar companies assess and report their impact on the environment. Together with the stakeholder dialogue, this provides a coherent picture of Ferronordic's impact as well as risks and opportunities, thereby showing us what we should focus on regarding our sustainability work.



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Ferronordic and its partners have high ambitions in terms of sustainability. Ferronordic applies an environmental perspective in everything from production, use, maintenance, and repair to reuse and recycling. Ferronordic is committed to reducing its greenhouse gas emissions across all areas of its operations. This commitment extends not only to emissions generated by Ferronordic, but also to supporting the value chain in reducing emissions and enabling our customers to transition to greener and more sustainable operations. We have actively continued to promote electric trucks in Germany. The ratio of electric trucks sold in 2024 was 1.7 percent of the total share of sold trucks. The ratio of electric construction equipment sold in the US market in 2024 was 1.3 percent of the total share of construction equipment sold.

Greenhouse gas emissions

Ferronordic measures its carbon footprint in cases where data is available. The information for 2024 is limited to some emission categories but will gradually be complemented with additional data. Where data is not available, Ferronordic is working towards setting up processes to capture accurate information on emissions. We aim to reach net zero in our operations by 2050.

Scope 1

Scope 1 emissions refer to operations under the Group's control and include emissions derived from air conditioning, company vehicles, and heaters. Ferronordic uses refill volumes, receipts and other records of fuel quantities, and emission factors sourced from DEFRA (2023, 2024) to calculate its scope 1 emissions.

Ferronordic has a car policy in Germany to support electric vehicles. Employees are also offered access to charging infrastructure. The goal is to increase the proportion of electric vehicles in the Company's operations.

Scope 2

Scope 2 emissions refer to the indirect emissions caused by energy purchased by the Group and consist of electricity and district heating. In 2024, all workshops in Germany were certified for renewable energy. A smaller proportion of electricity consumption is based on estimates as electricity is in some cases included in the rent. In cases where Ferronordic owns the facilities, information from the electricity bills is used.

Ferronordic reports on both market-based and location-based emissions. Market-based factors are more specific to the site and local energy market, while location-based factors represent the average grid emissions factor for the country where a site is located. Emission factors are sourced from IEA (2023) and AIB (2022).

Scope 3

Scope 3 emissions refer to indirect emissions that occur in the Group's value chain. For 2024, category 3.6 "Business travel" is included, where data on emissions comes from the Company's travel booking agencies in Sweden and Germany. Our most significant emissions are assessed to be within category 3.11 "Use of products sold", and we are working to be able to calculate and report these emissions for 2025.



Electricity consumption	2024	2023	2022	2021	2020	Greenhouse Gas (GHG) emissions	2024
Electricity, MWh ¹	2,887	1,407	4,186	3,250	2,501	Scope 1 GHG emissions	
Renewable energy share, % ²	100	80.6	-	-	-	Scope 1 greenhouse gas emissions	tCO ₂ e 12,076
						Percentage of Scope 1 GHG emissions from regulated emission trading schemes, %	-
						Scope 2 GHG emissions	
						Location-based scope 2 GHG emissions	tCO ₂ e 1,106
						Market-based scope 2 GHG emissions	tCO ₂ e 1,011
						Scope 3 GHG emissions	
						3.3 Fuel and energy related activities not included in scope 1 or scope 2	tCO ₂ e 2,992
						3.6 Business travel	tCO ₂ e 178

¹ 2019 data refer only to Russia. The 2020 data refer to Russia and Germany. The 2021 and 2022 data refer to Germany, Kazakhstan, and Russia. The 2023 data refer to Germany and Kazakhstan. The 2024 data refer to Germany, Kazakhstan and the USA.

² Applies to Germany only.

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Rebuild center

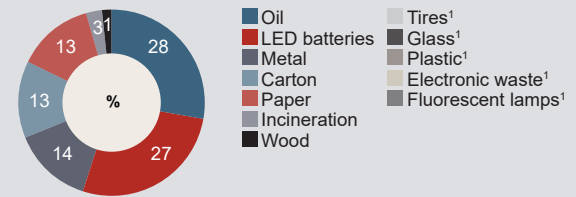
An important part of Ferronordic's sustainability work is Rudd's rebuild center, which specializes in the repair of major components for construction and mining equipment, and offers mid-life rebuilding for machines. By restoring older equipment, the rebuild center enables better resource utilization. The center provides high quality repairs to engines, transmissions, gearboxes, axles, final drives, and hydraulic cylinders.

Waste

Information regarding waste generation in the Company's German market shows that the largest categories in 2024 consisted of oil and LED batteries. Current data provides an overview of which waste categories Ferronordic should focus on to increase the proportion of recycling.

Rebuild categories	2024	December 2023
Transmissions	6	2
Cylinders	22	1
Dropbox	2	
Gear drives	5	
Rigid haulers	2	
Articulated haulers	4	
Wheel loaders	3	
Other components	10	3

Waste per category



¹ Less than 1 percent.

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Work environment

Health and safety are core aspects of Ferronordic's business. Some of the Company's employees sometimes work in challenging conditions associated with health and safety risks. It is Ferronordic's responsibility to ensure that working conditions are as safe as possible. The goal is, of course, zero injuries. Ferronordic works systematically and proactively with employees' working environment. This includes, among other things, training. Thus, we have a target of reaching 45 training hours per employee by 2025. It also includes frequent inspections of the Company's facilities, as well as reporting and recording of all incidents. These inspections increase awareness of health and safety topics amongst employees and remind them of the importance of safety routines.

Diversity and training

The transport industry is transforming at a fast pace. Although the lead times mean it may take several years from the time a decision is made until the actual shift

occurs, technical conditions and business models are changing. For Ferronordic to remain relevant, innovation is a key factor. To be innovative, we need to promote and capture ideas from different business areas. This requires diverse skills, backgrounds, and good working conditions. It also requires a shared sense of inclusion and participation, where all employees feel that they are respected and that their views and ideas are appreciated. We have a Competency Development Policy that regulates the process of training employees and the development and improvement of their personal qualities and professional aptitude. The policy's purpose is to maintain a high professional level of employees, maintain and improve the competitiveness of the Company in a constantly changing market and strengthen the corporate culture, etc. Ferronordic invests in its HR function and uses a variety of tools to improve employee satisfaction and maintain diversity. By 2025, we aim to reach 30 percent diversity.



Health & Safety	2024	2023	2022	2021	2020	Diversity	2024	2023	2022	2021	2020
Hours training total	15,738	4,298	57,227	61,027	49,761	Women in Board, %	33	33	33	29	17
Hours training/employee	19.8	9.5	36	34.1	33.9	Women in management, %	18	25	20	32	28
Safety hours training total	12,497	2,041	22,844	6,810	4,282	Total women employee, %	20	17	15	13	10
Sick days/employee	20.98 ¹	14.21	10.2	5.9	4.9						
Minor injuries	57	47	50	24	1						
Major injuries	29	16	16	5	3						
Fatalities	-	-	1	-	-						
LTIFR Germany ²	84.85	16.72	18.11	3.87	-						

Unless otherwise stated, data for 2024 refer to USA, Germany and Kazakhstan. Data for 2023 refer to Germany and Kazakhstan.

¹ Refers to Germany, Kazakhstan, and Sweden.

² Lost Time Injury Frequency Rate. First calculated year 2021.

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Anti-corruption

Ferronordic has zero tolerance for bribery and corruption. Since its founding, Ferronordic has placed significant efforts into measures to fight corruption and develop a culture of strong business integrity. We have a Procurement Policy that stipulates rules with different threshold values to ensure that decisions are made by at least two people of relevant level and competence. We run an Anti-corruption Policy to adhere to Ferronordic's commitment of zero tolerance to corruption (for more information, see p.49).

Anti-corruption training is also mandatory for all employees. Our prevailing target is for all employees to complete the anti-corruption training. Moreover, Ferronordic's Code of Conduct includes statements on anti-corruption as well as instructions on how to report suspected violations of the code. Our Code of Conduct is available for all employees on our intranet and external users on our webpage. Ferronordic operates under the Swedish Code of Corporate Governance and sustainability is a standing item at management group and Board meetings. To make it easier for employees and external

parties to report signs of misconduct and non-compliance, Ferronordic has established a whistle-blower function. A whistle-blower can report any suspicious activity anonymously on the "Ferronordic Hotline". The whistle-blower function is described in the Company Code of Conduct.

Responsibility for the supply chain

Ferronordic's supply chain is associated with risks and opportunities related to sustainability. The largest part of the supply chain consists of manufacturers of trucks, heavy vehicles and construction equipment. Ferronordic has a close relationship with these suppliers, which facilitates a mutual understanding of the importance of our shared environmental footprint. Ferronordic only works with premium manufacturers. These producers have for a long time been working to reduce their environmental impact. This work and the close cooperation with its partners help Ferronordic reduce its supply chain footprint.

Anti-corruption and compliance	2024	2023	2022	2021	2020	ISO certifications	9001	14001	45001
Percentage of employees who have completed anti-corruption training, %	100	100	100	100	100	Germany	Yes	Yes	No
Reported whistle-blower incidents	-	1	4	2	2	Kazakhstan	No	No	No
Whistleblower incidents which led to action	-	-	-	1	-	USA	No	No	No



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By a sustainable offer, we mean products and services with minimum emissions (given the technology) and resource waste, both in production and for the customer, that enable maximum recycling.

The impact of customers

Customers are at the center of all Ferronordic's operations. Ferronordic and its customers are part of each other's value chains. Ferronordic strives not only to meet customers' direct commercial needs but also to support their work on sustainability. This means that Ferronordic always strives to offer products with minimum environmental impact. Ferronordic then works to optimize the product's life cycle through maintenance, repair, and remanufacturing. At the end of the product's life, Ferronordic ensures that resources that customers can no longer use are recycled when possible or responsibly disposed of.

Opportunities in transformation of transport

The transport industry is undergoing a transformation. Biodiesel, ethanol, fuel cell technology, biogas and electricity are replacing petrol and diesel as fuels. This transformation requires significant investments in infrastructure, which means that some sources of energy will not be fully available for several years. Through its strategic partnerships, Ferronordic can offer solutions with a low environmental impact that fit the needs of Ferronordic's customers. In addition, the transformation can lead to new partnerships and solutions for the transport, freight and construction industries. Ferronordic's products and services are often linked to critical infrastructure projects, which means that there are strict requirements on quality and sustainability. Both public and private actors are placing ever-higher demands on reducing CO₂ emissions and protecting human

rights and biodiversity. This is an advantage for companies that conduct active sustainability work, which is integral to Ferronordic's business activities.

Circular offering

Ferronordic's business model includes maintaining, repairing, and renovating machines and components that customers buy or currently operate. This is good resource management that supports improved financial performance and reduced environmental impact for the customers. Ferronordic's IT solutions also make it possible to plan service and maintenance efficiently, thereby reducing the risk of unplanned downtime, which is associated with resource waste, additional costs and loss of revenue for customers. Ferronordic also offers operator and fleet management training to help customers efficiently utilize their machines and other equipment and to minimize environmental impact. To drive incremental improvements in its environmental performance, Ferronordic has established a KPI and will develop long-term targets for sustainable customer offerings. The KPI include training on how to use machines in an environmentally sustainable way, sales of remanufactured and rebuilt units, and sales of electric vehicles and machines. The KPI is designed to include more products and services over time. The share of sustainable offerings sold in 2024 was 2.00 percent.

Sustainable offerings KPI	2024	2023	2022	2021
Share of total sales, %	2.00	4.01	4.63	0.95

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Risk mapping

To identify and calibrate sustainability risks, Ferronordic conducted a risk survey in 2021 on the industries and countries in which it operates. Most of the survey was conducted with internal resources, but it was also complemented by an external consulting firm to ensure that risks were not overlooked or underestimated. The mapping of sustainability risks is linked to Ferronordic's overall process for risk management. During 2023, Ferronordic began a double materiality analysis, in line with the ESRS. This process will help us identify and update risks annually.

Risk management

Our risk review and management process, which includes sustainability areas, is performed by Ferronordic's internal audit and control. In this process, business managers and area experts work together with Ferronordic's risk and compliance personnel to identify, describe, and manage risks. The level of risk and the implementation of controls are reported by the employees responsible for the relevant risks. The risks and controls are reviewed annually. During 2024, the Group's risk management process included Sweden, USA, Germany, and Kazakhstan.



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- **Zero-Emission Truck Transport Services** – In 2025, we plan to provide transport services using zero-emission trucks in Germany.
- **Sustainable Transport Solutions** – We plan to make further investments in electric trucks and charging stations while continuing to promote electric alternatives to our customers.
- **Corporate Sustainability Reporting Directive (CSRD)** – The work to align our reporting with the EU's new sustainability reporting directive (CSRD) continues.
- **Sustainability targets** – We will continue to review and develop our sustainability goals to ensure long-term sustainability.
- **Mapping the Climate Footprint of the Value Chain** – Ferronordic aims to continue mapping the company's CO₂ emissions across the entire value chain.



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EU Taxonomy regulation disclosures

The EU Taxonomy Regulation is a classification system for sustainable economic activities in relation to the European Union's six environment objectives:

1. Climate change mitigation (CCM)
2. Climate change adaptation (CCA)
3. Sustainable use and protection of water and marine resources (WTR)
4. Transition to a circular economy (CE)
5. Pollution prevention and control (PPC)
6. Protection and restoration of biodiversity and ecosystems (BIO)

For an economic activity to be considered taxonomy-aligned, it needs to substantially contribute to one or several of the six environmental objectives, without causing significant harm to any of the other objectives. It also needs to meet minimum social and governance safeguards.

The assessments for Taxonomy-eligibility and Taxonomy-alignment are based on our best interpretation of the Taxonomy Regulation and the currently available guidelines from the European Commission.

Methodology to identify eligible activities

Ferronordic has assessed its operations to determine applicable eligible activities, as outlined by the criteria in the EU delegated acts and supporting NACE code information. Ferronordic has identified that a small proportion of its economic activities qualify as eligible for *Climate Change Mitigation (CCM)*, and a bigger proportion qualifies as eligible for *Transition to a Circular Economy (CE)*.

Climate Change Mitigation (CCM)

- Ferronordic invests in battery electric trucks to provide sustainable transport solutions, via rental or transport as-a-service arrangements. Net investments into Ferronordic's fleet for electric rental are recognized as CapEx under *Infrastructure enabling low-carbon road transport and public transport (CCM 6.15)*.
- To support its customers and facilitate the transition to low-emission transport, Ferronordic invests in mobile chargers. Ferronordic also invests in fixed chargers for customers and employees at its workshops. Such investments are recognized as CapEx under *Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings (CCM 7.4)*. Ferronordic also carries out maintenance of charging stations for electric vehicles in buildings and parking spaces attached to buildings, which are recognized as OpEx.

Transition to a Circular Economy (CE)

Ferronordic's customers buy construction equipment and trucks. The core of Ferronordic's business is to service and repair the machines and trucks it sells or rents to its customers. The productivity (which reflects, among other things, operational reliability and technical performance) and lifetime of these machines and trucks are critical to the profitability of Ferronordic's customers. Therefore, preemptive and reactive repairs and maintenance are a key part of Ferronordic's business. In addition to sales and rental of new and used construction equipment and trucks, service and spare parts, Ferronordic also rebuilds and remanufactures used equipment for an extended productive life.

- Ferronordic repairs, refurbishes, and maintains construction equipment and trucks for its customers. Sales from service on such activities are recognized as revenue under *Repair, refurbishment and remanufacturing (CE 5.1)*.
- Ferronordic stores, sells, and replaces spare parts on the machines and trucks of its customers. Maintaining a high availability of spare parts, being physically close to our customers' equipment and training technicians to apply the right spare parts in the right way is critical for the businesses of Ferronordic's customers. Sales of spare parts are recognized as revenue under *Sale of spare parts (CE 5.2)*.
- Ferronordic wants to provide the most efficient solution for each customer. Depending on the intensity and nature of their work, different customers need different levels of productivity from their machines. Ferronordic offers trade-in solutions to customers looking for a new machine or truck. Ferronordic accepts a used machine or truck as partial payment for a new one and offers the used vehicle to customers for whom a used machine or truck may be a more efficient solution. Sales of used construction equipment and trucks are recognized as revenue under *Sale of second-hand goods (CE 5.4)*.

Methodology to identify aligned activities

The assessment of aligned activities has been determined by reviewing the EU criteria for substantial contribution, Do no significant harm (DNSH) criteria and requirements for Minimum Safeguards.

The minimum safeguards criteria have been assessed at Group level as all identified economic activities are covered by Ferronordic's Group-wide policies and procedures. Ferronordic's Human Rights Policy outlines the Group's commitment to respect human rights and is aligned with the UN Guiding Principles on Business and Human Rights and OECD's guidelines for multinational enterprises, including

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the principles of the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights, and applies to both Ferronordic's own operations and its value chain. Ferronordic's Code of Conduct, governance practices and due diligence processes aim to meet minimum safeguards on human rights, corruption, taxation, and fair competition. Ferronordic believes that all its activities covered by the EU taxonomy meet the minimum safeguards criteria.

Applying the precautionary principle, Ferronordic has not been able to determine with certainty that its operations do not cause significant harm or meet all the requirements for significant contribution. We have therefore opted for a conservative assessment, resulting in a reported 0 percent alignment for 2024.

Accounting principles

To estimate the proportion of taxonomy-eligible activities, Ferronordic included the IFRS-based accounting amounts related to such activities in the revenue, capital- and operational expenditure numerators against the corresponding total revenue, capital- and operational expenditure amounts in the denominators. The total turnover is Ferronordic's total sales, service and rental income in 2024, which includes the IFRS 15 and the IFRS 16 income according to the EU Taxonomy turnover definition. The total CapEx is the Group's total capital expenditure in 2024, as presented in the line of additions, excluding goodwill additions, in Note 11, Property, plant and equipment. The total OpEx covers the maintenance expenses, short-term lease costs and repair and maintenance costs at the Group level. Ferronordic has worked to ensure that nothing has been double counted. The risk of double counting is reduced since Ferronordic only reports against two of the taxonomy's objectives: Climate Change Mitigation and Circular Economy.



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Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover (4)	Substantial Contribution Criteria						DNSH criteria (‘Does Not Significantly Harm’)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover, 2023 (18)	Category (enabling activity) (19)	Category (transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		SEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			41.32														36		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E	
Of which transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
5.1 Repair, refurbishment and remanufacturing – Circular economy	CE5.1	547,451,870	11.60	N/EL	N/EL	N/EL	N/EL	EL	N/EL								10		
5.2 Sale of spare parts – Circular economy	CE5.2	1,114,699,543	23.62	N/EL	N/EL	N/EL	N/EL	EL	N/EL								16		
5.4 Sale of second-hand goods – Circular economy	CE5.4	287,944,379	6.10	N/EL	N/EL	N/EL	N/EL	EL	N/EL								10		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,950,095,792	41.32														36		
Turnover of Taxonomy-eligible activities (A.1+A.2)		1,950,095,792	41.32																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		2,769,443,200	58.68																
Total (A + B)		4,719,538,992	100																

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Economic Activities (1)	Code (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial Contribution Criteria							DNSH criteria (‘Does Not Significantly Harm’)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, 2023 (18)	Category (enabling activity) (19)	Category (transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
		SEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES			10.26														26			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-		26			
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-		25	E		
Of which transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-				T	
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
6.15 Infrastructure enabling low-carbon road transport and public transport	CCM6.15	101,875,394	10.12	EL	N/EL	N/EL	N/EL	N/EL	N/EL											
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM7.4	1,325,548	0.13	EL	N/EL	N/EL	N/EL	N/EL	N/EL											
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		103,200,942	10.26																	
CapEx of Taxonomy-eligible activities (A.1+A.2)		103,200,942	10.26																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Capex of Taxonomy-non-eligible activities		903,079,003	89.74																	
Total (A + B)		1,006,279,945	100																	

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Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria (‘Does Not Significantly Harm’)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) OpEx, 2023 (18)	Category (enabling activity) (19)	Category(transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		SEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			0.24														1		
A.1. OpEx of environmentally sustainable activities (Taxonomy-aligned)																			
Environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		E	
Of which transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM7.4	1,999,764	0.24	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,999,764	0.24														-		
OpEx of Taxonomy-eligible activities (A.1+A.2)		1,999,764	0.24																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		830,120,599	99.76																
Total (A + B)		832,120,363	100																

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Mandatory disclosure on nuclear and fossil gas related activities

Nuclear energy related activities

The company conducts, finances or is exposed to research, development, demonstration and deployment of innovative power generation facilities that produce energy from nuclear energy processes with minimal waste from the fuel cycle.	NO
The company carries out, finances or is exposed to the construction and safe operation of new nuclear facilities for the production of electricity or process heat, including for district heating or industrial processes, such as hydrogen production, as well as for safety upgrades of these, using best available technology.	NO
The company performs, finances or is exposed to the safe operation of existing nuclear facilities that produce electricity or process heat, including for district heating or industrial processes, such as hydrogen production from nuclear energy, as well as safety upgrades of these.	NO

Fossil gas related activities

The company carries out, finances or is exposed to the construction or operation of electricity production facilities that produce electricity using fossil gaseous fuels.	NO
The company carries out, finances or is exposed to the construction, renovation and operation of facilities for the combined production of heat/cooling and electricity using fossil gaseous fuels.	NO
The company carries out, finances or is exposed to the construction, renovation and operation of heat production facilities that produce heat/cooling using fossil gaseous fuels.	NO

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Indicator	Segment	Unit	2019	2020	2021	2022	2023	2024	2024 vs, 2023 YoY, %
Number of Board members	Group	#	6	6	7	6	6	6	-
Number of Board meetings	Group	#	10	14	9	16	8	11	38
Board meeting attendance	Group	%	93	98	100	98	100	95	-5
Women members of Board	Group	%	17	17	29	33	33	33	-
Nationalities present in Board	Group	#	1	1	1	1	1	1	-
Independent members of Board	Group	#	4	4	5	4	4	4	-
Electricity consumption	Group	MWh	2,123	2,501	3,250	4,186	1,407	2,887	105
Fuel consumption	Group	1,000 l	12,894	14,140	25,589	29,072	370	2,942	695
Flight miles	Group ¹	1,000 km	9,980	3,549	8,034	6,780	2,348	1,678	-29
CO ₂ emissions related to flights	Group ²	tons	1,115	385	878	879	543	178	-67
Share of electric trucks sold	Germany	%				1.2	4.8	1.7	-65
Share of electric construction equipment sold	USA	%						1.3	
Renewable energy share	Germany	%	-	-	-	-	80.6	100	24
Transmissions	USA	#					2 ³	6	
Cylinder	USA	#					1 ³	22	
Dropbox	USA	#						2	
Gear drives	USA	#						5	
Rigid haulers	USA	#						2	
Articulated haulers	USA	#						4	
Wheel loaders	USA	#						3	
Other components	USA	#					3 ³	10	
Incineration	Germany	%			28	26	18	3	-84
Tires	Germany	%			26	22	<1	<1	-
Metal	Germany	%			10	10	4	14	241
Oil	Germany	%			10	14	11	28	152
Plastic	Germany	%			9	9	22	<1	-99
Carton	Germany	%			7	8	15	13	-12
LED batteries	Germany	%			7	7	16	27	70
Paper	Germany	%			1	2	<1	13	1227
Glass	Germany	%			1	1	<1	<1	-
Wood	Germany	%			1	1	<1	1	41
Electronic waste	Germany	%			<1	<1	<1	<1	-
Fluorescent lamps	Germany	%			<1	<1	<1	<1	-

Group data for 2024 refers to USA, Germany, Kazakhstan, and Sweden. Group data for 2023 refers to Germany, Kazakhstan and Sweden.

¹ Excluding USA² Excluding USA and Kazakhstan³ Rebuild units during December 2023

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Indicator	Segment	Unit	2019	2020	2021	2022	2023	2024	2024 vs, 2023 YoY, %
Lost Time Injury Frequency Rate	Germany	#			3.87	18.11	16.72	84.85	407
Accidents at work (minor)	Group	#	1	1	24	50	47	57	21
Accidents at work (major)	Group	#	4	3	5	16	16	29	81
Fatalities	Group	#	-	-	-	1	-	-	-
ISO 45001 Certification	Germany	Y/N	N	N	N	N	N	N	
ISO 14001 Certification	Germany	Y/N	Y	Y	Y	Y	Y	Y	
ISO 9001 Certification	Germany	Y/N	Y	Y	Y	Y	Y	Y	
Internal HSE inspections	Group	#	52	15	72	113	36	104	189
Number of violations discovered	Group	#	618	315	855	1,071	134	128	-4
Number of violations closed on time	Group	%	60	67	100	95	84	68	-19
Safety walks	Group	#	1,480	655	1,104	1,208	64	90	41
Safety training	Group	hrs	9,344	4,282	6,810	22,844	2,041	12,497	512
Reported whistleblower incidents	Group	#	1	2	2	4	1	-	-100
Whistleblower incidents which led to action	Group	#	1	-	1	-	-	-	-
Number of employees at end of year	Group	#	1,189	1,469	1,791	1,842	827	794	-4
Employee turnover	Group	%	13	15	14	15	23	20	-13
Proportion of female/male employees	Group	%	13	10	13	15	17	20	18
Proportion of female/male employees in executive management	Group	%	11	16	15	20	14	14	-
Proportion of female/male employees in management	Group	%	-	28	32	20	25	18	-28
Vacancies announced internally in year	Group	%	88	93	93	90	63	99	57
Vacancies filled internally in year	Group	%	60	20	25	20	43	22	-49
Internal promotions made in year	Group	#	268	187	273	148	11	35	218
Training hours provided in year	Group	hrs	56,954	49,761	61,027	57,227	4,298	15,738	266
Total training hours per Employee	Group	h/#	48	34	34	36	9.5	19.8	109
Sick-days in year	Group ¹	#	3,097	7,189	10,502	18,797	6,435	9,041	40
Average number of sick-days per employee	Group ¹	#	2.6	4.9	5.9	10.3	14.21	20.98	48
Number of partners that signed a Code of Conduct	Group	#			4	5	7	8	
Number of partners that signed a policy on Human Rights	Group	#			4	4	7	8	
Share of sustainable offerings sold	Group	%			0.95	4.63	4.01	2.00	-50

Group data for 2024 refers to USA, Germany, Kazakhstan, and Sweden. Group data for 2023 refers to Germany, Kazakhstan and Sweden.

¹ Excluding USA² Excluding USA and Kazakhstan³ Rebuild units during December 2023