

# Sustainability report

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## General disclosures

### About the sustainability report

This is our fourth sustainability report. The sustainability report, which covers Nordisk Bergteknik AB (publ) org. no. 559059–2506 with associated subsidiaries, has been prepared in accordance with the regulations in ÅRL 6:10-14 and ÅRL 7:31. On the following pages, we describe our priorities and important activities in the area of sustainability. A consolidated reporting of our material risks and uncertainties, including sustainability risks, is given on pages 80-81.

### Governance

Nordisk Bergteknik works for a long-term and sustainable society. For our operations, we believe that sustainability includes how we work, how we act with each other and how we collaborate with our customers. It is also about us taking responsibility for our environment and that we respect the environment in which we operate. Strategies and goals for sustainability work are established by Group management and the Board. The overall responsibility for the implementation of the sustainability strategy is divided between Group management and the CEO, as well as company management in each subsidiary. The Group Sustainability Officer has operational responsibility for the implementation of the sustainability strategy and sustainability issues in general. During the year, the Sustainability Officer participated in four audit committee meetings and two board meetings.

As basis for the Group's sustainability work, a number of governing documents related to sustainability are

applied. All governing documents include Nordisk Bergteknik's own operations and the subsidiaries' operations. Together, the governing documents cover the following areas: environmental issues, health and safety, supply chain, working conditions, governance, human rights and business ethics. Currently, a review of existing governance documents in connection with the implementation of the Corporate Sustainability Reporting Directive (CSRD) and updating of targets and action plans is underway. The work is expected to be completed in 2025 and 2026.

Through implementation and ongoing follow-up of our policies, risks regarding sustainability are mitigated. All subsidiaries are covered by ongoing follow-up of these policies through key figures. In the event of a suspected breach of policies, all parties are referred to immediately report to the immediate manager, the chairman of the board or the CEO, alternatively if this is not possible, an anonymous report can be made to Nordisk Bergteknik's whistleblower function.

In addition to our governing documents, several of the subsidiaries are certified for environment, quality and health and safety (according to ISO 14001, ISO 9001 and ISO 45001), mainly companies within our business units Rock Sweden and Rock Norway, which contributes to achieving our sustainability goals. Today, just over half of our employees are covered by a certified management system.

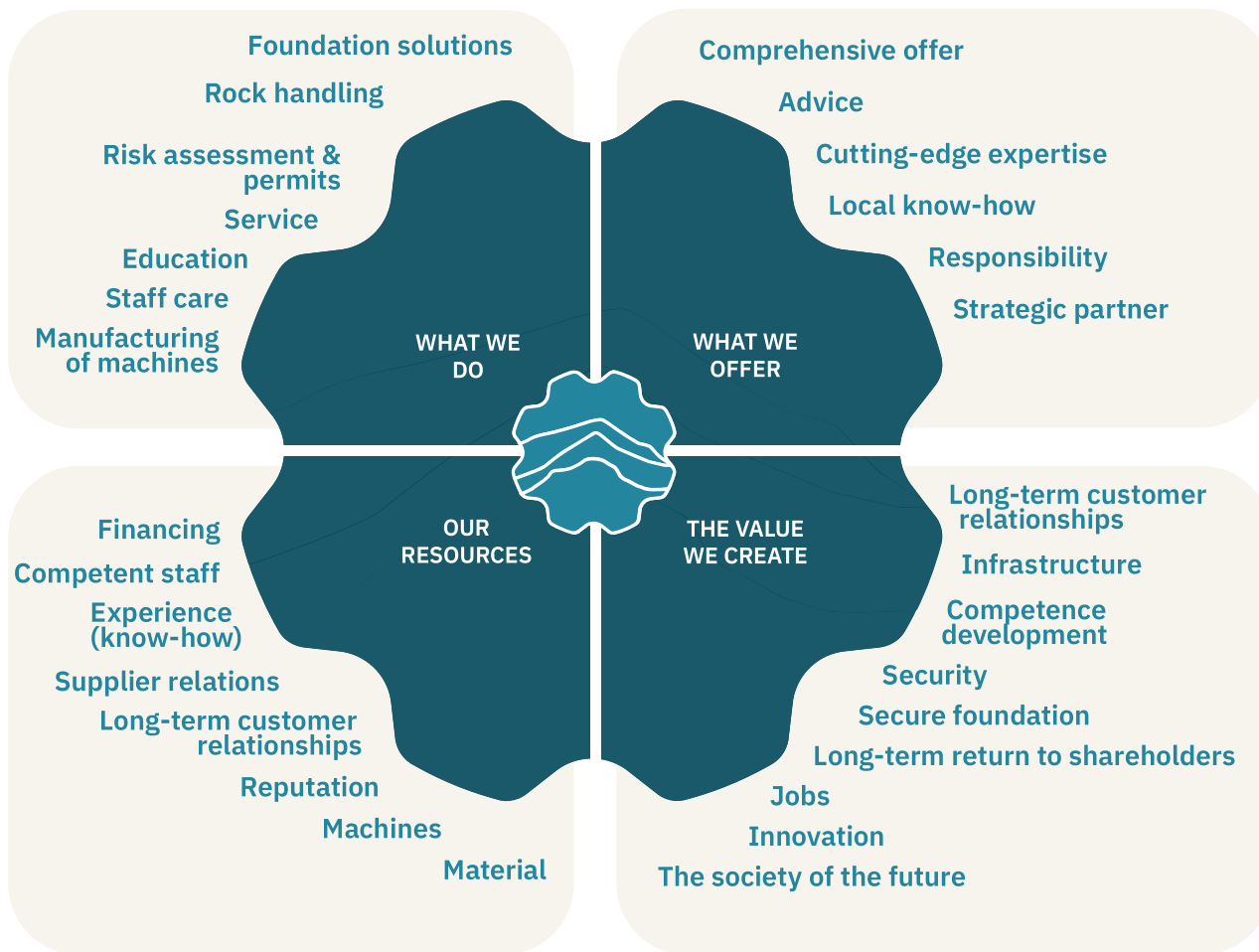
As part of our preparations for CSRD, we have introduced quarterly reporting during the year. Starting in the third quarter 2024, all subsidiaries will report sustainability data to the Group four times a year. Quality assurance of the reporting takes place both at subsidiary and Group level.

**Strategy**

**Our business model**

Nordisk Bergteknik’s business is based on delivering complete solutions in rock handling and foundation solutions. We act as a strategic partner in selected niches in the market for construction and contracting services in the infrastructure, mining and construction industries. The basis for our success is a close customer relationship. Nordisk Bergteknik strives for long-term relationships and to have the industry’s most satisfied customers through a distinct customer focus, close cooperation and sustainable deliveries of the highest quality. We are today northern Europe’s largest overall player in rock handling and foundation solutions with almost 1,200 employees and roughly 20 operational companies in Sweden, Norway and Finland. Our services are generally applied in the early phases of construction and infrastructure projects, such as rock handling, reinforcement and foundation of roads, railways and buildings, but also for projects

in the wind power sector and the mining industry, for example. Nordisk Bergteknik can also take on greater responsibility, which includes material handling, excavation and transport under its own auspices or together with subcontractors. Our customers are both private and public, but the end customer operates in the public sector by majority. We offer advice in our cutting-edge expertise and local know-how, and at times we also collaborate with other specialists in projects. Throughout our value chain, we strive to take the environment, people and society into account. Through our size and width within the Group, we have synergy effects between our subsidiaries such as sharing of knowledge and a flexible distribution of resources and machines. It helps us in our focus for efficient resource management, prosperous and competent staff, modern machines and to make responsible financial decisions that benefit our owners when we are involved in creating the society of the future. More information on our business model on page 4.



## Stakeholder dialogue

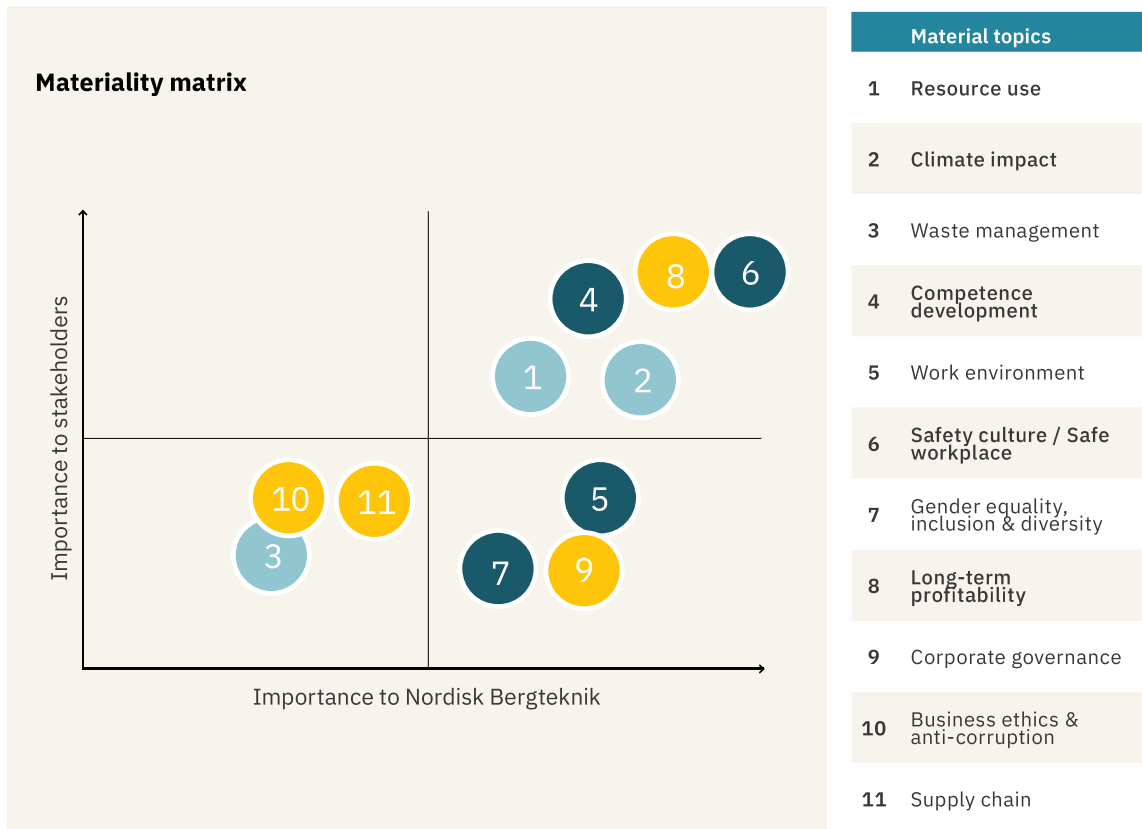
Below our prioritized stakeholders, our stakeholder engagement, and key topics for each stakeholder are shown.

Stakeholder group	Methods of engagement	Key topics
<b>Employees</b>	Individual performance dialogues	Information & Communication Work environment and safe workspace
	Workplace meetings	Leadership
	Employee surveys	Objectives/direction/ Governance
	Intranet	Competence development
<b>Customers</b>	Ongoing in projects	Union Management system (ISO or equivalent)
	Tender	Internal control
	Project evaluation (follow-up meeting)	Equipment (the right equipment, the right way)
	Customer surveys	Participation in safety work Resource use / climate impact Deadline / Scheduling
<b>Shareholders &amp; Investors</b>	Press releases	Return on investment
	Financial reports (quarterly)	Growth
	Website/media (external communication)	Information & Communication
	Annual General Meeting Investor meetings	Sustainability / climate impact
<b>Suppliers &amp; partners (incl subcontractors)</b>	Procurement process (order/agreement)	Creditworthiness Contract terms
	Ongoing dialogue (when changes) in project	Sustainability requirements in the supply chain
	Meetings within specific issues	Long-term profitability
<b>Financier</b>	Investment dialogue	Creditworthiness
	Financial reports (quarterly)	Information & Communication
	Bank meetings	Long-term profitability

## Materiality analysis

To know what to prioritize in our sustainability work, we conducted a materiality analysis in 2021. We believe that focused work with strategic focus is the key to successful sustainability work where we can maximize our positive impact and minimize our negative impact. A materiality analysis helps us navigate among stakeholders' expectations, the demands of the outside world and the risks and opportunities that exist for our business (an overall picture of our significant risks and uncertainties,

including important sustainability risks can be found on pages 80-81). In the analysis, we have considered priority topics for Nordisk Bergteknik in relation to how important the topic is perceived by our stakeholders. The materiality analysis identified five prioritized topics; resource use, climate impact, competence development, safety culture/safe workspace and long-term profitability. We have set both long-term and short-term goals, see next page. We have also a goal on gender equality since it is considered a hygiene factor.



During the year, we have continued to work on adapting to the CSRD and the material topics identified in 2023 when the double materiality analysis was carried out. We have also started to measure and follow up on data points linked to the new disclosure requirements in the European Sustainability Reporting Standards (ESRS). In this

year’s sustainability report, we have chosen to start adapting the structure of the report according to the new requirements and report on some of the new disclosures, but it is not until 2025 that a full CSRD report will be presented:







Material topics	ESRS
<ul style="list-style-type: none"> <li>• Climate adaptation</li> <li>• Energy</li> <li>• Carbon emission</li> </ul>	E1 Climate change
<ul style="list-style-type: none"> <li>• Resource use</li> </ul>	E5 Resource use and circular economy
<ul style="list-style-type: none"> <li>• Training</li> <li>• Equality and diversity</li> <li>• Health and safety</li> </ul>	S1 Own workforce
<ul style="list-style-type: none"> <li>• Business ethics and anti-corruption</li> </ul>	G1 Business conduct

### Our sustainability goals

Our sustainability agenda should be conducted with a goal-oriented approach in accordance with our established sustainability goals. We have both long-term goals for 2030 and short-term goals for 2025, which are followed regularly. Through our long-term goals, we also contribute to the Global Goals and the 2030 Agenda for Sustainable Development (Sustainable Development Goals, SDGs). Seven of these goals are closely linked to our material sustainability topics.

In addition to the seven goals, we see that we contribute indirectly to three goals in particular, goal 9 Industry, innovation and infrastructure, goal 11 Sustainable cities and communities and goal 15 Life on land.

In the table below, we have summarized our prioritized sustainability topics, our long-term goals, the linkage to the SDGs and how we measure our contribution to the global goals. A description of the outcome of the year is presented in coming sections of the report.

Material Sustainability topics	Long-term goals	Sustainable Development Goals		How we contribute/measure our contribution to the goals	
		Goal	Target		
Resource use	Sustainable investments		Responsible consumption and production	12.2 Sustainable management and use of natural resources	Resource use Sustainable investments Sustainable innovations
			Affordable and clean energy	7.2 Increase global percentage of renewable energy	Fossil free energy (electricity and heating)
Climate impact	Reduce CO2e emissions from own operations by 40 %		Climate action	13.3 Build knowledge and capacity to meet climate change	Greenhouse gas emissions Greenhouse gas emissions intensity
	Reduce CO2e emissions in the value chain by 30 %				
Competence development	Reduce carbon intensity by 30 %				
Competence development	Competence development is discussed as part of the annual performance dialogue and all employees are offered competence development according to individual plan		Quality Education	4.4 Increase the number of people with relevant skills for financial success	Employees who have undergone mandatory training according to the training matrix for their position Employees who have had individual performance dialogue and discussed competence development during the dialogue
			Decent work and economic growth	8.8 Protect labour rights and promote safe working environments	Risk observations, incidents, and accidents
Safety culture/ safe workspace	Zero vision – lost time injuries (LTI)				
Gender equality	Increase the number of women in managerial positions to 30%		Gender Equality	5.5 Ensure full participation in leadership and decision making	Women in managerial positions
Long-term profitability	Be a long-term sustainable company		Peace, justice, and strong institutions	16.5 Substantially reduce corruption and bribery	Reported incidents of bribery and corruption

## Environmental matters

Environment and safety are of the utmost importance in our work. All companies within the Group shall strive to reduce negative impacts on the environment by complying with current local environmental legislation, strive for sound resource management and energy efficiency, and stay up to date on significant environmental issues. Nordisk Bergteknik continuously invests in new machines to always have a modern and environmentally friendly machine park. We are proud to have one of the most modern set of machineries in the industry today. Our continuous work to electrify the machine park requires close cooperation with our machine suppliers.

Through our subsidiaries, Nordisk Bergteknik has no operations that are subject to licensing according to the Swedish Environmental Code. However, there are operations that are required to notify the supervisory authority. In 2024, there have been no monetary or non-monetary sanctions or fines linked to non-compliance with environmental legislation.

### EU Taxonomy reporting

Nordisk Bergteknik meets the criteria for disclosure requirements under the EU Taxonomy Regulation (Regulation 2020/852 of the European Parliament and of the Council) as parent company in a group that during the last financial year has had an average of more than 500 employees and has securities admitted to trading on a regulated market.

For an economic activity to be considered taxonomy aligned, it needs to be covered by the taxonomy under one of the two environmental goals and meet three requirements; significantly contribute to at least one of the environmental goals, meet criteria for not causing significant harm and meet minimum protective measures. Only economic activities that meet all requirements may be considered taxonomy aligned.

Nordisk Bergteknik has carried out work to identify whether we have any taxonomy-eligible economic activities. Through interviews with subsidiaries, we have been able to determine whether we have activities that correspond to any of the economic activities listed in the EU taxonomy. In accordance with our business model, our economic activities primarily consist of solutions in rock handling and foundation solutions in the market for construction and contracting services within the infrastructure, mining and construction industry. It includes, for example, piling, sheet piling, foundation reinforcement, drilling, excavation and rock reinforcement. We often act as subcontractors mainly to private companies, which in turn handle comprehensive societal infrastructure projects for governments and municipalities. We have made the assessment that the main part of our operations are not covered by the EU taxonomy and have taken a conservative approach when reporting economic activities covered by the taxonomy. We have therefore not included areas not specifically mentioned in the taxonomy. Based on this, we have identified nine economic activities with a clear connection to our business:

Economic activity		Description
CCM 4.3 CCA 4.3	Electricity generation from wind power	Within the Group we carry out construction and reinforcement work when establishing wind turbines/wind farms.
CCM 4.6 CCA 4.6	Electricity generation from geothermal energy	Drilling for geothermal heating is carried out within the group.
CCM 6.14 CCA 6.14	Infrastructure for rail transport	The Group carries out several construction works (foundation/rock) within different infrastructure projects.
CCM 7.2 CCA 7.2 CE 3.2	Renovation of existing buildings	The Group carries out foundation reinforcement and concrete rehabilitation of buildings.
WTR 2.1	Water supply	The Group carries out construction work on water collection, treatment and supply systems intended for human consumption based on the abstraction of natural resources of water from surface or ground water sources.
WTR 2.2	Urban waste water treatment	The Group carries out construction work of urban waste water infrastructure.
CE 2.3	Collection and transport of non-hazardous and hazardous waste	Within the Group, collection and transport of non-hazardous and hazardous waste is carried out to a small extent, as well as construction work related to the construction of facilities involved in the collection and transport of such waste.
CE 2.5	Recycling of biological waste by anaerobic digestion or composting	The group carries out construction work for the construction of a biogas plant.
CE 3.5	Use of concrete in civil engineering	The Group carries out several construction works (foundation/rock) within different infrastructure projects such as bridges and tunnels where concrete is used.

There are additional categories to which we may contribute but based on our conservative approach we have chosen not to include these categories in our taxonomy reporting for 2024.

## Reporting principles

As the regulation is still being developed and is expected to expand to other areas that may be relevant to our operations, we will follow developments and update our taxonomy reporting accordingly. Below is a description of reporting principles applied for this year's reporting.

Total turnover is defined as externally reported turnover (revenue). For Nordisk Bergteknik, total turnover according to the taxonomy and net sales according to IFRS is the same key figure. Identification of turnover linked to relevant economic activities is based on the company's project reporting. The turnover during the year for projects that are linked to any of the identified economic activities has been allocated to the respective economic activity.

Total capital expenditure (capex) is defined as the year's acquisitions of tangible fixed assets, intangible fixed assets (excluding goodwill) and right-of-use assets. Acquisitions through business combinations have been included. Since individual investments are used in the majority of economic activities over their lifetime, Nordisk Bergteknik believes that it would be misleading to allocate the entire investment to the economic activity carried out in connection with the investment. Nordisk Bergteknik has therefore applied a distribution based on the economic activity's share of total sales.

Total operating expenses (opex) consist of expenses for the repair and maintenance of tangible fixed assets (owned or leased), expensed leasing fees linked to short-term leasing agreements and other direct expenses required to ensure the ongoing function of tangible assets. Identification of operating expenses linked to relevant financial activities is based on the company's project reporting. Operating expenses

during the year for projects that are linked to any of the identified economic activities have been allocated to the respective economic activity. If any significant operating expenses have not been reported in the company's project reporting, a distribution based on the economic activity's share of the total turnover has been made.

Double counting is avoided by reporting in accordance with International Financial Reporting Standards (IFRS).

## Taxonomy results 2024

In 2024, Nordisk Bergteknik's taxonomy applicability for turnover, capital expenditure and operating expenses is higher both in absolute terms and as a percentage. This can vary from year to year depending on the types of projects the group was involved in during the year. For example, in 2024 the Group was involved in more projects linked to wind power and in projects using concrete. Renovation of existing buildings has decreased, which is a consequence of a weaker economy for the companies in the Foundation Sweden segment, which has resulted in fewer projects in this activity. The Group is also continuously developing its work on reporting taxonomy and other sustainability-related key figures, which may have an effect on the applicability of the taxonomy.

Currently, we have no economic activities assessed to be aligned with taxonomy. This is because we often act as subcontractors to other actors and thus have limited influence on the design of the project. We believe this will change in the future as companies' taxonomy reporting will develop and dialogues between different actors in the value chain will be required.

	Total (SEK million)	Share of EU Taxonomy-eligible activities (%)	Share of EU Taxonomy non-eligible activities (%)	Share of EU Taxonomy-aligned activities (%)
Revenue	3 305,2	76,5%	23,5%	-
CapEx	297,1	78,7%	21,3%	-
OpEx	218,5	78,9%	21,1%	-

	Proportion of turnover / Total Turnover		Proportion of CapEx / Total CapEx		Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	-	15,6%	-	15,9%	-	12,2%
CCA	-	15,6%	-	15,9%	-	12,2%
WTR	-	2,1%	-	2,3%	-	2,3%
CE	-	10,8%	-	4,1%	-	9,0%
PPC	-	-	-	-	-	-
BIO	-	-	-	-	-	-





## Taxonomy reporting - Turnover

	2024			Substantial contribution criteria						"DNSH criteria ("Does Not Significantly Harm")"									
	Code (s)	Turnover	Proportion of turnover 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of taxonomy-aligned or -eligible turnover 2022	Category enabling activity	Category transitional activity
	MSEK	%		Y; N; N/EL						Y/N					Y/N	%	F	T	
<b>Economic activities</b>																			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0.0%		-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%		
Of which enabling	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Of which transitional			-	-						-	-	-	-	-	-	-	-		-
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL															
Electricity generation from wind power	CCM 4.3 CCA 4.3	91.3	2.8%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Electricity generation from geothermal energy	CCM 4.6 CCA 4.6	2.6	0.1%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Infrastructure for rail transport	CCM 6.14 CCA 6.14	258.4	7.8%	EL	EL	N/EL	N/EL	N/EL	N/EL								5.7%		
Renovation of existing buildings	CCM 7.2 CCA 7.2 CE 3.2	162.7	4.9%	EL	EL	N/EL	N/EL	EL	N/EL								6.0%		
Water supply	WTR 2.1	27.7	0.8%	N/EL	N/EL	EL	N/EL	N/EL	N/EL								1.3%		
Urban waste water treatment	WTR 2.2	42.4	1.3%	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.6%		
Collection and transport of non-hazardous and hazardous waste	CE 2.3	2.1	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.1%		
Recycling of biological waste by anaerobic digestion or composting	CE 2.5	6.3	0.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								-		
Use of concrete in civil engineering	CE 3.5	184.4	5.6%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1.7%		
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>778.0</b>	<b>23.5%</b>	<b>15.6%</b>	<b>15.6%</b>	<b>2.1%</b>	<b>-</b>	<b>10.7%</b>	<b>-</b>								<b>15.8%</b>		
<b>A. Turnover of Taxonomy-eligible activities (A.1+A.2)</b>		<b>778.0</b>	<b>23.5%</b>	<b>15.6%</b>	<b>15.6%</b>	<b>2.1%</b>	<b>-</b>	<b>10.7%</b>	<b>-</b>								<b>15.8%</b>		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
Turnover of Taxonomy-non-eligible activities (B)	2,527.2	76.5%																	
<b>TOTAL (A + B)</b>	<b>3,305.2</b>	<b>100%</b>																	

Taxonomy reporting - CapEx

	2024			Substantial contribution criteria					"DNSH criteria ("Does Not Significantly Harm")"									
	Code (s)	CapEx	Proportion of CapEx 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of taxonomy-aligned or -eligible CapEx 2022	Category enabling activity
Economic activities		MSEK	%	Y; N; N/EL					Y/N					Y/N	%	E	T	

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1 Environmentally sustainable activities (Taxonomy-aligned)

CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%		
Of which enabling	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Of which transitional		-	-													-		-

A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

				EL; N/EL						
Electricity generation from wind power	CCM 4.3 CCA 4.3	8.3	2.8%	EL	EL	N/EL	N/EL	N/EL	N/EL	0.2%
Electricity generation from geothermal energy	CCM 4.6 CCA 4.6	0.0	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL	0.3%
Infrastructure for rail transport	CCM 6.14 CCA 6.14	35.8	12.0%	EL	EL	N/EL	N/EL	N/EL	N/EL	2.9%
Renovation of existing buildings	CCM 7.2 CCA 7.2 CE 3.2	3.2	1.1%	EL	EL	N/EL	N/EL	EL	N/EL	2.1%
Water supply	WTR 2.1	1.8	0.6%	N/EL	N/EL	EL	N/EL	N/EL	N/EL	0.7%
Urban waste water treatment	WTR 2.2	5.0	1.7%	N/EL	N/EL	EL	N/EL	N/EL	N/EL	0.5%
Collection and transport of non-hazardous and hazardous waste	CE 2.3	0.3	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	0.1%
Recycling of biological waste by anaerobic digestion or composting	CE 2.5	0.3	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-
Use of concrete in civil engineering	CE 3.5	8.4	2.8%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	0.8%
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		63.2	21.3%	15.9%	15.9%	2.3%	-	4.0%	-	7.7%
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		63.2	21.3%	15.9%	15.9%	2.3%	-	4.0%	-	7.7%

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities (B)	233.9	78.7%
<b>TOTAL (A + B)</b>	<b>297.1</b>	<b>100%</b>

## Taxonomy reporting - OpEx

Economic activities	2024			Substantial contribution criteria					"DNSH criteria ("Does Not Significantly Harm")"					Minimum safeguards	Proportion of taxonomy-aligned or -eligible OpEx 2022	Category enabling activity	Category transitional activity
	Code (S)	OpEx	Proportion of OpEx 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution				
	MSEK	%	Y; N; N/EL					Y/N					Y/N	%	E	T	

## A. TAXONOMY-ELIGIBLE ACTIVITIES

## A.1 Environmentally sustainable activities (Taxonomy-aligned)

OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%		
Of which enabling	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Of which transitional			-	-												-		

## A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

			EL; N/EL							
Electricity generation from wind power	CCM 4.3 CCA 4.3	3.7	1.7%	EL	EL	N/EL	N/EL	N/EL	N/EL	0.2%
Electricity generation from geothermal energy	CCM 4.6 CCA 4.6	0.2	0.1%	EL	EL	N/EL	N/EL	N/EL	N/EL	0.3%
Infrastructure for rail transport	CCM 6.14 CCA 6.14	17.6	8.0%	EL	EL	N/EL	N/EL	N/EL	N/EL	6.4%
Renovation of existing buildings	CCM 7.2 CCA 7.2 CE 3.2	5.1	2.3%	EL	EL	N/EL	N/EL	EL	N/EL	4.8%
Water supply	WTR 2.1	1.5	0.7%	N/EL	N/EL	EL	N/EL	N/EL	N/EL	2.8%
Urban waste water treatment	WTR 2.2	3.5	1.6%	N/EL	N/EL	EL	N/EL	N/EL	N/EL	0.8%
Collection and transport of non-hazardous and hazardous waste	CE 2.3	0.1	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	0.2%
Recycling of biological waste by anaerobic digestion or composting	CE 2.5	0.4	0.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-
Use of concrete in civil engineering	CE 3.5	14.0	6.4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	1.7%
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>46.0</b>	<b>21.1%</b>	<b>12.2%</b>	<b>12.2%</b>	<b>2.3%</b>	<b>-</b>	<b>8.8%</b>	<b>-</b>	<b>17.2%</b>
<b>A. OpEx of Taxonomy-eligible activities (A.1+A.2)</b>		<b>46.0</b>	<b>21.1%</b>	<b>12.2%</b>	<b>12.2%</b>	<b>2.3%</b>	<b>-</b>	<b>8.8%</b>	<b>-</b>	<b>17.2%</b>

## B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

OpEx of Taxonomy-non-eligible activities (B)	172.5	78.9%
<b>TOTAL (A + B)</b>	<b>218.5</b>	<b>100%</b>

## Nuclear and fossil gas related activities

### Nuclear energy related activities

The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO

### Fossil gas related activities

The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

## Climate change (ESRS E1)

### E1-5 Energy consumption and energy mix

Our energy use consists of fuel consumption in our machines and vehicles as well as electricity and heat consumption in our premises. As many of our machines are still powered by diesel, we have a relatively high energy use. We are constantly working to reduce our

energy use by making our work more efficient. We also try to switch to renewable fuels where possible.

Our total energy use is roughly the same in 2024 compared to 2023, but the share of energy use from renewable sources has almost doubled compared to last year. Today, 94 (89) % of our purchased electricity and heat comes from fossil-free sources.

Energy consumption and mix (MWh)	2024	2023
Fuel consumption from coal and coal products	0	0
Fuel consumption from crude oil and petroleum products	91 876	97 388
Fuel consumption from natural gas	11	81
Fuel consumption from other fossil sources	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	408	449
<b>Total fossil energy consumption</b>	<b>92 296</b>	<b>97 919</b>
<i>Share of fossil sources in total energy consumption (%)</i>	<i>90,2</i>	<i>94,8</i>
Consumption from nuclear sources	447	327
<i>Share of consumption from nuclear sources in total energy consumption (%)</i>	<i>0,4</i>	<i>0,3</i>
Fuel consumption for renewable sources, including biomass	4 750	1 693
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	4 820	3 314
The consumption of self-generated non-fuel renewable energy	0	0
<b>Total renewable energy consumption</b>	<b>9 570</b>	<b>5 007</b>
<i>Share of renewable sources in total energy consumption (%)</i>	<i>9,4</i>	<i>4,8</i>
<b>Total energy consumption</b>	<b>102 313</b>	<b>103 253</b>
<b>Energy intensity ratio</b>	<b>2024</b>	<b>2023</b>
MWh/net sales in million SEK	31	29

## E1-6 Gross scope 1,2,3 and total greenhouse gas emission

Our operations also have a significant climate impact, both in terms of direct emissions in the form of emissions from our fuel consumption, and indirect emissions in the form of purchases of goods and services.

The 2023 climate mapping of our other indirect emissions (scope 3) completed during the year confirmed that our largest emissions are in category 3.1 Purchase of goods and services (84 %), followed by category 3.3 Fuel and energy-related emissions (4.6 %), 3.4 Upstream transport (4.4 %) and 3.2 Capital goods (3.6 %). The remaining categories

together account for 3.6 % of emissions in scope 3. Based on the results, we have chosen to expand our climate reporting, both with a more comprehensive reporting of purchases of goods and services, and with capital goods. Due to poor quality of activity data for upstream transport, we have currently chosen not to include upstream transport in our climate calculations. Since before, we included category 3.3 Fuel and energy-related activities. With this expanded reporting, 92% of our scope 3 emissions are now included in the climate calculations.

In 2025, we will continue to work and develop a transition plan for the measures we need to take to achieve our climate goals.

	Retrospective			
	Base year 2023	2023	2024	%
<b>Scope 1 GHG emissions</b>				
Gross Scope 1 GHG emissions (tCO <sub>2</sub> eq)	16 606	16 606	22 498	35%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	
<b>Scope 2 GHG emissions</b>				
Gross location-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	244	244	347	42%
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	310	310	276	-11%
<b>Significant scope 3 GHG emissions</b>				
Total Gross indirect (Scope 3) GHG emissions (tCO <sub>2</sub> eq) - location based	103 813	103 813	71 339	-31%
Total Gross indirect (Scope 3) GHG emissions (tCO <sub>2</sub> eq) - market based	103 781	103 781	71 281	-31%
3.1 Purchased goods and services (tCO <sub>2</sub> eq)	94 573	94 573	61 890	-35%
3.2 Capital goods (tCO <sub>2</sub> eq)	4 088	4 088	5 063	24%
3.3 Fuel and energy-related Activities (tCO <sub>2</sub> e) - location based	5 152	5 152	4 386	-15%
3.3 Fuel and energy-related Activities (tCO <sub>2</sub> e) - market based	5 120	5 120	4 329	-15%
<b>Total GHG emissions</b>				
Total GHG emissions (location- based) (tCO <sub>2</sub> eq)	120 663	120 663	94 184	-22%
Total GHG emissions (market- based) (tCO <sub>2</sub> eq)	120 697	120 697	94 056	-22%
<b>GHG intensity ratio (market based)</b>				
		<b>2024</b>	<b>2023</b>	
GHG emissionse/Net sales in million SEK (scope 1+2)		6,9	4,8	
GHG emissionse/Net sales in million SEK (scope 1+2+3)		28,5	34,2	

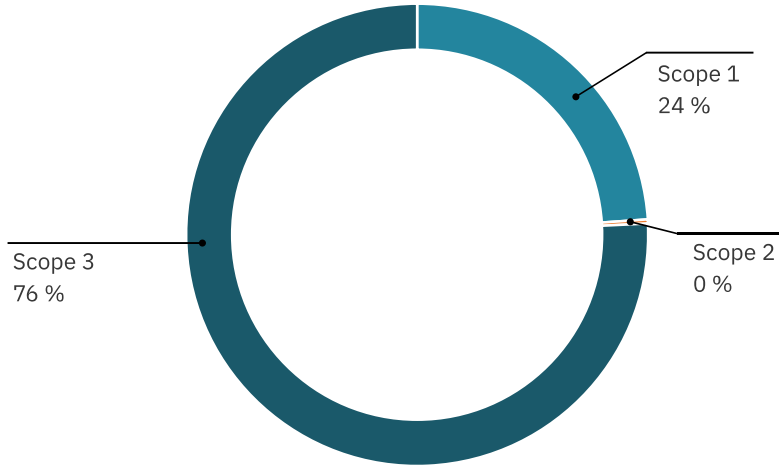
In connection with the climate mapping, we updated our climate calculations for 2023 and chose to use 2023 as our base year. This means that the 2023 data

for both scope 1, scope 2 and scope 3 has changed compared to what was presented in last year's sustainability report.

Our total greenhouse gas emissions in absolute terms have decreased in 2024 compared to previous years. This can mainly be explained by the fact that the Group had lower sales in 2024 compared to 2023. The largest decrease is in scope 3 and is mainly due to the fact that the amount of purchased goods has decreased. Many of our machines are still powered by diesel and the emissions they cause account for a significant part of our climate impact. Our ambition is to gradually reduce these emissions as we replace old machines with new, more environmentally friendly

machines and by replacing diesel with renewable fuels such as HVO100. We have started to see some changes where customers have started to set sustainability requirements regarding machine type and/or fuel type in the procurement, which in turn means that our share of renewable fuel has increased.

Our emissions in scope 2 have increased due to both increased scope and quality of reporting. However, emissions in scope 2 account for only a small proportion of our total emissions.



**Resource use and circular economy (ESRS E5)**

**E5-4 Resource inflow**

Efficient resource use is important for both Nordisk Bergteknik and our stakeholders. Where applicable, we focus on our products and processes by applying a circular way of thinking. This can mean that we must constantly efficiently utilize raw materials in processes while at the same time repairing, reusing and recycling. An example of this is that we strive first and foremost to repair our old machines as far

as is economically justified and when we purchase a new machine, the goal is that it should always contribute to our ambition of an environmentally friendly machine park. We are also working to reduce idling and recycle inputs, such as steel. During the year, we have also started measuring the percentage of reused or recycled components in some of our purchased resources. The resource with the highest percentage of reused or recycled parts is steel piles, where almost 20% consists of reused or recycled components.

## Social matters

Nordisk Bergteknik shall work for a good physical and social work environment with long-term prosperous employees. It is central to us that our employees within the Group must have good physical and mental health. For each activity, the necessary conditions must be in place for issues such as a good working environment, established health and safety work and respect for human rights to be given priority. Personal responsibility for compliance with applicable routines and instructions is required of all employees to achieve a safe and good working environment. Several subsidiaries regularly conduct employee surveys with the aim of developing and improving the workplace and the working environment.

Number of employees (head count)*	2024	2023
Male	1 061	1 089
Female	102	106
Other	0	0
Not reported	0	0
<b>Total employees</b>	<b>1 163</b>	<b>1 195</b>

Number of employees (head count)	2024	2023
Sweden	753	783
Norway	359	364
Finland	51	48

2024				
Female	Male	Other*	Not disclosed	Totall
Number of employees				
102	1 061	0	0	<b>1 163</b>
Number of permanent employees				
101	1 022	0	0	<b>1 123</b>
Number of temporary employees				
0	35	0	0	<b>35</b>
Number of non-guaranteed hours employees				
1	4	0	0	<b>5</b>

Employee turnover	2024
Number of employees who have left the undertaking during the reporting period	233
Rate of employee turnover	20%

\* Gender as specified by the employees themselves

## Own workforce (ESRS S1)

### S1-6: Characteristics of the undertaking's employees

#### S1-9: Diversity metrics

We believe that a workplace with gender equality and diversity strengthens us as a company, contributes to better decision-making and a good corporate culture. Nordisk Bergteknik must therefore be an inclusive employer that affirms diversity and where employees reach their full potential after an even gender distribution. All employees must have the same rights, obligations and opportunities regardless of age, gender, gender identity or gender expression, ethnicity, sexual orientation, religion or other beliefs. Employees must treat each other with sensitivity and respect. Nordisk Bergteknik does not accept any form of discrimination, abusive discrimination, bullying, harassment, mental or physical punishment.

The construction industry is strongly male-dominated, and we have a challenge to achieve gender equality. Our goal is to increase the number of women in senior positions to 30% by 2025. A number of activities have been carried out with the aim of attracting female employees to the industry, for example female employees have participated in job fairs, engaged female apprentices and trainees and highlighted female employees in presentation and marketing materials. The gender distribution among all employees within the Group is at the same level as in 2023, while the proportion of women in managerial positions has decreased from 25 in 2023 to 18% in 2024. One reason for this is the restructuring of companies that has taken place within the Group where the composition of management positions has changed.

We have a relatively even age distribution within the Group, with half of the workforce being between the ages of 31 and 50. There are approximately the same number of employees under 30 as over 50.

Gender distribution	2024	2023
Group Management, total	4	4
Share of female %	0	0
Female employees in managerial positions, total	19	107
Share of female %	18	25

Distribution of employees by age group	2024
Under 30 years old	316
31-50 years old	574
Over 50 years old	273



**S1-13: Training and skills development metrics**

As a player in the market for construction and contracting services in infrastructure and the mining industry, it is important that our employees have the right skills and that we attract employees who stay with us for a longer period. We constantly work to train, develop, and motivate our staff. The fact that employees have the right skills and the opportunity for competence development is not only a prerequisite for a safe workplace with regards to the machines we handle, it is also a prerequisite for our staff to want to stay with us for a longer period of time. In addition to all employees having to undergo compulsory training according to the training matrix for their position, competence development must also be added as part of performance dialogues.

We have started to measure and track how many employees have attended regular performance reviews as well as how many training hours have been offered and completed by employees and will start reporting this next year.

**S1-14: Health and safety metrics**

At Nordisk Bergteknik, we will strive for a good and safe work-environment where all employees thrive and develops in their work. The industries in which we operate are often associated with the risk of personal injury. Good working conditions and safe workplaces are central to us. We want all employees to feel safe at work and come home healthy after the end of the working day. For us to achieve our goals, it is important that we work together and that all employees think about health and safety on a daily basis.

Work with health and safety is a priority at Nordisk Bergteknik. We have a zero vision when it comes to accidents that lead to sick leave and have the ambition to have trained all employees on risk observations by 2025. To achieve this, we regularly follow up on risk observations, incidents and accidents, which help us to identify risks at work and thus conduct focused activities where they do the best with the aim of preventing accidents. We also encourage each other to report when we see flaws in the safety culture. It is important to have an honest and open attitude in the workplace where all employees should feel that they can influence their own work situation. By working in this way, we have good conditions for making risks visible in the workplace and being able to work proactively to prevent accidents and incidents. Employees are also obliged to pay attention to and report discovered risks to the nearest manager and possibly affected employees. Employees are also obliged to report incidents to the nearest manager, who then ensures reporting and follow-up takes place according to established routines.

In 2024, both the total number of work-related injuries and the number of work-related injuries with sick leave increased. This also means that the rate of work-related injuries is higher in 2024 compared to 2023. The fact

that the work-related injury rate is higher is also since we have changed the calculation method to adapt to CSRD. However, sick leave has decreased compared to 2023

<b>Accidents, incidents, and risk observations</b>	<b>2024</b>	<b>2023</b>
Fatalities	0	0
Work-related injuries (total)	141	130
Work-related injuries with sick leave	31	20
Rate of work-related injuries*	15,7	10,7
Days lost	710	-
Near misses**	382	354
Risk observations	2139	2 242
Sick leave (%)	4,7	6,6

\* Number of accidents with absence multiplied by 1 000,000 hours and divided by total number of hours worked.

\*\* An event that could have led to an accident.

**S1-17: Incidents, complaints and severe human rights impacts**

We have a whistleblower system implemented where suspected misconduct can be reported anonymously. The whistleblower system is not intended to replace other communication channels, such as communication with the immediate boss. The whistleblower system can be used by anyone, both employees, interns, and external business partners, such as customers, subcontractors, and suppliers. All reports are received and investigated by an external party. During the year, a total of four reports were received via the whistleblower system. For one of these, the assessment was made that no further investigation was required. Three of the cases have been closed after measures have been taken.

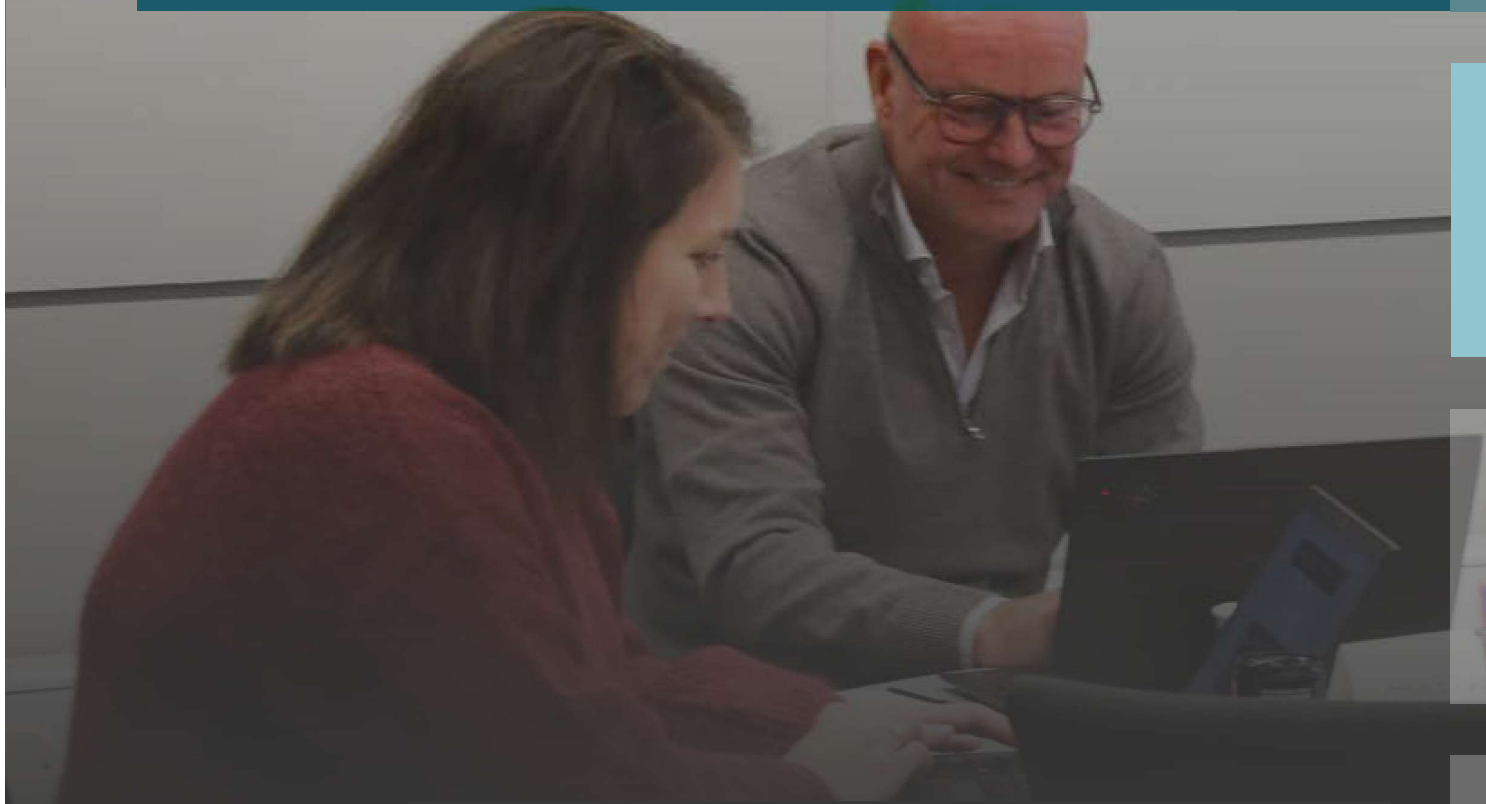
In 2024, two cases of discrimination, harassment or misconduct were reported. One case could be closed without further actions and the other after internal investigation and handling.

<b>Incidents, complaints and severe human rights impacts</b>	<b>2024</b>	<b>2023</b>
Reported cases of discrimination, harassment, violations of fundamental principles and rights	2	5
Number of cases of severe human rights incidents connected to the undertaking's workforce in the reporting period	0	0

**CASE: NORDISK BERGTEKNIK ACADEMY**

# From insight to action:

*How investments in strategic education shape our group - Nordisk Bergteknik Academy*

A photograph showing a woman with long brown hair, wearing a red sweater, and a man with glasses and a grey sweater, both looking at a laptop screen. They appear to be in a collaborative work environment.

Nordisk Bergteknik has taken a significant step to develop its leadership, deepen financial understanding and build a dynamic and effective group with a clear common direction. By bringing together several leaders from the group's subsidiaries in a leadership training program, the foundation has been laid for a new era of collaboration and development. Combining financial insights with situational leadership, the training has proven to be a driver of both individual and organizational growth.



“This is the beginning of something that will define our leadership and work going forward.”

#### **An investment in leadership**

– We wanted to form a common platform for how we lead and collaborate in the group. This is the beginning of something that will define our leadership and work going forward, says Andreas Christoffersson, CEO, with a clear vision of the future.

#### **Nordisk Bergteknik Academy – Leadership through adaptation and strategy**

Adaptive leadership is the key to creating better results and stronger team engagement. The model challenges leaders to be flexible and to constantly adapt their way of leading depending on the needs of the employees and the demands of the situation. Knowing when it is right to coach, guide, support or delegate makes leadership more effective and engaging. It’s about building trust and creating a dynamic where every employee can develop and contribute to their full potential

#### **From concept to concrete change**

The starting point was a need to strengthen the internal culture, provide a clear picture of what constitutes good financial reporting and create a common basis for leadership within the group. Helena Bähr, Nordisk Bergteknik, played a central role in coordinating the project internally, working with Jenny Nilsson Widén from IHM and course leaders Ola Trouvé and Henrik Lindgren. Through their joint efforts, a course was



*Henrik Lindgren and Ola Trouvé, course leaders at IHM.*

developed that integrated strategic perspectives with practical tools.

– The leadership part with Ola gave the participants modern tools to meet the challenges of today’s leadership, says Helena. At the same time, Henrik inspired them with his engaging way of clarifying economic processes, opening doors to a deeper understanding and new perspectives.

#### **Personal insights that build the future**

The success of education is not just about knowledge - it’s about insights that change the way you look at



*All participants from the course gathered after an inspiring training - ready to take on new challenges.*

leadership and collaboration. Toni Micevski, Supervisor at Nordisk Grundteknik, describes how participating has made him reflect on his own strengths and weaknesses:

– I have learned how important feedback and clarity are, even in pressured situations. Something as simple as writing down feedback on a post-it note has become a tool that makes a big difference.

For Martin Parnmo, CEO of Grundia, the training was a confirmation of the leadership he already practices: – Hearing that we are on the right track and working together with the others in the same direction has given me peace of mind. It's reassuring to know that we are making decisions that

benefit both our employees and the future development of the Group.

Robert Andreasson, CEO of Bohus Bergsprängning, emphasizes the importance of the new relationships:

– Being able to discuss with other leaders in the group gave us a forum where we could share experiences and learn from each other.

#### **A future driven by strong leadership**

Andreas Christoffersson describes the education as part of a larger vision for Nordisk Bergteknik.

– We want to nurture and support modern leaders - those who can both inspire and create results. Investing in our leaders is investing in the future of

the entire group, he says with conviction.

“Being able to discuss with other leaders in the group gave us a forum where we could share experiences and learn from each others”



**Leadership as an investment: reflections and summary**

The leadership training has not only strengthened individual leadership skills but also created a common direction for the whole group. With quotes such as “a large part of what drives the business stems from how leadership is designed and practiced”, Ola shows why it is

“Investing in our leaders is investing in the future of the entire group”

so important to build leadership from the ground up. By creating a common culture and strengthening the ties between the companies, Nordisk Bergteknik is better equipped for the future. This initiative represents not only a solution to today’s challenges, but a strategic investment that shapes the future of Nordisk Bergteknik.

## Governance matters

Nordisk Bergteknik shall be a long-term sustainable company. We strive to maintain long-term profitability and growth. We believe that structured and focused sustainability work gives us a good basis for making sound decisions that generate long-term returns for our owners.

### Business conduct (ESRS G1)

#### G1-4: Confirmed incidents of corruption or bribery

Nordisk Bergteknik complies with the laws, rules and regulations that apply in the markets in which the Group operates. The same shall also apply to partners and business partners. We strongly dissociate ourselves from all forms of corruption. All transactions and agreements must always be made in an ethically correct manner. All forms of bribery, unethical benefits or other illegal acts are prohibited. Employees within Nordisk Bergteknik must act with honesty and openness, hidden transactions, or the use of third parties or intermediaries for bribes is prohibited. We do not accept non-ethical conduct where the position for one's own or someone else's gain has been abused. Active work in the form of ongoing follow-up in the area must be conducted at all levels with the aim of fighting bribery and corruption.

Bribery or corruption	2024	2023
Reported incidents of bribery or corruption	0	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0
Number of confirmed incidents of corruption or bribery	0	0

Nordisk Bergteknik distances itself from collaborations or business with companies or partners where human rights are not fully respected. The Supplier code of conduct, which was adopted by the board during the year, sets out basic requirements for our suppliers, partners and business partners. Requirements cover areas such as compliance, business ethics, health and safety, working conditions, respect of human rights, environment and climate. Our work to map our supply chain, identify risks and potential negative impacts and carry out due diligence has continued during the year and will develop to become more systematic in the future.

In July 2022, Åpenhetsloven (The Norwegian Transparency Act) came into effect in Norway, which many of our Norwegian subsidiaries are covered by. The law, which aims to promote companies to respect fundamental human rights and decent working conditions throughout the value chain, as well as to ensure public access to information, obliges companies to carry out due diligence to investigate and manage the risk and negative impact of human rights and decent working conditions and to report how existing and potential negative consequences of the business are handled. A report in accordance with the law is available on each company's website and the group website.

## Auditor's report

### **Auditor's opinion regarding the statutory sustainability report**

To the general meeting of the shareholders in Nordisk Bergteknik AB (publ), corporate identity number 559059-2506.

### **Engagement and responsibility**

It is the board of directors who is responsible for the sustainability report for the year 2024 on pages 34-55 and that it is prepared in accordance with the Annual Accounts Act.

### **The 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.

Gothenburg, March 26, 2025

KPMG AB

*Signed on the Swedish original*

**Daniel Haglund**

Authorized Public Accountant