



Sustainability Report

About Assemblin's Sustainability Report

The Board of Directors of Assemblin Group AB, corporate identity number 559077-5952, hereby submits the annual, statutory Sustainability Report for the Assemblin Group for the period 1 January to 31 December 2022.

The Sustainability Report forms part of Assemblin's 2022 Annual and Sustainability Report, which is available in its entirety from the Company's website. This explains why pagination commences on page 28.

The report can be read separately, but contains occasional references to other parts of the Annual Report.

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Questions regarding the report may be addressed to Assemblin's Head of Communication and Sustainability Åsvor Brynnel on +46 70 600 73 21 or at asvor.brynnel@assemblin.se.

Due to rounding, differences in summations may occur.

2022 in brief

- Increased demand for energy-efficient, green and smart installation solutions.
- Breakthrough for Assemblin’s complete solution for electric car charging, Assemblin Charge.
- The share of electric and electric hybrid cars in our own vehicle fleet rose to 15 percent. Although the transition of the car fleet is taking time, it is accelerating. We have now installed charging facilities at almost all of our offices.
- Measures to increase the proportion of women in production at Assemblin Norway.
- Fewer serious workplace accidents with an accident rate (IF/LTIFR) of 6.8.
- Strong increase in the number of apprentices to 460 (340).
- New reporting format by applying the GRI 2021 accounting standard and disclosure of carbon dioxide emissions in the entire value chain (scope 3).
- An updated materiality analysis, with an increased emphasis on human rights, resulted in new material sustainability aspects.
- Expansion of the data on which the reporting is based by including all operations.

“ Society, business and industry are undergoing a transformation all companies actively must manage. To be relevant today, we are required not only to report the financial value we generate, but also the social and environmental value. Accordingly, Assemblin took several measures in 2022 to improve its sustainability reporting and sustainability work.

Mats Johansson, President and CEO, Assemblin (from the CEO statement, pages 6–7).

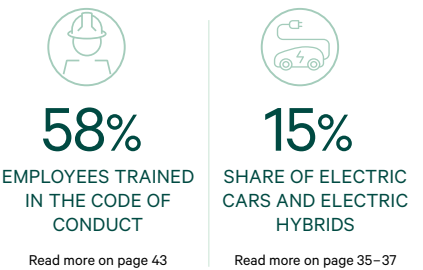


UPDATED MATERIAL SUSTAINABILITY ASPECTS

In 2022, a new materiality analysis was conducted, resulting in five new material sustainability aspects:

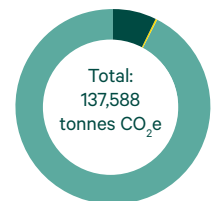
1. CO₂ emissions
2. Health and safety
3. Responsible purchasing work
4. Smart and sustainable installation solutions
5. Sound business ethics

Read more on page 30



CO₂ EMISSIONS

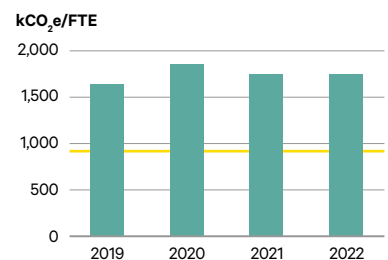
- Scope 1: 7.8%
- Scope 2: 0.3%
- Scope 3: 91.9%



Read more on pages 35–37

CLIMATE TARGET FOLLOW-UP

Climate neutrality by 2040 with a partial goal of halving emissions from Assemblin’s own operations (Scopes 1 and 2, and business travel) by 2030 at the latest (with 2020 as the base year).



Assemblin has one of the largest vehicle fleets in the Nordic countries, and our efforts to mitigate our own climate impact are therefore focused on realigning the conversion to a fossil-free vehicle fleet.

CONDITIONS AND STRUCTURE

Ambitious aspirations and clear priorities

Assemblin's sustainability work is pervaded by a high degree of ambition and focused efforts in areas perceived to have the greatest impact on our environment. The natural starting point is that we seek to be a value-adding and responsible installation company, both today and in the future.

Our view on sustainability

That responsible conduct is a prerequisite for sustainable growth in value is an important precondition for Assemblin's sustainability work. Accordingly, the obvious starting point is that we must, in all contexts, take responsibility for our operations and how they affect the world around us – in both the short and long term. This means that we must strive to use the resources and materials we need to perform our tasks wisely and efficiently and that we must always strive to deliver sustainable installation solutions in a safe and professional manner with minimal negative impact on people and the environment.

Overarching ambitions

Assemblin seeks to be a responsible and value-adding installation company in relation to the Company's key stakeholders and to society in general. With this as our starting point, we have defined four overarching ambitions associated with our sustainability work:

• Best for our customers

We shall be a responsible and value-adding supplier. We will achieve this by delivering intelligent, energy-efficient and sustainable installations that make buildings work and people feel comfortable.

• Best for our employees

We shall be a responsible and value-adding employer. We will achieve this by being a stimulating and responsible employer, offering exciting assignments in a favourable, secure and non-discriminatory work environment.

• Best for our employees

We shall be a responsible and value-adding investment that generates stable and profitable development through disciplined entrepreneurship combined with controlled risks and sound business ethics.

• Best for our environment

We shall be a responsible and value-adding social actor. We must conduct operations with minimal negative impact on our environment and offer energy-efficient solutions with a limited environmental impact, contributing to the well-being of citizens in healthy buildings with a beneficial indoor climate.

Climate goals

With the climate being one of today's foremost sustainability challenges, we have also expressed a long-term climate target (CO₂ emissions/employee). Internally, the operations are steered towards several sustainability goals, including a reduced accident

frequency, reduced sick leave, an increased proportion of women, increased employee commitment, an increased proportion of electric cars and an increased proportion of green technology. The internal sustainability goals are set within each business area.

Focus on the most material

Sustainability is a broad area, and to focus our efforts on the issues bringing most benefit, priorities are necessary. An important tool in the prioritisation process is the materiality analysis that is conducted regularly. In 2022, an updated analysis was made in accordance with the international accounting standard Global Reporting Initiative (GRI) 2021.

As GRI 2021 places greater emphasis on human rights, the outcome of the 2022 materiality analysis is slightly different compared with previous years, resulting in five new material sustainability aspects. Besides these, a number of other sustainability aspects remain relevant to Assemblin, although these are perceived to have less impact on our society.

Assemblin's work with, and management of, the most material sustainability aspects are reported in more detail on pages 35–43, and the work with other sustainability aspects is reported briefly under Other disclosures on pages 44–45.

MATERIAL SUSTAINABILITY ASPECTS AND OTHER SUSTAINABILITY ASPECTS

To be able to set appropriate priorities, Assemblin has listed and weighted its relevant sustainability aspects by means of a structured materiality assessment. Five sustainability aspects have been identified as particularly material based on our operations, geography and impact on the world around us.

MATERIAL SUSTAINABILITY ASPECTS	OTHER RELEVANT SUSTAINABILITY ASPECTS	LESS RELEVANT SUSTAINABILITY ASPECTS
<p>Relevant sustainability aspects perceived to have a major impact on the world around us.</p> <ul style="list-style-type: none"> • CO₂ emissions • Health and safety • Responsible purchasing • Intelligent and durable installation solutions • Sound business ethics 	<p>Relevant sustainability aspects perceived to have a limited impact on the world around us.</p> <ul style="list-style-type: none"> • Employee development • Profitable growth and tax • Diversity and equality in our own operations • Community involvement • Chemical handling • Waste management and re-use in our own operations 	<p>Less relevant sustainability aspects where our impact on the world around us is very limited.</p> <ul style="list-style-type: none"> • Water and emissions • Other atmospheric emissions • Biodiversity • Child labour and slave labour in our own operations
<p>The work with these aspects is reported under the heading <i>Material sustainability aspects, 2022</i>.</p>	<p>The work with these aspects is reported under the heading <i>Other sustainability disclosures, 2022</i>.</p>	<p>The work with these aspects is reported under the heading <i>Other sustainability disclosures, 2022</i>.</p>

For further details of the method and process applied in the materiality analysis, see Sustainability Note 2.

Risks and opportunities

From a sustainability perspective, the installation industry in the Nordic region is perceived as an industry with limited sustainability risks and with considerable future opportunities, particularly driven by climate change, high energy prices and increasingly connected buildings. As an installation company, Assemblin has a positive impact on sustainability by offering solutions that can accelerate the ongoing climate transition, but also by contributing to a healthy and fresh indoor climate inside buildings.

In accordance with Assemblin's risk management process, all risks must be mapped, assessed (based on probability and consequence) and prioritised twice annually. This also applies to sustainability risks, which are managed by Assemblin's Sustainability Committee. In the 2022 risk mapping, the most significant sustainability risk in the

short to medium term was assessed to be the effects of international crises caused by pandemics, refugee flows and/or geopolitical concerns around the world. Other significant sustainability risks include workplace accidents, the risk of business ethics abuses and cyber risks. The result of the risk mapping is reported to the Groups Risk Management Officer, who consolidates all risk maps into a top risk report for adoption by the Board of Directors. You can read more about Assemblin's risk process and top risks in the separate *Corporate Governance Report*.

Climate change analysis

To prepare the business for various future scenarios, a short-, medium- and long-term climate change analysis was conducted in 2019. The assessment was inspired by the TCFD framework and included both physical and adjustment risks that could result from

climate change. Because Assemblin can relatively easily phase out its direct dependence on fossil energy sources, mainly by transitioning its vehicle fleet, and since we have flexible operations with little property that can be destroyed, our climate change risks were judged to be limited. Our type of operations is perceived to have a relatively low-exposure to climate change and our ability to adapt is good. At the same time, the need for intelligent, energy-efficient and green property technology, including automated controls, reuse of greywater and rainwater, energy efficiency measures, installing charging infrastructure and investments in green technology, including solar panels and geothermal energy, is perceived to be increasing. We can also expect an increase in renovation and rebuilding needs as a result of damage caused by extreme weather, which benefits installers.

THE UN'S GLOBAL SUSTAINABILITY GOALS (SDG)





The UN's 17 global sustainability goals address today's biggest global challenges. Taken together, they express an ambition that secures freedom, prosperity and the environment for future generations. All societal actors are responsible for contributing to the achievement of the goals by 2030.

By prioritising sustainability work against five material sustainability aspects, we contribute to the UN's sustainability goals in several ways (see the table on the right).

MATERIAL SUSTAINABILITY ASPECTS	MAPPING ACCORDING TO SDG
CO ₂ emissions	3 7 8 12 13
Health and safety	3 8
Responsible purchasing	8 10 12 13 16
Smart and sustainable installation solutions	3 6 7 9 11 12
Sound business ethics	8 12 16

ASSEMBLIN'S KEY CONTRIBUTION TO THE GLOBAL SUSTAINABILITY GOALS

The table above shows that Assemblin can contribute to a number of the UN's global sustainability goals, but the goals to which we believe we can contribute most through our operations are the UN's goals 3, 7, 8 and 12.

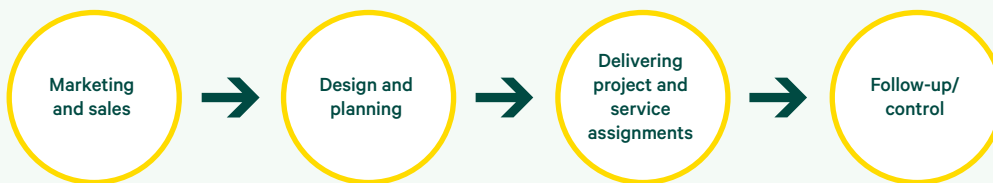
 <p>GOAL 3 Assemblin can contribute directly to UN Goal 3 by working actively with health and safety, but also indirectly by influencing working conditions in the supply chain and by designing solutions that provide a healthy indoor climate in buildings.</p>	 <p>GOAL 8 Stable financial development is a prerequisite for our existence, but it must be achieved in a business ethical manner in a safe, non-discriminatory and stimulating work environment and with market-based wage setting. This means that we contribute to UN goal 8.</p>
 <p>GOAL 7 Through energy-efficient heating and cooling systems, intelligent control, power optimisation, installation of solar cells, battery storage and participation in the development of the infrastructure required for an increased share of renewable energy, we can contribute to UN goal 7.</p>	 <p>GOAL 12 By repairing and maintaining systems in existing buildings and undertaking measures that minimise waste and improve waste management in our own operations, combined with responsible purchasing, we can contribute to UN goal 12.</p>

The analysis of our contribution to the UN's sustainability goals has been based on Assemblin's material sustainability aspects, as well as on identified risks and opportunities.

IN-DEPTH

Sustainability impact of our business model

Assemblin's operations affect the outside world from an environmental, social and economic perspective in several ways and through all of the phases of our business model.



Our business model comprises four main phases: (i) the marketing and sales phase (market/sales/tender), (ii) the design and development phase (design/planning/preparation/projection and purchasing), (iii) the delivery phase (installation assignments and service assignments) and the (iv) follow-up and control phase.

MARKETING AND SALES

The agreements we sign with our customers lay the foundation for our deliveries and have a direct economic impact on our financial results. Risks associated with bribery, corruption and restrictions on competition occur at this phase, which we actively counteract through extensive internal regulations and training. By actively marketing intelligent, energy-efficient and sustainable solutions, we can have a positive impact on our customers choice of installation solutions.

DESIGN AND PLANNING (INCLUDING PURCHASING)

Considerable social and environmental impact occurs in the design and development phase, which involves the fundamental work with the design of the project, product selection and production planning. By taking an active part in the design of a property's technical systems, preferably at the early stages, Assemblin has greater opportunities to influence the final solutions and thus its opportunities to provide a building and its users with clean water, a beneficial indoor climate and lighting in a resource- and energy-optimal manner. Through good production planning, the conditions for the financial result are also established, which has a financial impact, both on our own earnings, as well as those of our clients.

Assemblin also bears an indirect responsibility for the social and environmental impact that occurs during the manufacture, processing and transport of the purchased products. By setting requirements and following up on our suppliers, we can help mitigate negative environmental effects and improve the working environment and employment conditions for employees outside our own operations. Most of our purchases are currently made through wholesalers who also follow up with the manufacturers and, together with the wholesalers, Assemblin can accelerate transparency throughout the supply chain.

DELIVERING PROJECT AND SERVICE ASSIGNMENTS (INCLUDING COMMISSIONING)

Assemblin mainly conducts its assignments with its own workforce, although subcontractors are also sometimes hired for specific tasks and alleviate peak work periods. By placing demands on our partners, we can have an indirect positive impact on human rights, working conditions, the environment and anti-corruption, even outside of our own operations. We can also contribute to a favourable working environment outside of our own operations by serving as a role model for others at construction sites.

In our assignments, we also have a direct impact on the environment in terms of passenger transports to and from the workplace, in particular in our service assignments. By carpooling and transitioning our own vehicle fleet to fossil-free, we can reduce this impact. When it comes to transports of materials, the environmental impact can also be reduced by means of coordinated purchasing and intelligent logistics.

In the production phase, we also have an environmental impact through waste management. It is important to minimise spillage and to recycle waste as much as possible. In projects, the responsibility for waste management often rests with the construction coordinator and is carried out through shared waste fractions.

At the end of the production phase, we can have a positive impact by performing structured hand-overs, so that operation and management continue in an appropriate manner.

FOLLOW-UP AND CONTROL

Following completed production, it is important to perform final inspections, corrections and adjustments of the installations for optimal operation, which can have an indirect environmental impact. At the same time, we ensure that agreed requirements and rules are complied with. It is also important that we benefit from our experiences and the lessons learned enabling us to continue developing our operations and future deliveries.

GOVERNANCE AND ORGANISATION

Joint efforts and structure drive the sustainability agenda

Through coordination, structured reporting, ongoing environmental monitoring and a joint sustainability plan, Assemblin pursues active sustainability work focusing on the most relevant issues.

External and internal regulations

Key starting points for Assemblin’s sustainability management include external and internal regulations on sustainability, as well as the international standards with which Assemblin has voluntarily chosen to comply. Particularly important internal governance documents are Assemblin’s Sustainability Policy, Code of Conduct and Core Values, which are published on our external website.

In 2022, Assemblin began to realign its sustainability work and sustainability reporting in relation to a number of new regulations that had been announced, primarily at the EU level but also at the national level.

Responsibility and organisation

In accordance with Assemblin’s corporate governance structure, as described in the separate *Corporate Governance Report*, it is made clear that the Board of Directors is ultimately responsible for Assemblin’s sustainability work, while the operational responsibility is delegated to the Groups Head of Communication and Sustainability by Assemblin’s CEO and Group Management.

The sustainability work is coordinated through a specific Sustainability Committee, which includes those responsible for relevant functions and representatives from each business area. The Committee is tasked with monitoring legislation, proposing and following up on joint sustainability initiatives,

channelling and disseminating good ideas, and producing data on which Group Management or the Board of Directors can base their decisions.

In 2022, the Sustainability Committee held two regular meetings, with three shorter meetings in between. Currently, the Committee has established two specific working groups, a working group on climate accounting in projects and a working group on the EU taxonomy.

Sustainability plan for 2022 and 2023

Each year, to coordinate efforts in the sustainability area, the Sustainability Committee proposes a joint action plan for the upcoming year of operations. The sustainability action plan is approved by Group Management and ultimately adopted by the Board of Directors. In addition to the sustainability work conducted jointly, each business area works with its own sustainability agenda and runs its own projects.

Among the joint measures prioritised in 2022, it is worth mentioning the preparations for improved climate reporting and taxonomy reporting, safety at work and the implementation of a new whistle-blower service. In 2023, Assemblin will also focus on safety at work and various reporting issues, as well as on measures for increased gender equality.

ASSEMBLIN’S SUSTAINABILITY GOVERNANCE



1 According to the Board of Directors instructions, the Group CEO bears the ultimate responsibility for sustainability work at Assemblin alongside Group Management. The responsibility is then delegated to the Groups Head of Communication and Sustainability, who is also a member of Group Management.

2 Since 2018, a Group-wide Sustainability Committee has existed, chaired by the Group’s Head of Communication and Sustainability. In addition to the Group’s Head of Communications and Sustainability, the Sustainability Committee also includes the Group’s Chief Legal Counsel and eight representatives from the business areas, each with a different area of responsibility (HR, work environment, quality, environment, operational development).

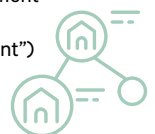
INTERNAL REGULATIONS ON SUSTAINABILITY

- Sustainability Policy
- Code of Conduct and values
- Code of Conduct for Suppliers
- Anti-bribery and corruption Policy
- Anti-trust Policy
- HR Policy
- Procurement Policy
- Information Security Policy



INTERNATIONAL STANDARDS AND AGREEMENTS SUPPORTED BY ASSEMBLIN

- The UN’s “Global Compact” (albeit with no formal affiliation)
- The UN’s Universal Declaration of Human Rights
- The ILO’s conventions on a good working environment
- The UN’s convention against bribery
- The Paris Climate Agreement (the “Paris Agreement”)
- The UN’s sustainability goals (SDG)



Stakeholder dialogue and business intelligence

A structured stakeholder dialogue and active business intelligence are essential in being able to develop the operations and ensure that Assemblin is and remains an attractive installation company. The most important tools in the dialogue with our stakeholders are in-person meetings, quantitative and qualitative surveys and local “pulse” checks.

The table to the right provides general details of Assemblin’s key stakeholders, focus areas and dialogue tools. Compared with previous years, we can state that the energy issue and the issue of climate declarations and taxonomy reporting have increased in importance.

Monitoring and reporting

Assemblin regularly monitors a number of important key figures in the sustainability area at various levels in the Company. Particularly significant key figures are followed up in connection with the regular monthly reporting, and more comprehensive internal sustainability reporting to Group Management and the Board of Directors takes place twice annually.

Since 2017, an annual Sustainability Report has been produced and published on Assemblin’s external website. As of the 2022 financial year, Assemblin reports in accordance with the international accounting standard GRI 2021 (see Sustainability Note 1 for more). In terms of climate calculations, Assemblin has, since 2018, reported in accordance with the Greenhouse Gas Protocol (see Sustainability Note 3 for more).

Reporting in accordance with the EUs green taxonomy

As Assemblin has no securities listed in any EU market we are not required to reporting in accordance with the EU taxonomy, and therefore we have opted not to disclose the proportion of taxonomy eligible operations for 2022.

ASSEMBLIN’S KEY STAKEHOLDERS AND CURRENT ISSUES IN 2022

PRINCIPAL DIALOGUE FORMAT	ISSUES IN FOCUS IN 2022
CUSTOMERS	
<ul style="list-style-type: none"> • Ongoing customer dialogue • Delivery follow-up • Customer surveys • Market surveys • Relationship-promoting activities • Marketing 	<ul style="list-style-type: none"> • Energy-efficient, intelligent and sustainable solutions • Specific customer requirements • Efficient, secure processes and digital tools • Circularity and re-use • Climate declarations • Pricing models
EMPLOYEES	
<ul style="list-style-type: none"> • Ongoing employee dialogue • Internal information channels (intranet, newsletter, text message, e-mail, etc.) • Employee surveys • Entertainments 	<ul style="list-style-type: none"> • Remunerations and salary benefits • Safety and working environment • Development opportunities • Exciting projects
SHAREHOLDERS	
<ul style="list-style-type: none"> • Board meetings • Ongoing dialogue with shareholder representatives • Network meetings 	<ul style="list-style-type: none"> • Profitable growth and strong cash flow • Corporate governance and risk management • The climate issue • Sustainability reporting
SUPPLIERS	
<ul style="list-style-type: none"> • Ongoing supplier dialogue • Local supplier meetings • Delivery follow-up • Supplier assessments 	<ul style="list-style-type: none"> • Prices and conditions • Safety and working environment • Business ethics approaches • Environmental and climate data for products
Trade UNIONS	
<ul style="list-style-type: none"> • Meetings • Negotiations • Representation on the Boards of Directors of subsidiaries 	<ul style="list-style-type: none"> • Safety and working environment • Remunerations • Labour law issues
AUTHORITIES	
<ul style="list-style-type: none"> • Structured monitoring • Specialist networks 	<ul style="list-style-type: none"> • General compliance with laws, regulations and rules • Sustainability reporting • Human rights
TRADE ASSOCIATIONS, SPECIAL INTEREST ORGANISATIONS AND SPECIALIST NETWORKS¹⁾	
<ul style="list-style-type: none"> • Membership/board participation • Conferences, courses, etc. • Network meetings 	<ul style="list-style-type: none"> • Environmental and climate data for products • Interpretations of the EU taxonomy • Safety at work • Skills supply
SOCIETY	
<ul style="list-style-type: none"> • Sustainability reporting • Information and contact channels on the website and in social media 	<ul style="list-style-type: none"> • The energy and climate issue • Electrification and society’s climate transition

¹⁾ To be able to influence and pursue priority issues and to actively contribute to a more sustainable society and a healthier industry, Assemblin is a member of, and participates actively in, a number of industry organisations and other special interest organisations. In Sweden, Assemblin is a member of Installatörsföretagen (association of installation companies), Plåt- och Ventföretagen (association of sheet metal and ventilation companies), the industry initiative “Håll Nollan” (Keep it at Zero) and the Construction Industry’s Ethics Council. In Norway, Assemblin is a member of the Confederation of Norwegian Enterprise (NHO), Rørentreprenørerne Norge (association of plumbing contractors) and Nelfo (association of installation companies), as well as a gold sponsor in the industry network “Ingeborg”. In Finland, Assemblin is a member of industry associations Teknologiateollisuus, LVI-TU and STTA, and has also signed up as a “Climate Partner” in Helsinki.

FOLLOW-UP 2022 – MATERIAL SUSTAINABILITY ASPECTS

Material sustainability aspects

1. CO₂ emissions

This is a material sustainability aspect because Assemblin has a large vehicle fleet and also buys in materials and products causing CO₂ emissions when manufactured and transported.

Clarification and demarcation

This sustainability aspect includes Assemblin's direct and indirect environmental impact through CO₂ emissions throughout the value chain. Assemblin is a geographically dispersed, service-producing player with limited needs for premises and a relatively large vehicle fleet. Accordingly, compared with other companies, our direct emissions from vehicle fuel (Scope 1) are relatively large, while indirect emissions from purchased energy (Scope 2) are small. Assemblin's installation operations also use materials and products that are purchased via wholesalers or directly from manufacturers. These purchases give rise to CO₂ emissions throughout the value chain (scope 3), and not least during extraction and manufacturing, as well as from transports to and from the point of purchase.

Goals and governance

The most important governance document in the area of climate is Assemblin's Group-

wide Sustainability Policy, which includes CO₂ emissions (and other environmental impacts). The Sustainability Policy is published on the external web.

Assemblin has had a long-term climate goal and climate strategy since 2019. Since 2020, there has also been a Group-wide climate agenda with refined sub-goals and concrete activities, including restructuring the car fleet, measures for increased carpooling, reduced air travel, active logistics planning and a reduced proportion of pick-up orders.

In short, Assemblin's climate goals entail a commitment to CO₂ neutral operations (in terms of Scopes 1, 2 and business travel) by the year 2040, and a halving of CO₂ emissions by 2030 (with 2020 as the base year). As access to relevant environmental data for installation products currently is limited, accurate calculations of the emissions from Scope 3 are difficult which explains why these emissions currently are excluded from the objective.

CO₂ emissions from Scopes 1, 2 and business trips are followed up and analysed twice annually. Standard calculated CO₂ emissions from Scope 3 are followed up once annually. The results are analysed by the Sustainability Committee, Group Management and the Board of Directors.

Work in 2022

CO₂ from vehicle fuel (Scope 1)

Most of the service vehicles and company cars included in Assemblin's vehicle fleet are fuelled by diesel, HVO or gas or are electrically powered. In the long term, Assemblin's objective is to phase out fossil-powered vehicles and all business areas have the stated ambition of increasing the proportion of electric cars and plug-in hybrids. However, the conversion requires local charging opportunities and a gradual phase-out as the existing car fleet becomes obsolete, meaning that the transition takes time. In Norway, charging points have been installed at all of Assemblin's offices, and as of 2022 also at most of Assemblin's Swedish offices. In Finland, charging facilities are available at one office.

Due to high demand for electric cars and delivery problems due to the Ukraine crisis,

the delivery time for electric cars is considerable. In 2022, the number of electric cars and plug-in hybrids increased, and a large number of additional cars are on order.

In 2022, CO₂ emissions per vehicle and employee (FTE) decreased thanks to decreased use of fuels, more efficient vehicles and an increased proportion of electric cars and plug-in hybrids.

CO₂ emissions from purchased energy for electricity and heat (Scope 2)

Most of Assemblin's services are performed at construction sites or at our customers premises but are administrated from office premises that are often rented. For operations in rented premises, energy for heating and electricity is difficult to influence and calculate, although Assemblin has chosen renewable energy wherever possible. By co-locating local operations, the use of space in existing offices can be optimised, which also reduces the CO₂ impact from energy. In 2022, Assemblin's Scope 2 CO₂ emissions increased, which mainly was explained by more electrical cars which needed charging at our premises and more offices lacking renewable energy for heating being included in the calculation. For 2022, the share of renewable energy in scope 2 amounted to 75 (99) percent. The difference compared to previous year is mainly explained by acquired operations.

CO₂ emissions from business travel and other purchases (Scope 3)

Indirectly, Assemblin's operations also give rise to CO₂ emissions from the extraction, production and transport of materials and services used in the operations. A more detailed description of Assemblin's purchases and purchasing work is provided under the material sustainability aspect *Responsible purchasing*.

As regards the climate impact from Scope 3, Assemblin has primarily focused on measures to reduce climate emissions from transports to the production site, partly through active efforts to reduce the proportion of pick-up orders and to increase the proportion of electronic orders (EDI) and partly by imposing demands on Assemblin's wholesalers and suppliers (who often trans-

PRINCIPLE POSITION

Assemblin's Sustainability Policy states our principle position, which clarifies Assemblin's objectives regarding CO₂ emissions in its own operations, but also one that includes CO₂ emissions (and other environmental aspects) throughout the value chain.

Assemblin shall strive to reduce emissions and discharges by reducing our energy consumption and through good planning. In the long term, we also strive to phase out fossil fuels.

By integrating environmental, social and ethical requirements into the purchasing process, checks are made to ensure that suppliers and purchased goods meet Assemblin's requirements. In all of our assignments, we must avoid raw materials, materials, chemicals and methods that entail risks for the environment and for society. Purchases are steered towards previously-approved products through Assemblin Best Choice.

port purchased materials to the production site). This means that the wholesalers transports can be planned and coordinated better, while Assemblin's own employees reduce their driving. This is a focus area for all business areas and the EDI share is currently in between 79 and 86 per cent.

A lack of available environmental data (EPD) for installation products means that it is currently not possible to reliably calculate and report the climate impact from Scope 3, although requests from certain customers and future legal requirements for complete climate reports in Sweden have entailed an

increased focus on CO₂ emissions in Scope 3. In 2022, Assemblin therefore established a Group-wide working group that pursued the issue of climate declarations in projects together with far-sighted suppliers, and a number of pilot projects were conducted.

In the absence of precise climate calculations, Assemblin has, since 2019, made standard calculations of the climate impact from Scope 3 based on a cost-based calculation method. According to these calculations, Assemblin's CO₂ impact from scope 3 corresponds to approximately 92 percent of Assemblin's total CO₂ emissions.

These standard calculations are, however, highly indicative and it is therefore difficult to draw conclusions regarding the change between years.

A Scope 3 purchase that is relatively easy to climate report on is emissions from business travel by air and rail. Assemblin's geographically dispersed operations necessitate a certain amount of business travel. Compared to 2021, business travel increased, partly explained by a larger reporting base, but also that travel increased post-Covid-19.

IN-DEPTH

“Small changes can have major climate effects”

Although calculating the climate impact of the installation systems presents certain challenges, we have come a long way with the help of standard calculations.

At the end of 2022, Assemblin Ventilation participated in a project aimed at reducing the climate impact inside buildings. The project was initiated by the City of Malmö and has been conducted in collaboration between several construction and installation actors.

Assemblin's responsibilities in the current project included ventilation and cooling systems, as well as radiator systems and pipes for cooling baffles in a 9,000 m² office building with 8 floors and a basement. The task was to make climate calculations for the planned installation solutions and to then propose changes to reduce the climate impact.

Making climate calculations for such installation systems is not straightforward as there is currently a lack of climate data (EPDs) for many installation products. In the project, this was resolved by means of standard calculations based on the materials and their quantities by weight, with an allowance for a margin of error.

“When we summed up the climate calculations, we could see that our initial proposal generated CO₂ emissions of approximately 285,000 kg CO₂e, corresponding to just over 31 kg CO₂e/m². That was equivalent to about 10 percent of the buildings total CO₂ emissions,” says Daniel Barnekow, business developer at Assemblin Ventilation and a participant in the project.

The next step in the work was to propose measures for reducing the climate burden, which resulted in a surprisingly positive outcome.



In order to be able to calculate the climate impact of individual assignments, product data is required, which is not currently available. Through standard calculations, however, we can draw certain conclusions, which Daniel Barnekow, business developer at Assemblin Ventilation, has experience with.

“By making small changes to our original proposal, including switching to VVT solutions with varying flows in different cases and changing the material in the pipes for the cooling baffles, we were able to reduce the climate impact of the installations by 30-35 percent without increasing the cost of the project,” Daniel says.

An important conclusion is that the selection of materials and system plays a major role in the climate impact of the installations. Daniel emphasises that there is much to be gained by performing climate calculations and, based on the results, fine-tuning the solutions.

“Assemblin's vision is to create intelligent and sustainable installation solutions, and the climate calculations give us a tool that contributes to that. Since a year ago, Assemblin has established a central working group that prepares more refined climate calculations that can be performed as soon as we gain access to machine-readable climate data – although we can make good progress even now with standard calculations of this kind. We will definitely continue this work and even include the impact on the buildings use phase. This benefits us, our customers and, not least, our environment,” Daniel concludes.

KEY FIGURES	2022	2021	2020
Sales, SEK million	13,521	10,721	10,009
Average number of employees, FTE	6,553	5,962	5,820
Number of vehicles (service vehicles and company cars) ¹	4,337	3,400	3,564
– of which, electric cars or plug-in hybrids ¹	642	N/A	N/A
Total energy consumption, MWh¹	51,441	42,271	46,939
– of which, for fuel (Scope 1), MWh ¹	40,351	34,867	38,741
– of which, for energy (Scope 2), MWh ¹	11,090	7,403	8,199
Total CO₂ emissions, Scopes 1, 2 and 3, tone^{1,2}	137,588	198,896	N/A
– of which, CO ₂ emissions from fuel (Scope 1), tone ¹	10,742	8,896	10,191
– of which, CO ₂ emissions from energy (Scope 2), tone ¹	345	139	167
– of which, CO ₂ emissions from purchases (Scope 3), standard calculation, tone ^{1,2}	126,501	189,861	N/A
Total CO₂ emissions, Scopes 1, 2 and 3, kg/FTE^{1,2}	21.00	N/A	N/A
– of which, CO ₂ emissions from fuel (Scope 1)/FTE, kg ¹	1.64	1.69	1.83
– of which, CO ₂ emissions from energy (Scope 2)/FTE, kg ¹	0.05	0.03	0.03
– of which, CO ₂ emissions from business travel/FTE, kg ¹	0.25	0.02	0.01
– of which, CO ₂ emissions from purchases (Scope 3), standard calculation, kg/FTE ^{1,2}	19.30	N/A	N/A
Total CO₂ emissions, Scopes 1, 2 and travel, kg/FTE¹	1.94	1.74	1.87
CO ₂ emissions from fuel (Scope 1)/vehicle, kg ¹	2.48	2.62	2.86

1) From 2022, all operations are included in the reporting material, affecting the comparison between years somewhat.

2) In the data for calculating Scope 3, parts of the Finnish operations, corresponding to 3.7 per cent of the total operations, have been excluded. For definitions and distribution between business areas, see pages 46 – 47.

2. Health and safety

For Assemblin, the health and safety of our employees is an important sustainability aspect. Some of our employees work in risky work environments, requiring a particular focus on the physical work environment, without neglecting the organisational and social work environment.

Clarification and demarcation

This sustainability aspect includes Assemblin's direct social impact within occupational health and safety for employees in its own operations. Assemblin also has an indirect impact on the work environment efforts of subcontractors and employees of companies that manufacture materials procured by Assemblin. Assemblin is able to address this indirect impact in connection with procurement, which is described under the material sustainability aspect *Responsible purchasing*.

Governance

The most important governance documents for work with health and safety are Assemblin's Group-wide Sustainability Policy, Code of Conduct and HR Policy. The Sustainability Policy and Code of Conduct are available on the external website. Assemblin's internal business plans also contain quantitative goals for incidents and accidents in each business area.

PRINCIPLE POSITION

Assemblin's Sustainability Policy states our principle position, which clarifies Assemblin's objectives in the work environment area:

We must work actively for prosperous employees and a safe work environment with the goal that our employees will thrive and not be injured at work. We apply a clear zero-vision with regard to workplace accidents.

Work environment efforts have, for a long time, been afforded a high priority and are conducted in a structured manner within Assemblin's business areas based on the international standard for work environment and safety, ISO 45001. Parts of the operations have also chosen to formally adhere to

that standard.

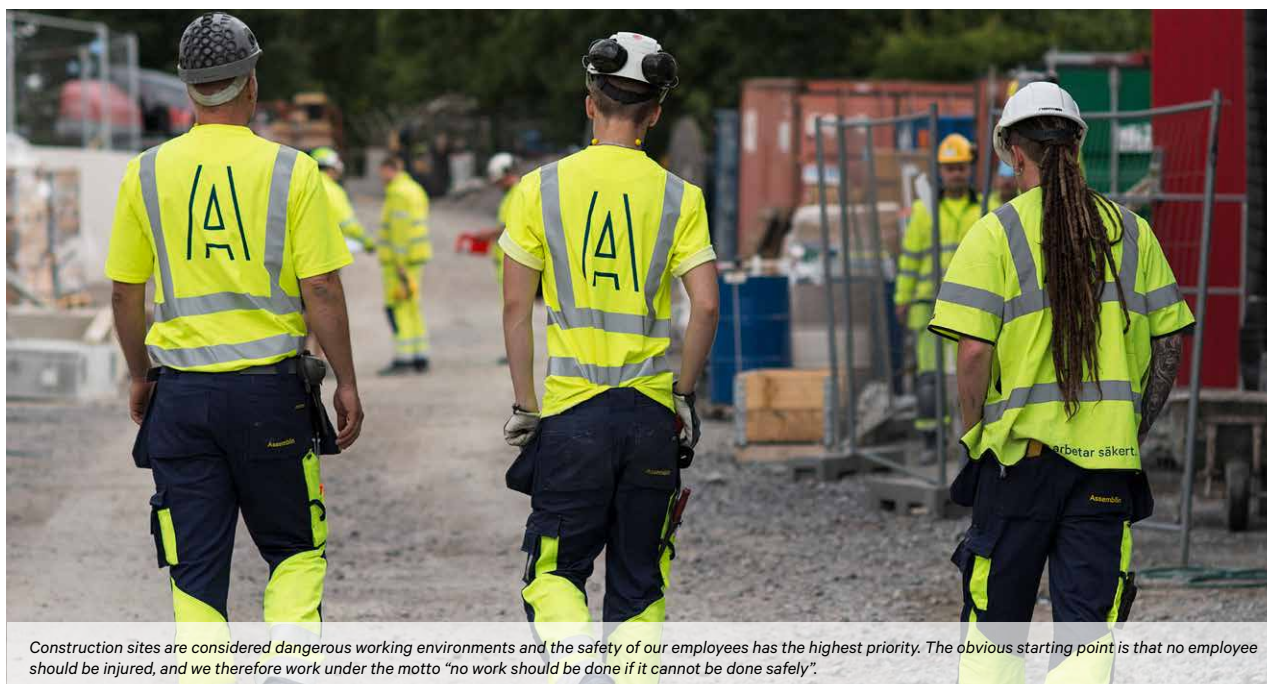
All business areas have established internal goals and developed their review processes for several key figures. Assemblin's business areas also offer a number of work environment training courses, and the organisation has dedicated resources driving the work on safety. All projects have specifically appointed work environment responsables.

Work in 2022

In 2022, 16.0 (18.2) percent of the Groups operations were certified in accordance with ISO 45001. The decrease is due to Assemblin including all operations in its accounting from 2022 and onwards.

Health promotion work

In all business areas, active wellness efforts are conducted in the form of regular health examinations, wellness allowances, campaigns and competitions. All employees are



Construction sites are considered dangerous working environments and the safety of our employees has the highest priority. The obvious starting point is that no employee should be injured, and we therefore work under the motto "no work should be done if it cannot be done safely".

offered sickness and accident insurance and have access to preventive health services. The employees well-being is captured in the ongoing employee dialogue and in the regular employee survey (see further under *Employee development* in the section *Other sustainability disclosures*), but also through the analysis of sick leave numbers and staff turnover. Measures to reduce sick leave are taken on an ongoing basis through structured rehabilitation work, for example In 2022, sick leave rose.

Assemblin's staff turnover is perceived to be on a par with the industry average, which is characterised by relatively high mobility. After a few years of lower staff mobility during the Covid-19 pandemic, staff turnover increased.

Safety at work

Many of Assemblin's employees work on construction sites considered to be dangerous environments, and certain tasks are particularly risky. This may, for example, involve

working at height, hot work, handling sharp objects, a risk of electrocution, risks when receiving goods and stress. For white-collar workers, the most common health and safety risks are work-related illness and stress-related illnesses.

All business areas offer training programmes in safety, with courses being conducted continuously. All employees (100 percent) have the skills and training required to be able to perform their work well and safely. Since 2019, Assemblin has also had a Group-wide standard for personal protective equipment.

A cornerstone of our structured work environment work are the analyses and risk assessments that are conducted for preventive purposes in connection with the start of a new assignment. Another important aspect of the safety work involves the continuous monitoring and analysis of risk observations, incidents and accidents. For several years, Assemblin's employees have had the opportunity to report observations and deviations

using a straightforward digital process through specific systems on their mobile phones or tablets, although this approach has yet to be fully implemented in recently acquired companies. In 2022, the reported serious accidents decreased while minor accidents, near-misses and the number of risk observations increased, which has, after analysis, been shown to be an effect of improved reporting.

The most common types of work injuries are lacerations, strains/sprains/stretches, as well as crushing, pinching or other soft tissue injuries, mainly to the hand, ankle, finger and foot. Assemblin's injury statistics are on a par with comparable companies with a high proportion of employees in production.

At national level, annual safety campaigns are conducted, shedding light on various themes in work environment and safety. The 2022 safety campaigns took place in Finland in May, in Norway in September and in Sweden in October (in connection with the industry's "Keep it at Zero" safety drive).

KEY FIGURES	2022	2021	2020	2019
Average number of employees, FTE	6,553	5,962	5,820	5,901
Sick-leave, %	6.6	6.2	6.8	4.6
– of which long-term sick leave, % ¹	2.4	1.7	1.1	1.6
Personell turnover, voluntray, % ¹	13,8	11,2	8,7	N/A
Serious accidents, frequency of occupational injuries (IF/LTIFR) ²	7.9	11.2	9.1	7.6
Minor accidents, number ²	400	312	180 ³	273
Incidents and risk observations ("near misses"), number ²	554	475	430	62
Fatal accidents, number ¹	0	0	0	0
Proportion of operations certified in accordance with ISO 14001	16	18	19	19

1) For 2022, operations corresponding to 90 per cent of the total amount of employees are included in the reporting material.

2) In 2020, Assemblin Electrical Engineering did not report minor accidents and incidents separately, affecting the comparison between the years.

3) In 2020, Assemblin Electrical did not separate reporting of minor accidents and incidents, affecting the comparison between years.

For definitions and distribution between business areas, see pages 46–47.

3. Responsible purchasing

Materials and products are needed in all installation assignments and Assemblin has an indirect responsibility for the impact that these purchases can cause throughout the supply chain. This means that purchasing and supplier governance is a sustainability aspect that has increased in importance when taking human rights throughout the value chain into account.

Clarification and demarcation

This essential sustainability aspect defines Assemblin's work with purchasing and supplier management, which includes social impacts throughout the supply chain. Although the materials that Assemblin uses in the first and second stages of the supply chain are often manufactured in Europe, raw material extraction and production further down the supply chain in some instances occurs in places with a higher risk of human rights violations than in Europe.

The indirect climate impact that Assemblin's purchases give rise to is described separately under the material sustainability aspect CO₂ emissions.

PRINCIPLE POSITION

Assemblin's Sustainability Policy includes a principled position regarding responsible purchasing:

By integrating environmental, social and ethical requirements into the purchasing process, checks are made to ensure that suppliers and purchased goods meet Assemblin's requirements. In all of our assignments, we must avoid raw materials, materials, chemicals and methods that entail risks for the environment and for society. Purchases are steered towards previously-approved products through Assemblin Best Choice.

Governance

The most important governance documents in purchasing and supplier management are Assemblin's Purchasing Policy, Sustainability Policy and Code of Conduct for Suppliers.

Although work with purchasing and

PURCHASING IN THE OPERATIONS

46 (40) percent of Assemblin's turnover is purchase-related. The increase compared to the previous year was partly driven by acquired operations with a higher proportion of purchases, but also by material price inflation. The purchases can be divided into three categories: direct materials, indirect materials and services. Most of Assemblin's purchases are *direct materials*, including ventilation drums, heating and water pipes, couplings, electrical cables and connectors, as well as composite products, including heat pumps, ventilation and cooling units, sensors, solar panels, solar collectors and charging points. The largest purchases of *indirect materials* are vehicles, fuel and work-wear. *Services* commonly purchased include insulation work and consulting services.

supplier management is decentralised to our business areas, coordination and shared enquiries are handled through a Nordic purchasing forum and by Group Management. To safeguard a professional approach, shared principles are adhered to that are described in a common Purchasing Policy.

Although labour legislation limits Assemblin's opportunities to take responsibility for employees outside its own organisation, by imposing requirements and cooperating actively with our suppliers and wholesalers, we can indirectly influence conditions for employees in companies that manufacture and sell the goods and services we purchase. Assemblin's Group-wide *Code of Conduct for Suppliers* is one of the key control tools in this work. Other important control mechanisms are the requirements we set for our supplier assessments and the supplier follow-up that takes place in each business area.

Work in 2022

A controlled product range

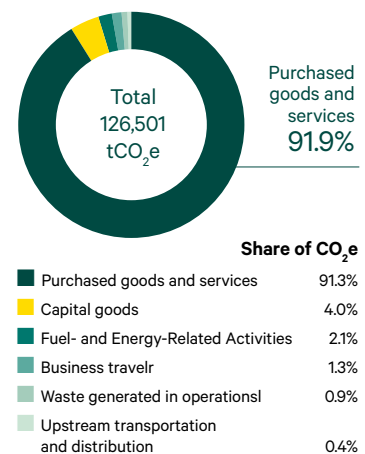
Assemblin's assignments involve the installation of property technology equipment and our broad operations mean that a large number of items are purchased.

Although purchasing is mainly conducted locally, to be able to control purchases of materials, purchasing targets a quality-assured product range, Assemblin Best Choice. The assortment is determined by the business areas purchasing departments where, among other things, there is knowledge about the product requirements of various standards, including BASTA, Byggarbedomningen and SundaHus. To make it easier for local purchasing units to make climate-smart choices, a large part of Assemblin's operations have chosen to label these products in the product range.

CARBON DIOXIDE EMISSIONS FROM SUPPLIERS AND CATEGORIES IN SCOPE 3

Most of Assemblin's purchases are made from purchase points and companies in the Nordic countries. Using cost-based standard calculations (see Sustainability Note 3 for more), CO₂ emissions from Scope 3 account for 91.9 percent of Assemblin's total CO₂ emissions. Of the total purchasing-related emissions, three/retailers combined account for 77.5 percent.

CATEGORIES IN SCOPE 3 – SHARE OF OUR TOTAL CARBON DIOXIDE EMISSIONS



GEOGRAPHICAL DISTRIBUTION OF PURCHASES IN THE FIRST-TIER BASED ON CARBON DIOXIDE EMISSIONS IN 2022

Country/region	Share of CO ₂ e
Sweden	83.9%
Norway	9.3%
Finland	3.5%
Rest of Europe	1.7%
Australia	1.0%
Japan	0.4%
China	0.2%
USA	0.0%

Supplier governance

Each business area includes central purchasing functions responsible for, among other things, larger purchasing agreements, which are often formulated as framework agreements. Before a framework agreement with a new supplier is signed, a supplier assessment is always carried out in which delivery capacity, availability, guarantees, product responsibility, work environment work, environmental work, finances and price, among other things, are evaluated. Suppliers must also prove that their operations and those of their sub-suppliers meet the requirements of Assemblin's *Code of Conduct for Suppliers*, which is an appendix to our central purchasing agreements and is available on our external website. Among other things, this includes requirements regarding acceptable working conditions, responsibility for human rights and anti-corruption.

During the contract period, the purchasing functions also follow up significant supplier partnerships through an ongoing dialogue and perform supplier checks if necessary. At present, Assemblin mainly controls first-tier suppliers, but requires that they in turn control several levels in the supply chain.

In the event of shortcomings in the supplier's performance or suspicion of irregularities, additional comprehensive supplier assessments are performed. If one of our suppliers violates Assemblin's Code of Conduct, this may lead to the termination of the cooperation. No suppliers were rejected in 2022 due to irregularities.

As of 2022, Assemblin has expanded its whistle-blower function to also include suppliers (and other external stakeholders), which means they can report suspicions that someone at Assemblin is acting in violation of our Code of Conduct.

Increased focus on human rights in the supply chain

One of the biggest challenges in understanding the full impact of our purchases is a lack of traceability and transparency in supply chains. With an increased focus on human rights throughout the value chain, Assemblin intends to take measures to deepen its cooperation with its suppliers going forward.

In 2022, this work began by, among other things, extending our knowledge and expanding our dialogue with our wholesalers. Against the background of the Norwegian "Transparency Act" that came into effect in 2022, a more extensive mapping process commence within Assemblin's Norwegian operations and this is described on Assemblin's Norwegian website.

KEY FIGURES

	2022 ¹	2021 ¹	2020 ¹
EDI (electronic purchasing), %	79–86	77–89	72–84
Purchases from framework agreement suppliers, % ²	58–96	82–100	89–100
Number of major supplier follow-ups	137	3	17

1) Excluding Assemblin Finland

2) Undertaking to comply with our Code of Conduct for Suppliers

4. Smart and sustainable installation solutions

Developing and installing smart and sustainable installation solutions in an efficient and environmentally friendly way contributes to society's climate and energy transition, which is an important environmental aspect. At the same time, our solutions have a social impact because they contribute to a healthy indoor climate for those staying in a building.

Clarification and demarcation

This sustainability aspect is directly related to Assemblin's value proposition and includes Assemblin's opportunities to positively influence society environmentally and socially when installing and servicing sustainable technical property systems. The sustainability aspect also includes waste management and the re-use of materials used in our production. For information on waste management and recycling of materials used in our own operations, see the *Other sustainability disclosures* section below.

Governance

Important steering mechanisms in this area are Assemblin's vision and overarching ambitions, which apply to all operations within Assemblin.

PRINCIPLE POSITION

The most important governing document is Assemblin's Sustainability Policy, which also clarifies a principled stance in this area:

Our products and services must always be delivered in the right way at the right time, and at the quality and price agreed. At the same time, our ambition is to create value-adding and long-term sustainable installation solutions in each assignment that contribute to a cost-effective project but also minimise the buildings life cycle costs, energy use and environmental impact.

Being able to create smart and sustainable installation solutions requires knowledge and commitment, which is promoted through Assemblin's technology-focused and decentralised organisation, as well as through our employee development (see more under the section *Other sustainability disclosures*) and active monitoring of the world around us.

Assemblin's capacity to develop a competitive and value-adding offer can be followed up through analyses of the Company's organic growth and order intake, which takes place at all levels in the Company within the framework of the regular financial follow-up. More information about Assemblin's financial management and follow-up is described in the separate *Corporate Governance Report*.



By designing and delivering smart, energy-efficient and sustainable installation solutions, Assemblin makes a positive contribution to society both in contracting assignments and in service operations.

Work in 2022

A smart and sustainable offer

Assemblin's ambition is to be the markets best installation partner, which means that we must have market-leading expertise in property technology. The starting point in Assemblin's deliveries is the customers' requirements and wishes, which are specified in the customer agreements. At the same time, we can never compromise on legal requirements, industry standards and certificates, or our own principles.

Our decentralised, technology-focused organisation affords us good opportunities to recruit highly skilled employees, but to ensure leading-edge smart and sustainable solutions, we must constantly develop our operations. It is therefore important to continuously monitor developments and stay up-to-date on new materials, methods and the latest technologies. We must also have a good knowledge of what is required of the installations to be able to match the requirements set in various environmental certifications for buildings, such as Leed, Breeam, the Swan, Miljöbyggnad and EU Green Building.

For a few years now, Assemblin has deliberately increased its expertise on intelligent buildings, green property technology and energy efficiency. Green technology involves installing systems associated with renewable energy sources, charging infrastructure and resource-saving products. Intelligent buildings involve property and industrial automation solutions based on various control systems and sensors, as well as the use of artificial intelligence (AI). Assemblin is able to offer many packaged automation solu-

tions, intelligent building automation systems (BMS) in particular, as well as systems for individual metering and debiting (IMD). In 2022, Assemblin's position in the fine-tuning of heating and water systems also increased, mainly through acquisitions.

Assemblin has also invested energy into developing its own concept for electric car charging, Assemblin Charge. The concept was launched in 2021 and achieved a breakthrough in 2022. In 2022, our own solar panel concept, Assemblin Solar, was also developed and will be launched in early 2023. More information about Assemblin's intelligent and sustainable offer can be found in the *Offering* section in the *Annual Report*.

Recycling and waste management in our production

Waste management

In our assignments, on our customers behalf, we purchase installation materials that cause a certain amount of waste during our production, albeit limited. Assemblin strives to reduce the amount of waste and residual products through recycling and wise waste management. This work is conducted locally. In major contracting assignments, the contractor often provides fractions for waste sorting at the construction site. In these cases, shared sorting bins are used, which

makes it difficult to measure company-specific waste. In service assignments, waste is usually handled via external recycling companies. At most of Assemblin's own local offices, it has its own fractions for waste sorting.

In parts of its operations, Assemblin handles small quantities of hazardous waste, including batteries, fluorescent tubes and other light sources, certain degreasers and cleaning agents, mercury thermometers, paints and pesticides. All hazardous waste is handled in accordance with current regulations.

Recycling and re-use

A circular approach is about minimising unnecessary resource extraction through recycling and re-use. Although interest in re-use is increasing, in light of installation assignments requiring the installer to guarantee the work performed and the products installed, the issue of responsibility has inhibited interest in re-use. Over the past year, however, Assemblin has begun to assess opportunities to re-use certain types of materials, primarily through participation in re-use projects. Various systems are differently suited to re-use, although parts of heating and water systems, for example, have been identified as suitable for recycling.

GROWTH AND ORDER INTAKE

	2022
Total net sales, SEK million	13,521
Order intake, SEK million	13,167
Order backlog, SEK million	9,535

IN-DEPTH

”Sales of Assemblin Charge have really taken off in Sweden”

The ongoing electrification of the transport sector increases the need for charging infrastructure. This has benefited Assemblin’s intelligent electric car charging concepts, Assemblin Charge.

Assemblin Charge was launched in 2021 and sales increased sharply in 2022.

“With high demand right now, sales have really taken off, which is fantastic. We are receiving a lot of enquiries from tenant-owner associations and private individuals, as well as from companies with larger car fleets and more complex needs,” says Mats Nyberg, business developer responsible for Assemblin Charge.

Assemblin often sells its solutions directly to end customers, but also through exclusive partnership agreements. A good example is Assemblin’s partnership with the Stöten ski resort, in which a joint offering was developed for cabin owners seeking to be able to charge their cars at the resort.

Interest in the solution is substantial.

Assemblin’s charging concept is comprehensive and flexible, allowing it to be adapted to customers’ needs. Smaller customers are primarily interested in installation and a flexible billing solution, although the solution can also be connected to an intelligent administration platform with automatic information flows between the car driver (the employee), the company and its leasing company. This simplifies payment flows and administration for Assemblin’s customers and those charging their vehicles.

“We currently have agreements with several companies operating throughout Sweden. One example is Securitas, which will be transitioning its vehicle fleet in Sweden.

They sought a reliable partner for the installation of charging infrastructure at their offices across Sweden, as well as a flexible payment solution that simplifies their administration of expenses,” says Mats.

Assemblin’s platform is also connected to an external network with coverage throughout Sweden, which is an advantage for the driver.

“Assemblin’s installations with Assemblin Charge as the payment system undoubtedly represent one of the market’s best solutions. We are very proud of this concept and the opportunity to assist our customers in their process of transitioning to fossil-free vehicle fleets,” says Mats Nyberg.



5. Sound business ethics

This sustainability aspect includes all external and internal regulations that apply to Assemblin being able to run its operations to a high ethical standard. This is important for Assemblin to be a credible business partner and avoid personal and financial damage in the event of non-compliance.

Clarification and demarcation

This sustainability aspect includes Assemblin's work for a sound business ethics in its own operations. Assemblin also has an indirect impact on the work environment efforts of subcontractors and employees of companies that manufacture materials procured by Assemblin. Assemblin is able to address this indirect impact in connection with procurement, which is described under the material sustainability aspect *Responsible purchasing*.

Governance

In the Nordic countries, where Assemblin operates, the legislation against corruption, bribery and restrictions on competition is far-reaching, leading to these countries being ranked among the seven best in the world when it comes to combating corruption.¹

At the same time that the far-reaching legislation constitutes a minimum level for our operations, Assemblin has chosen to clarify and further tighten the requirements through an extensive internal regulatory framework that is shared throughout the Group. The starting point is that everyone at Assemblin must, in all contexts, comply with the applicable legislation and behave professionally, but also in a way that allows us to stand straight and be honest. The most important internal governance documents in the area of business ethics are our values and our Code of Conduct. The Code of Conduct refers, in turn, to other important governance documents, including our Anti-trust Policy, Anti-bribery and Corruption Policy, Communication Policy, Sustainability Policy, IT Security Policy and Privacy Policy.

PRINCIPLE POSITION

Assemblin's Sustainability Policy includes a principled stance that clarifies Assemblin's business ethics objective:

Our operations shall be characterised by a healthy ethical approach in accordance with our Code of Conduct and other associated policies. Our corporate communications shall be accurate and reliable, and all information handling shall be conducted in a correct and reliable way.

The work with sound business ethics is conducted at several levels in the Company. Group-wide activities include shared governance documents and mandatory training. All of Assemblin's governance documents are available in a special section on the Company's intranet, and apply to all operations. Other training efforts and activities are also conducted in each business area.

Another important control mechanism is the possibility of anonymously reporting suspicions of ethics violations which exists throughout the operations. Any reports made to the system are completely anonymous, and the system supports multiple languages. All reported cases are investigated and, if any misconduct is uncovered, it may form the basis for dismissal and/or a police report.

Work in 2022

To ensure that all employees have read and understood the content of Assemblin's Code

of Conduct, a mandatory e-training course is in place that all employees must complete. Assemblin also has mandatory web introductions in several important areas, including restrictions on competition, bribery and corruption, communication and IT regulations. All Group-wide training courses are available in Swedish, Norwegian and Finnish.

Since Assemblin includes all operations in the basis for its reporting as of 2022, a comparison between years is somewhat affected which explains why the reported implementation rate regarding the mandatory web introductions decreased. The exception is the e-learning in Assemblin's Code of Conduct, which increased. Efforts to increase the implementation rate will be prioritised in 2023.

Assemblin also has an anonymous whistleblower system for employees, which was in 2022 expanded to also be available to external stakeholders. In 2022, 3 (2) notifications were submitted via the whistle-blower service. All cases were investigated but found to be of a minor nature. No deviations regarding suspicion of corruption or bribery were identified. Assemblin has also not identified any notable conflicts of interest in the business.

Assemblin's shareholders, financiers and, to some extent, customers too, also place demands on Assemblin's corporate governance, risk management, internal control and disclosures. These processes and the financial reporting are adapted to the regulations relevant to Assemblin and that are described in the separate *Corporate Governance Report*.

¹⁾ According to Transparency International 2022.

DEGREE OF COMPLETION OF WEB TRAINING COURSES AND WEB INTRODUCTIONS

	31 Dec 2022 ¹	31 Dec 2021	31 Dec 2020
Code of Conduct, CoC ²	58	56	59
IT regulations and IT security/cyber-security ²	47	55	53
Bribery & corruption ³	59	71	83
Restriction of competition ³	59	77	773
Communication & Insider ³	90	75	85

¹⁾ From 2022, all operations are included in the reporting material, affecting the comparison between years somewhat.

²⁾ Mandatory training for all employees.

³⁾ Mandatory training, officials and/or managers.

For definitions and distribution between business areas, see pages 46 – 47.

FOLLOW-UP 2022 – OTHER SUSTAINABILITY DISCLOSURES

Other sustainability disclosures

In addition to Assemblin's most material sustainability aspects, there are a number of other more or less relevant sustainability aspects, although our impact on the outside world from a sustainability perspective is perceived as limited here.

Relevant sustainability aspects with limited sustainability impact

Employee development and employee influence

Assemblin seeks to be the markets best employer for the markets best employees. By being a responsible and developing employer, Assemblin can contribute to increasing well-being among employees, which affects society positively. This means that employee development is a relevant sustainability aspect for Assemblin, although its sustainability impact on society is perceived as limited.

Although the work with employee development is decentralised to our business units, to ensure professional work and common principles, there is a Group-wide HR Policy that, among other things, describes the work with employee development. In addition to that, employee development is included in Assemblin's Sustainability Policy.

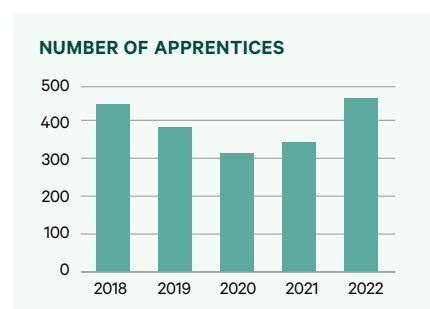
Educating and further developing employees and leaders is a very important area because it contributes to increased employee commitment and safeguards skills needs. Accordingly, all business areas, have well-structured introduction and training programmes, as well as mentoring and internship programmes. Some business area-specific courses are held in-person while others are and web-based.

To measure and monitor employee satisfaction and commitment, annual employee interviews and a Group-wide employee survey are conducted every two years. In the survey conducted in 2021, it was found that employee engagement remained at a high level. The results are analysed by each business area, region and branch/department, and action plans are drawn up based on the local results.

In Assemblin there is also a clear career ladder, and when appointing project managers, specialists and managers, the proportion of internal recruitment is high. All managers are locally recruited. For senior executives, there is a well-documented succession plan, which is updated annually in each business area and followed up by group management.

Principles of remuneration for the Board of Directors and senior executives, as well as for the Company's employees, are described in the separate *Corporate Governance Report*. In other respects, Assemblin follows the principles regarding negotiations, wage setting, union cooperation, parental leave, notice periods and information obligations that the collective agreements and legislation in the Nordic countries specify. This means, among other things, that the notice period varies between 1 and 6 months, depending on how long you have been employed. Freedom of association is a matter of course, which includes all staff. In several of Assemblin's business areas, trade union parties are also represented on the Boards.

To meet the need for skills, Assemblin brings hundreds of young people into working life every year through a well-developed apprenticeship system, which also has a positive social impact on society.



In 2022, the number of apprentices in the Group increased to 460 (340). Employee-related key figures are reported in the *Organisation and employees* section in the *Annual Report*.

Financial performance and taxation

The fact that we conduct our operations in a controlled manner is a prerequisite for a stable financial trend, which in turn means that we are able to fulfill our commitments in relation to our employees, customers, shareholders and suppliers alike. For-profit operations entail the financial generation of value for several target groups and for society through, for example, payments of salaries to employees and of compensation to suppliers and of taxes and fees to society. Financial performance and taxation are therefore perceived to be a relevant aspect of sustainability, although its sustainability impact on society is judged to be limited.

The largest tax payments are corporation tax, employer contributions and payroll tax. Assemblin's support from the public sector is negligible.

In tax matters, applicable tax law and prevailing practices are applied in the countries in which we operate. Assemblin has open relations with the tax authorities in all of the countries in which it operates.

For a period, Assemblin has enjoyed favourable growth, increased profitability and strong cash flow – a positive trend that was also strengthened in 2022. Additional comments on our financial development can be read in the section *Financial statements*.

FINANCIAL VALUE CREATION	2022	2021	2020
Directly generated financial value			
Net revenues, SEK million	13,521	10,721	10,009
Distributed financial value			
Employees (personnel-related costs), %	41	39	41
Suppliers/partners and other investments, %	54	55	54
Government (corporation tax), % ¹	1	1	1
Financiers (financing costs), %	2	2	2
Shareholders (dividends), %	0	0	0
Reinvested financial value, %	2	3	2

¹) VAT and social security contribution payments are reported on other lines

Diversity and equality in our own operations

Diversity and gender equality in our own operations is perceived to be a relevant sustainability aspect with limited impact on sustainability.

Assemblin supports the principles of human rights, labour law, the environment and corruption that are expressed in the international UN framework "Global Compact", although the Group has no formal affiliation to the framework. Freedom of association is a matter of course throughout Assemblin and includes all staff. Assemblin also has a clear zero vision that applies to all forms of discrimination and violations, which is underlined in our joint Code of Conduct. Any violations are primarily captured through the ongoing employee dialogue, but also in the anonymous employee survey. Employees also have the opportunity to anonymously report suspected violations of the Code of Conduct (including discrimination) via

Assemblin's whistle-blower system, which is available both on the intranet and via the external website. No cases of suspected discrimination were registered via the system in 2022.

An issue that is particularly critical in the construction and installation industry is gender equality, as the proportion of men has historically been very high. The percentage of women is very low but increased in 2022, partly thanks to acquired businesses with a higher percentage of women (especially Fidelix, which has more white-collar workers than blue-collar), but also thanks to increased efforts to increase the percentage of women in the operations. This applies not least to Assemblin's Norwegian operations, where efforts to increase gender equality has been made including setting a goal for the proportion of women in production. In 2022, a special "girls day" was held there with the aim of identifying measures to attract more female employees. Assemblin Norway is a gold sponsor in the industry initiative "Ingeborg". In Sweden, equality work focused on drawing attention to the problem of unhealthy attitudes.

The proportion of female senior executives also increased slightly and on the Board of Directors it fell.

Other diversity parameters, including ethnic affiliation, sexual orientation, functional variations or belief systems are not followed up against the background of the GDPR legislation.

KEY FIGURES	2022	2021	2020
Proportion of women, total, %	6.5	5.4	5.7
Proportion of women, senior executives, %	19	16	13
Proportion of women, Board of Directors, %	17	29	33

For definitions and distribution between business areas, see pages 46–47.

Community involvement

Although Assemblin does not have any directly negative impact on the local areas in which it operates, we can nonetheless contribute positively to society through local community involvement. Our decentralised organisation gives us a strong local anchoring, and community involvement is important to our business operations. We therefore contribute in various ways to the local communities in which we operate through various activities and initiatives. Examples of local community involvement include our

sponsorship and support of sports clubs and associations, environmental projects and mentoring programs.

Major community activities in 2022 include Assemblin Norway, which continued to support a village in rural Zimbabwe.

Against the background of our strong local roots, community involvement is perceived to be a relevant sustainability aspect for Assemblin, although one with limited sustainability impact.

Important control mechanisms for our social engagement are our Sustainability Policy, but also our Code of Conduct and Anti-bribery and Corruption Policy, in which the boundaries for sponsorship commitments, for example, are made clear.

Chemical handling

Assemblin's assessment is that the Company's handling of chemicals is a relevant sustainability aspect that has a limited impact on sustainability. Assemblin is a downstream consumer of a small amount of chemicals. The chemical health risks that occur are exposure to quartz dust, asbestos, isocyanates, solder and welding fumes. In these cases, it is important that the chemical risks are handled correctly and in accordance with current regulations. Accordingly, all of the business areas maintain registers of chemicals, which are continuously updated in specific chemical management systems.

Important control mechanisms for chemical handling are, in addition to the chemical handling systems, our Group-wide Sustainability Policy and other local control documents.

Waste management and recycling in our own operations

In addition to waste generated in Assemblin's deliveries (see more under material sustainability aspect *Intelligent and sustainable installations*) Assemblin's operations give rise to a certain amount of direct waste at the Company's own offices. This waste is primarily consumables, including paper, cardboard and plastic, which are sorted and recycled at the offices where possible. In addition, more significant IT waste occurs, including computers, screens, telephones and servers. For several years, Assemblin has been working with an intermediary who cleans and prepares discarded IT equipment for onward sale or recycling. In 2022, 553 products were handled via this intermediary, who calculated that the avoided emissions for these products through circular IT handling amounted to 54,472 kg CO₂e.

Not relevant sustainability aspects with very limited sustainability impact

Water

Assemblin does not use any water in its own operations, which means that water extraction, water discharge and water consumption are zero. However, Assemblin can influence water resources by designing intelligent, resource-efficient water and sewerage systems for buildings, which can, in turn, contribute to efficient water use. The design and installation of water and sewerage systems can also have a positive or negative impact on the health and well-being of those who live and work in a building.

On the whole, however, Assemblin's emissions and impact on water are perceived to have a very limited sustainability impact, which makes this sustainability aspect non-material for our business.

Other atmospheric emissions

Assemblin is mainly a service provider, and its own operations generate no direct atmospheric emissions, apart from emissions of CO₂, NOx and SOx from the transport of people and materials to and from our workplaces and some heating and electricity for our own premises. Of these emissions, CO₂ emissions are perceived to have the greatest negative impact on our environment, making it one of our material sustainability aspects. Other atmospheric emissions are deemed to have an insignificant impact on sustainability and are therefore perceived as non-material for our operations.

Biodiversity

This aspect of sustainability involves an impact on ecosystems. Assemblin's impact on ecosystems is assessed as insignificant which means this aspect of sustainability is not material for our business.

Child labour and forced labour in our own operations

Assemblin does not tolerate any form of child labour, slave labour or human trafficking. In the countries where Assemblin operates, these are also prohibited by law. Since legal compliance is a basic prerequisite for our business, the risks in this area are assessed as very low, which means that this aspect is insignificant aspect of sustainability in our own business. The indirect responsibility for working conditions further down the supply chain, where the risk of child labour and forced labour is higher, is described under the material sustainability aspect *Responsible purchasing*.

Assemblin is not affected by the UK's Modern Slavery Act of 2015.

Account of select key figures

Accounting policies, sustainability notes and sustainability definitions are presented on page 47. In other regards, the Report adheres to relevant reporting and consolidation principles in accordance with the principles applied in the separate financial statements.

KEY FIGURES 2022 (2021)	Group ¹	Assemblin Electrical	Assemblin H&S	Assemblin Ventilation	Assemblin Norway	Assemblin Finland
EMPLOYEE-RELATED KEY FIGURES						
Average number of employees, FTE	6,553 (5,962)	2,853 (2,729)	1,455 (1,438)	554 (541)	834 (790)	832 (439)
– of which, proportion women, %	6.5 (5.4)	5.6 (4.8)	5.6 (4.9)	8.1 (9.0)	7.3 (5.3)	9.0 (8.2)
Number of senior executives, FTE	42 (49)	13 (14)	9 (9)	4 (5)	10 (8)	5 (6)
– of which, proportion women, %	19.0 (16.2)	7.7 (7.1)	22.2 (22.2)	25.0 (40.0)	20.0 (25.0)	33.3 (0.0)
Average age, total ²	39.5 (39.9)	40.4 (34.0)	39.4 (41.6)	41.3 (42.7)	37.2 (37.0)	37.8 (40.0)
Sick leave, % ²	6.6 (6.2)	7.0 (5.6)	6.2 (5.5)	6.8 (5.7)	7.1 (7.0)	5.1 (6.0)
– of which, on long-term sick leave, % ²	2.7 (1.7)	2.4 (1.5)	2.9 (1.0)	2.9 (1.2)	3.6 (3.6)	1.9 (1.9)
Personnel turnover, voluntary, % ²	13.8 (11.2)	12.7 (11.0)	16.8 (14.0)	13.0 (12.0)	14.1 (N/A)	12.5 (13.7)
Serious accidents, frequency of occupational injuries (IF/LTIFR) ²	7.9 (11.2)	6.8 (10.9)	3.8 (7.9)	9.0 (12.5)	13.3 (10.8)	12.7 (36.9)
Serious accidents, number	93 (109)	35 (51)	10 (17)	9 (12)	20 (13)	19 (16)
Minor accidents, number ²	400 (312)	229 (149)	58 (73)	44 (49)	33 (26)	36 (15)
Incidents (near misses) and risk observations, number ²	660 (475)	267 (350)	23 (48)	27 (55)	6 (7)	337 (15)
Fatal accidents, number ²	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
FINANCIAL KEY FIGURES						
Sales, SEK million	13,521 (10,721)	4,894 (4,054)	3,266 (2,966)	1,617 (1,373)	2,038 (1,628)	1,895 (882)
Adjusted operating earnings (EBITA), SEK million	940 (758)	347 (264)	256 (225)	105 (85)	170 (135)	37 (49)
Adjusted EBITA margin, %	7.0 (7.1)	7.1 (6.5)	7.8 (7.6)	6.25 (6.2)	8.3 (8.3)	1.9 (5.6)
ENVIRONMENTAL KEY FIGURES						
Total energy consumption from fuel and electricity (Scopes 1 + 2), MWh ³	51,441 (42,271)	23,133 (21,112)	12,220 (12,086)	3,315 (4,403)	7,349 (3,984)	5,378 (565)
– of which, vehicle fuel (Scope 1), MWh ³	40,351 (34,867)	17,971 (16,666)	10,351 (10,999)	2,678 (3,770)	4,892 (2,865)	4,412 (490)
CO ₂ impact from vehicles, (Scope 1), kg CO ₂ e/FT ³	164 (169)	167 (164)	190 (2,35)	128 (1,80)	157 (1,09)	141 (0,45)
CO ₂ impact from electricity and heating (Scope 2), kg CO ₂ e/FTE ³	0.05 (0.03)	0.03 (0.04)			0.12 (0.03)	0.14 (0.07)
CO ₂ impact from business travel (part of Scope 3), kg/FTE ³	0.25 (0.02)	0.10 (0.01)	0.13 (0.05)	0.13 (0.01)	0.08 (0.02)	0.51 (0.00)
OTHER KEY PERFORMANCE INDICATORS						
Degree of completion, CoC training ³	58 (56)	63 (64)	69 (57)	49 (60)	57 (17)	25 (77)
Environmentally certified operations, ISO 14001, % ³	46 (54)	86 (94)	17 (19)	0 (0)	76 (85)	0 (0)
Quality-certified operations, ISO 9001, % ³	46 (54)	86 (94)	17 (19)	0 (0)	76 (85)	0 (0)
Work environment-certified operations ISO 45001, % ³	16 (18)	1 (0)	17 (19)	0 (0)	76 (85)	0 (0)
Number of apprentices	460 (340)	131 (105)	157 (127)	2 (4)	140 (101)	30 (3)

1) The Group also includes Group staff units, which are not, however, reported separately in this statement.

2) For 2022, operations corresponding to 90 per cent of the total amount of employees are included in the reporting material.

3) From 2022, all operations are included in the reporting material, affecting the comparison between years somewhat.

Accounting principles and sustainability notes

Note 1 Accounting principles

This is Assemblin's sixth annual Sustainability Report. The report concerns the operations in the Group where Assemblin Group AB, corporate identity number 559077-5952, is the Parent Company, and covers the financial year 1 January–31 December 2022.

The Sustainability Report has been prepared in accordance with the legal requirements set out in the Swedish Annual Accounts Act 1995:1554 and the international accounting standard Global Reporting Initiative 2021 (GRI). Where the GRI disclosures are found in the Sustainability Report is found is shown in the GRI index on pages 48–50. In other regards, the report follows relevant reporting and consolidation principles in accordance with the accounting principles in the separate financial accounting section.

Assemblin's Sustainability Report was approved for issuance by the Board of Directors and KPMG has stated that it has been established (see page 51) on 31 March 2023.

Assessments and estimates

In the work of preparing the Sustainability Report, certain estimates, assessments and assumptions have been made affecting the reported values. Actual outcomes may deviate from the estimates and assumptions that have been made. The estimates and assumptions are reviewed on a regular basis. Changes are recognised in the period the change is made, if it only affected that period, or in the period the change is made and future periods if the change affects both the period in question and future periods.

Changes in this report compared with the preceding report

Assemblin's previous Sustainability Report was for the 2021 financial year and was published in April 2022. Since Assemblin has reported its sustainability work with reference to GRI 2021 as of 2022 and has conducted a new materiality analysis with a partially new outcome, the reporting format differs compared with the 2021 reporting. Furthermore, as of 2022, all companies are included in the reporting, which affects the reported key sustainability figures, slightly affecting comparison between years. A further change is that, as of 2021, Assemblin reports the estimated outcome of CO₂ emissions from Scope 3.

Note 2 Method and process description for the materiality analysis

To identify material sustainability aspects, Assemblin has followed recommendations and guidelines in accordance with GRI 2021. The work began with establishing Assemblin's sustainability context and identifying both positive and negative impacts as a result of Assemblin's operations, by mapping Assemblin's business areas and value chain. In this work, internal and external stakeholders were interviewed to gain a deeper understanding. The internal stakeholders were represented by experts in various business areas and the external stakeholders by third-party experts in trade associations and among wholesalers/suppliers.

After mapping and identifying activities in Assemblin's value chain, a comprehensive listing of actual and potential impacts was made. All identified impact factors were ranked based on impact (scale and scope) and probability. Potential negative impact related to human rights was prioritised, as the impact in these cases always exceeds the probability in accordance with the updated GRI standard.

The evaluation of the impact resulted in a score that was then used to prioritise the impact factors according to a descending scale. The biggest impact factors were then grouped into material areas, which were then linked to the GRI disclosures considered relevant based on the relevant material area. For the material sustainability areas identified, GRI disclosure 3-3 is applied to explain how each aspect is processed.

Note 3 CO₂ calculations

Climate calculations have been performed in accordance with the *Greenhouse Gas Protocol (GHG)* in accordance with the Corporate and Corporate Value Chain (for scope 3) standards. When calculating scope 2, a market based method is used. In climate calculations for Scope 3, a standard method has been used based on actual costs. Assemblin has chosen to apply an operational control strategy. The climate impact inventory is based on CO₂ equivalents (CO₂e) and includes all greenhouse gases. The basis for Assemblin's climate calculations is presented under Definitions of selected key sustainability figures.

Definitions of selected key sustainability figures

Personnel-related key figures

Average number of FTEs

FTE refers to the number of employees converted to full-time positions. For environmental and accident calculations, as well as climate calculations and other key figures, employees in acquired companies that do not yet report sustainability data to the Group have been excluded.

Senior executives

Members of the Group's and the business areas' management groups at the end of the year.

Sick-leave

Total sick leave (short-term absence and long-term absence).

Occupational injuries and accidents

Frequency of occupational injuries (IF/LTIFR)

A serious and sudden event during working hours, causing personal injury with more than one day of sick leave/with hours worked x 1,000,000. For the number of hours worked, a standard of 1,800 hours per average number of FTEs is used. The frequency of injuries is commented on under the heading Health and safety on page 34.

Incidents and observations ("near misses")

The sum of risk observations and incidents during working hours.

Minor accidents

The sum of minor accidents during working hours.

Fatal accidents

Total accidents during working hours with a fatal outcome.

Environmental key figures

For a description of the method for calculating CO₂, see Sustainability Note 3. The basis for the calculations is presented below.

Energy consumption and CO₂ emissions from vehicle fuel (Scope 1)

Direct reporting of fuel consumption from Assemblin's leasing company and/or driving records converted to energy and CO₂ based on fuel type has been used as a basis for calculations. See more Note 3.

Energy use and CO₂ emissions from electricity and heat (Scope 2)

Billing and/or consumption data on purchased electricity and CO₂ calculations based on the energy companies' reported key figures on the environmental impact of the energy source have been used as a basis for the calculation. See more Note 3.

CO₂ impact from business trips and other scope 3 emissions

Information from the travel companies with which Assemblin has a framework agreement and/or calendar information has been used as a basis for the calculation of business trips. It also happens that trips are booked outside the travel portal. Inflation adjusted invoicing information has been used for the calculation of other purchases. See more Note 3.

Certified operations according to ISO 9001, ISO 14001 and ISO 45001

The information reflects the certified operations' share of Assemblin's total sales.

GRI content index

Statement of use	Assemblin Group has reported in accordance with the GRI Standards for the period 2022-02-02 – 2022-12-31
GRI 1 used	GRI 1: Foundation 2021

Discosure	Location	Omission	
		Reason	Explanation
GENERAL DISCLOSURES			
GRI 2: General disclosures 2021			
2-1 Organizational details	28, 47		
2-2 Entities included in the organization's sustainability reporting	47		
2-3 Reporting period, frequency and contact point	28, 47		
2-4 Restatements of information	47		
2-5 External assurance	47, 50		
2-6 Activities, value chain and other business relationships	34, 39-40		
2-7 Employees	20-21, 44		
2-8 Workers who are not employees	39-40		
2-9 Governance structure and composition	53-56		
2-10 Nomination and selection of the highest governance body	54		
2-11 Chair of the highest governance body	54		
2-12 Role of the highest governance body in overseeing the management of impacts	33, 47		
2-13 Delegation of responsibility for managing impacts	33		
2-14 Role of the highest governance body in sustainability reporting	28, 47		
2-15 Conflicts of interest	43		
2-16 Communication of critical concerns	48		
2-17 Collective knowledge of the highest governance body	47, 50		
2-18 Evaluation of the performance of the highest governance body	44		
2-19 Remuneration policies	45, 55		
2-20 Process to determine remuneration	55		
2-21 Annual total compensation ratio	82-83		
2-22 Statement on sustainable development strategy	30		
2-23 Policy commitments	33, 43		
2-24 Embedding policy commitments	43		
2-25 Processes to remediate negative impacts	32, 35, 37, 39, 43		
2-26 Mechanisms for seeking advice and raising concerns	43		
2-27 Compliance with laws and regulations	43		
2-28 Membership associations	34		

Discosure	Location	Omission	
		Reason	Explanation
2-29 Approach to stakeholder engagement	34		
2-30 Collective bargaining agreements	44		
MATERIAL TOPICS			
Economic performance			
GRI 201: Economic performance 2016			
201-1 Direct economic value generated and distributed	44		
201-2 Financial implications and other risks and opportunities due to climate change	31, 58		
201-3 Defined benefit plan obligations and other retirement plans	83-85		
201-4 Financial assistance received from government	44		
Market presence 2016			
GRI 202: Market presence 2016			
202-2 Proportion of senior management hired from the local community	44		
Procurement practices			
GRI 3: Material topic 2021			
3-3 Management of material topics	39-40		
GRI 204: Procurement practices 2016			
204-1 Proportion of spending on local suppliers	39-40	Information incomplete	Only first-tier suppliers have been analyzed
Anti-corruption			
GRI 3: Material topic 2021			
3-3 Management of material topics	43		
GRI 205: Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption	43		
205-2 Communication and training about anti-corruption policies and procedures	43		
205-3 Confirmed incidents of corruption and actions taken	43		
Anti-competitive behavior			
GRI 3: Material topic 2021			
3-3 Management of material topics	43		
GRI 206: Anti-competitive Behavior 2016			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	43		
Tax			
GRI 207: Tax 2019			
207-1 Approach to tax	44		

GRI contents index (cont.)

Discosure	Location	Omission	
		Reason	Explanation
207-2 Tax governance, control, and risk management	44		
Materials			
GRI 3: Material topic 2021			
3-3 Management of material topics	39-40		
GRI 301: Materials 2016			
301-1 Materials used by weight or volume	39-40		
301-2 Recycled input materials used	41		
301-3 Reclaimed products and their packaging materials	41		
Energy			
GRI 3: Material topic 2021			
3-3 Management of material topics	35		
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	35-37		
302-2 Energy consumption outside of the organization	35-37		
302-3 Energy intensity	35-37		
302-4 Reduction of energy consumption	35-37		
302-5 Reductions in energy requirements of products and services	35-37		
Water and effluents			
GRI 303: Water and effluents 2018			
303-1 Interactions with water as a shared resource	45		
303-3 Water withdrawal	45		
303-4 Water discharge	45		
303-5 Water consumption	45		
Emissions			
GRI 3: Material topic 2021			
3-3 Management of material topics	35		
GRI 305: Utsläpp 2016			
305-1 Direct (Scope 1) GHG emissions	35-37		
305-2 Energy indirect (Scope 2) GHG emissions	35-37		
305-3 Other indirect (Scope 3) GHG emissions	35-37		
305-4 GHG emissions intensity	35-37		
305-5 Reduction of GHG emissions	35-37		
305-6 Emissions of ozone-depleting substances (ODS)	–	Information unavailable	Not tracked due to not material
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	–	Information unavailable	Not tracked due to not material
Waste			
GRI 3: Material topic 2021			
3-3 Management of material topics	41, 45		

Discosure	Location	Omission	
		Reason	Explanation
GRI 306: Waste 2020			
306-1 Waste generation and significant waste-related impacts	41, 45		
306-2 Management of significant waste-related impacts	–	Not applicable	
306-3 Waste generated	41, 45		
306-4 Waste diverted from disposal	41, 45		
306-5 Waste directed to disposal	41, 45		
Supplier environmental assessment			
GRI 3: Material topic 2021			
3-3 Management of material topics	39-40		
GRI 308: Supplier environmental assessment 2016			
308-1 New suppliers that were screened using environmental criteria	39-40		
308-2 Negative environmental impacts in the supply chain and actions taken	39-40		
Employment			
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	20-21, 44		
401-3 Parental leave	44		
Labor/Management Relations			
GRI 402: Labor/Management Relations 2016			
402-1 Minimum notice periods regarding operational changes	44		
Occupational Health and Safety			
GRI 3: Material topic 2021			
3-3 Management of material topics	37		
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	37-38		
403-2 Hazard identification, risk assessment, and incident investigation	37-38		
403-3 Occupational health services	37-38		
403-4 Worker participation, consultation, and communication on occupational health and safety	37-38, 44		
403-5 Worker training on occupational health and safety	37-38		
403-6 Promotion of worker health	37-38		
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37-38		
403-8 Workers covered by an occupational health and safety management system	38		
403-9 Work-related injuries	38		
403-10 Work-related ill health	37-38		

GRI contents index (cont.)

Disclosure	Location	Omission	
		Reason	Explanation
Training and Education			
GRI 404: Training and Education 2016			
404-3 Percentage of employees receiving regular performance and career development reviews	44		
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	44-45 46		
405-2 Ratio of basic salary and remuneration of women to men	44-45		
Non-discrimination			
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	44		
Freedom of Association and Collective Bargaining 2016			
GRI 3: Material topic 2021			
3-3 Management of material topics	39		
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	39-40 44		

Disclosure	Location	Omission	
		Reason	Explanation
Barnarbete			
GRI 3: Material topic 2021			
3-3 Management of material topics	39		
GRI 408: Barnarbete			
408-1 Operations and suppliers at significant risk for incidents of child labor	39-40 45		
Tvångsarbete			
GRI 3: Material topic 2021			
3-3 Management of material topics	39		
GRI 409: Tvångsarbete			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	39-40 45		
Supplier Social Assessment			
GRI 3: Material topic 2021			
3-3 Management of material topics	39		
GRI 414: Supplier Social Assessment 2016			
414-1 New suppliers that were screened using social criteria	39-40		
414-2 Operations with significant actual and potential negative impacts on local communities	39-40		



In 2022, Assemblin updated its materiality analysis based on the methodology prescribed by GRI 2021. Method and process description for the materiality analysis is described in note 2 on page 47.

Auditor's opinion regarding the Statutory Sustainability Report



To the general meeting of the shareholders in Assemblin Group AB, corporate identity number 559077-5952

Engagement and responsibility

It is the board of directors who is responsible for the sustainability report for the year 2022 on pages 28–50 and that it is prepared in accordance with the Annual Accounts Act.

Scope of the examination

Our examination has been conducted in accordance with FAR:s auditing standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory Sustainability Report has been prepared.

Stockholm, 31 March 2023
KPMG AB

Helena Arvidsson Älgne
Authorised Public Accountant