



SUSTAINABILITY REPORT

ABOUT ITAB'S SUSTAINABILITY REPORT 2023

ITAB's Sustainability Report for the 2023 financial year comprises pages 15-22, together with the in-depth sustainability information (including sustainability risks and reporting on EU Taxonomy and GRI) on pages 87-97. This encompasses the Group's statutory Sustainability Report as a separate section from the Administration Report. The Sustainability Report covers the Parent Company, ITAB Shop Concept AB (publ), corp. reg. no. 556292-1089, and all entities consolidated in the Group's consolidated accounts, unless otherwise specified. The Sustainability Report has been prepared in accordance with the provisions of the Annual Accounts Act and has not been externally reviewed.

The Board of Directors for ITAB Shop Concept AB has approved the Sustainability Report in conjunction with the signing of the annual and consolidated financial statement. The auditor's statement in respect of the statutory Sustainability Report can be found on page 97.

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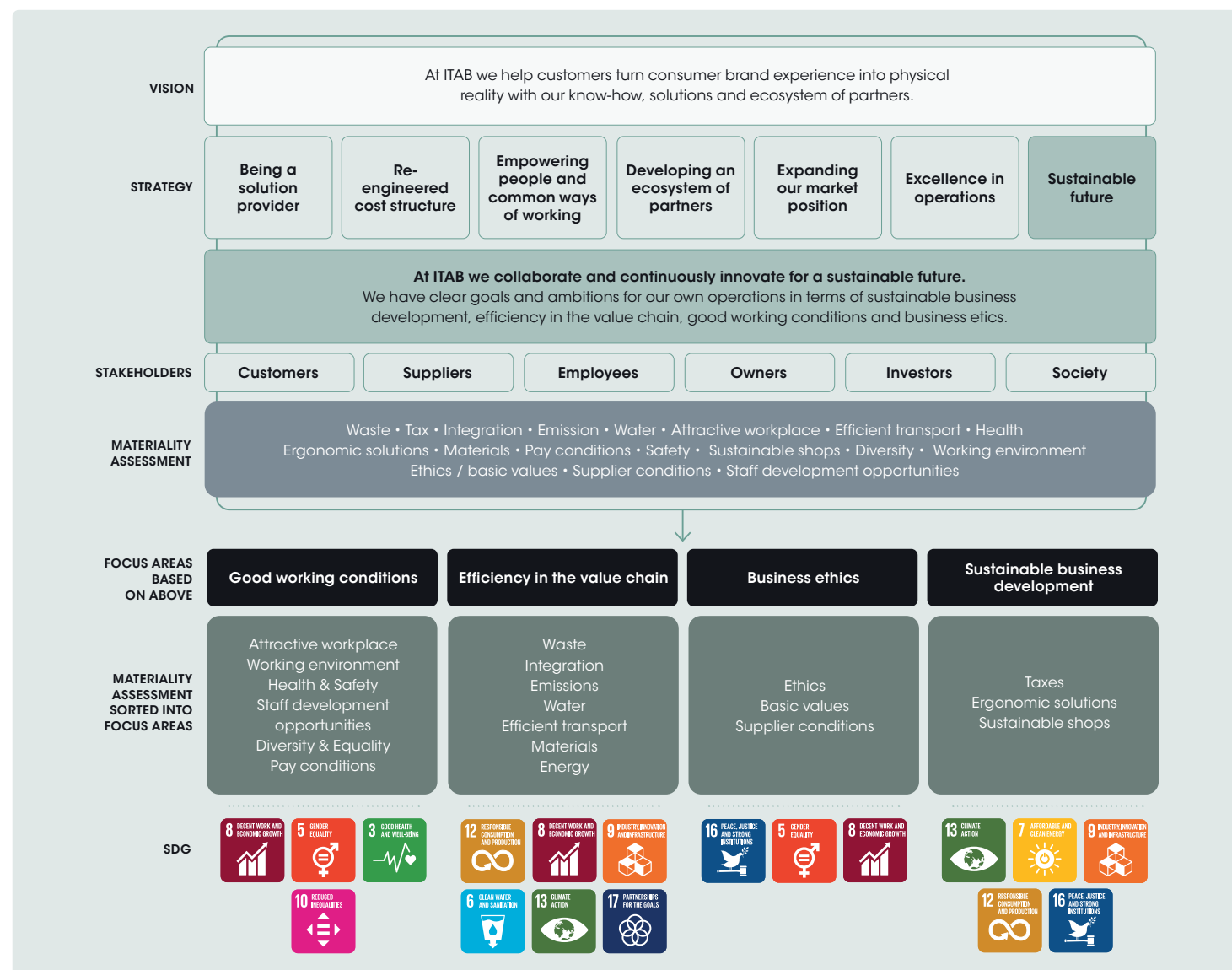
SUSTAINABLE BUSINESS FOR THE FUTURE

Sustainability, in the context of development, entails meeting present needs without compromising the ability of future generations to meet their own requirements. As an advocate for sustainable development, ITAB acknowledges the responsibility to ensure that its pursuit of profitability aligns with ethical and environmentally conscious practices. This commitment extends across the entire value chain, encompassing manufacturers, suppliers, and ultimately, consumers. ITAB aims to integrate responsible practices at every stage to contribute positively to both the present and the future.

MATERIALITY ANALYSIS AND STAKEHOLDER DIALOGUE

Sustainability is seamlessly woven into our business ethos, and ITAB aligns itself with the 2030 Agenda for Sustainable Development, specifically embracing the Sustainable Development Goals ("SDGs") designed to gauge the success of this agenda. Through a comprehensive analysis involving vision, strategy, stakeholders, and materiality assessment, ITAB has identified four primary focus areas crucial to the Group's sustainability journey. The focus areas have been decided by the Group management and approved by the Board of Directors. Each of the areas is intricately linked to a key SDG and concurrently contributes to the advancement of other SDGs, as outlined in the illustration.

The requirements and expectations of stakeholders identified through dialogues with them



have then further helped us in the evaluation and prioritisation of sustainability actions needed both in the short- and long-term.

For more information on ITAB's reporting and follow-up, stakeholder dialogue, sustainability risks, and EU Taxonomy and GRI-reporting, please refer to the In-depth Sustainability Information section on pages 87-97.

SUSTAINABILITY SERVICES

In addition to sustainability being incorporated internally, ITAB has developed and deployed a number of Sustainability Services. These are designed to partner with the customers because the goods we provide for them do not only create our Scope 1 GHG emissions, but our activities and products are their Scope 3 GHG emissions.

The services cover carbon reporting but can also focus on water, waste, end of life, etc. Based upon the customer priorities we monitor and benchmark all metrics needed. The benchmarking then allows informed design recommendations for the customer, looking at materials, longevity of the equipment, circularity of the equipment, amongst other things. There is also an equipment return, refurbishment and reuse service (refer to Sustainable Business Development on page 22).

REDUCING THE CARBON IMPACT OF THE IN-STORE ENVIRONMENT

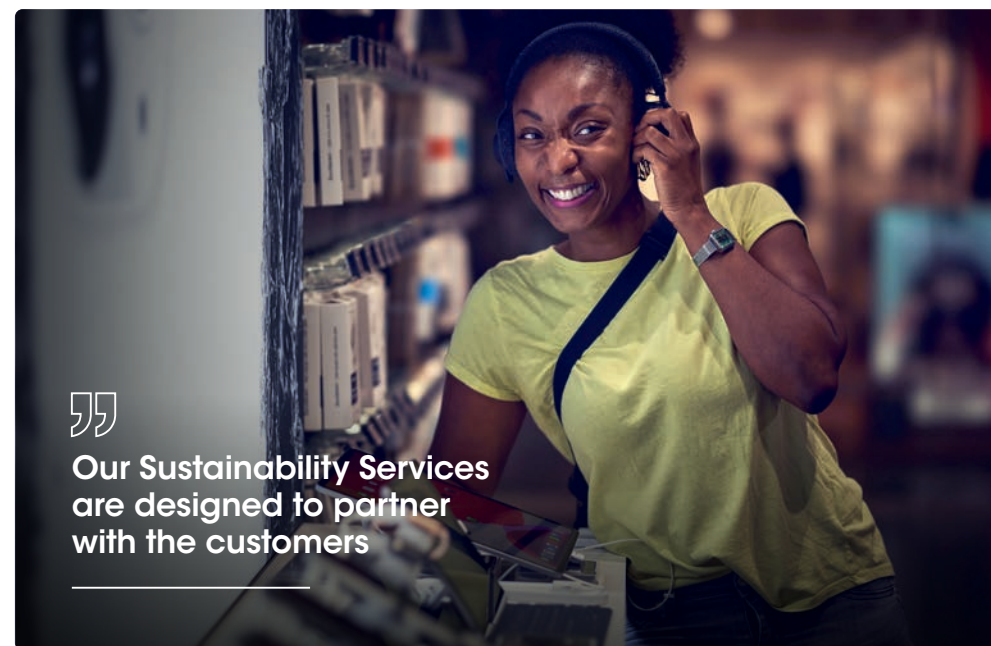
Through using our sustainability services we have been able to complete a full carbon inventory of all of the installations made in 2022 for a leading coffee shop chain in the UK. This allows them to make accurate carbon disclosures and to start looking at the next generation of counters and equipment to be installed.

We have also worked with a leading grocery retailer in the Netherlands to reduce the carbon associated with transport, resulting in a saving of 12.5 tonnes of carbon per year from distribution activities. We were also able to offer a lighting



ECOVADIS RATING FOR 2023

Our yearly performance is assessed by an external entity, EcoVadis, recognized as an independent provider of business sustainability ratings, intelligence, and collaborative tools for enhancing performance across global supply chains. In May 2023, ITAB achieved a bronze medal with a score of 58/100, marking a noteworthy improvement compared to previous years. ITAB has crafted comprehensive road map aimed at achieving sustainability objectives, and the positive trajectory in our EcoVadis score is indicative of our ongoing commitment to advancing sustainability practices. This road-map is expected to have a positive impact on our EcoVadis rating in the coming years as we continue to implement and enhance our sustainability initiatives.



Our Sustainability Services are designed to partner with the customers

INTERNATIONAL CERTIFICATIONS & RATINGS

ecovadis

EcoVadis



ISO 14001



Science Based Targets



Forest Stewardship Council



Climate Disclosure Participant



ISO 45001

package that would result in a total cost of ownership reduction of GBP 27,000 and a 19-tonne reduction in carbon. Finally, working with the in-store team ITAB was able to identify existing pieces of equipment that could be reused in the next generation of equipment.

ECONOMIC VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS

Economic value serves as a metric that illustrates the value generated by all our operations and how that value is distributed among our stakeholders. Our stakeholders encompass suppliers, employees, banks, owners, and society. The graph visually represents the distribution of the economic value for the year 2023, highlighting the allocation of value to each stakeholder group. This depiction provides transparency and insight into the ways in which the generated value contributes to and impacts various segments of our broader community.

IN PREPARATION FOR CSRD

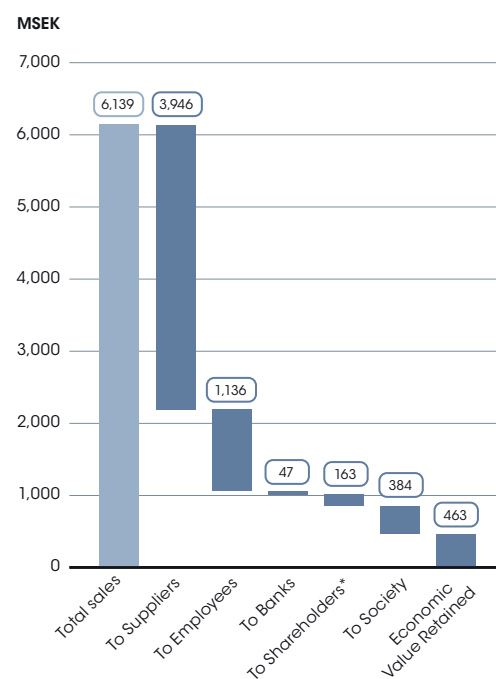
ITAB remains committed to mitigating environmental and social risks throughout its value chain. The assessment of sustainability risks plays a crucial role in the materiality analysis, forming the foundation for the sustainability program and prioritizing sustainable goals. A comprehensive Double Materiality Assessment has been performed in 2023 to account for significant changes in business and market dynamics since the previous assessment and complete requirement by the Corporate Sustainability Reporting Directive (CSRD) being introduced in the EU from 2024.

The output from the double materiality analysis will allow new sustainability targets and long-term goals to be developed and published, alongside a revision of current targets and goals to align with the double materiality analysis findings. This work is planned to be completed in early 2024.



ITAB is committed to mitigating environmental and social risks throughout its value chain

ECONOMIC VALUE GENERATED 2023



*As proposed by the Board of Directors.



GOOD WORKING CONDITIONS

Individuals play a central role in all our endeavours at ITAB; our employees stand out as our primary asset. We are committed to taking substantial measures to uphold our responsibility as an employer, actively striving to recruit, keep, and nurture talent. ITAB strives to provide a welcoming and good working conditions, equal opportunities, and a safe and healthy environment.

ITAB Group's Code of Conduct ("CoC") establishes the essential principles for all employees to uphold human rights in accordance with international conventions. This entails a strict zero-tolerance stance against forced labour, child labour, and any work conducted under coercion or threats of violence. Throughout our supply chain, there were no documented instances of child or forced labour in 2023. The CoC also emphasizes the significance of diversity within our workforce, explicitly condemning discrimination based on gender, marital status, ethnicity or national origin, sexual orientation, gender identity, religion, age, or disability.

ITAB implemented an extensive training programme for all Group employees in 2023, covering CoC and new whistleblowing directives, as well as equality and diversity training. By the end of 2023, over 99 percent of all employees in the Group had completed the training and signed the CoC. The complete CoC can be downloaded at itabgroup.com.

EQUALITY AND DIVERSITY

ITAB is actively pursuing a more equitable gender balance, recognizing its contribution to fostering a positive work environment and a dynamic workplace. The Group consistently assists recruiting managers in adhering to professional processes aligned with local legislation, while actively promoting diversity among candidates.

For 2023, 28 percent (27) of the workforce identified as female. Women in senior management comprised 25 percent, which was a 2 percentage points increase from 2022. This figure falls below the target range of 40 to 60 percent for

female representation among senior management, underscoring the ongoing commitment to further improve gender diversity within the organization.

HEALTH & SAFETY ("H&S")

Within the ITAB Group, each company bears the responsibility for maintaining a secure workplace in accordance with local laws and regulations. To establish consistent standards throughout the Group, ITAB has formulated a H&S Framework and has initiated its implementation at the local level. Internal bodies overseeing H&S include employee representation, emphasizing a collaborative approach to ensure the well-being and safety of all employees across the organisation.

In 2022, ITAB developed the capability to report a Total Frequency Rate (TFR) for accidents and a Lost Time Severity Rate (LTSR). For 2023 the TFR was 8.23 (12.8), and the LTSR was 0.29 (0.28). This is a positive reduction in the number of accidents. We continue towards our target of zero accidents.

WELL-BEING

In 2023 ITAB has seen an overall reduction of 1.3 percent points to 3.6 percent overall sick leave for the Group, of which Blue Collar workers were at 4.9 percent and White Collar at 2.1 percent. Long term sick leave amounted to 1.1 percent in 2023, corresponding to 30 percent of total sick leave.

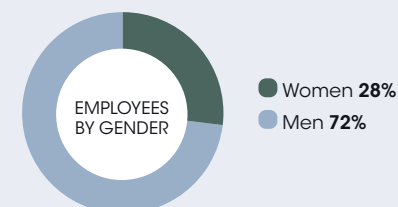
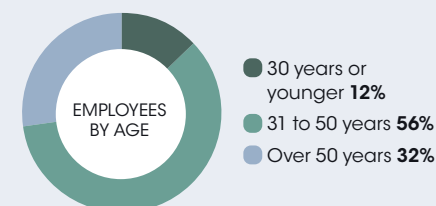
Compared to the baseline in 2022, local units with higher rates of sick leave have been identified and the management teams in each respective country, working together with local and Group People & Culture representatives, have initiated action plans to address the high rates. These plans have resulted in the improvement of sick leave throughout the targeted countries.

Employee engagement and appraisals are important to ITAB. At the end of 2023, 47 percent of our employees had received an appraisal from their line manager, which is an increase of 7 percent from 2022. An important part of the appraisal is an ongoing dialogue about well-being and work life balance for that individual. We will strive to improve these figures over the coming years.

ITAB supports ongoing skills and professional development. For 2023, the Group reported an average of 6.2 training hours per employee.

GROUP EMPLOYEES

The average number of employees in 2023 was 2,533.



	LONG-TERM GOAL	2024 ACTIVITY
Well-being	Develop programme to support well-being	People & Culture roadmap progression
Accidents	Zero Lost Time accidents	Annual risk assessment reviews Accident Root Cause Investigation
Women in Senior Management	40-60%	People & Culture roadmap progression

KEY FACTS 2023

Over 99 percent of Group employees underwent equality and diversity training

The coverage rate of ITAB's Health & Safety Induction was 100 percent

BUSINESS ETHICS

Through ITAB Group’s Code of Conduct (“CoC”), all employees are provided with explicit guidelines regarding various aspects, including business ethics. In 2022, the CoC underwent a thorough review and revision, and an extensive training programme on the updated CoC and new whistleblowing directives was initiated for all Group employees in 2023.

CODE OF CONDUCT

ITAB Group’s CoC establishes the essential principles on which all business in the Group should be conducted, built on trust, honesty and transparency. According to the CoC, ITAB has a zero-tolerance policy regarding all forms of bribery and corruption. The complete CoC can be downloaded at itabgroup.com.

Following an extensive training programme in the Group on the updated CoC and new whistleblowing directives in 2023, over 99 percent of all employees have signed the CoC to date. The goal remains to have 100 percent of all Group employees to commit to the CoC by formally signing the document.

WHISTLEBLOWING

A whistleblowing service is an important tool for reducing risks and fostering high business ethics and thereby maintaining customer and public confidence in our operations. To this end, ITAB has established a broad and public whistleblowing process in accordance with the EU directives and national legislation and regulations, specifying the scope of acceptance and handling procedures. We encourage whistleblowers to use the dedicated service and to report illegal and disciplinary violations. The process maintains strict confidentiality for any whistleblower. Whistleblowing directives and processes are part of the extensive training programme in ITAB Group.

In 2023, ITAB has received and concluded one whistleblowing report.

ANTI-CORRUPTION

ITAB adheres to a zero-tolerance policy towards fraud, continuously improving our anti-corruption and bribery management mechanisms. Should any signs arise from routine work investigations or reports, the Group will conduct thorough investigations. Cases reaching a criminal amount will be transferred to local judicial departments. For cases not reaching the required amount, we will rely on company departmental systems to impose different levels of disciplinary action according to the degree of harm to the Group company’s interests. In 2023, ITAB has not encountered any corruption lawsuits or violations, ensuring stakeholders’ rights to the greatest extent possible. In 2022, all of ITAB’s senior management participated in anti-bribery training. Our goal is to maintain a 100 percent senior management training coverage rate in 2024.

In addition, ITAB requires suppliers to sign integrity commitment clauses via the Supplier Code of Conduct, stipulating that partners comply with anti-corruption and anti-bribery laws and regulations, committing never to engage in any form of commercial bribery. In 2023, all of category managed suppliers had signed ITAB Group’s Supplier Code of Conduct.

AUDITS OF CATEGORY MANAGED SUPPLIERS

ITAB has committed to 100 percent of all suppliers under category management to be audited by the end of 2025. In 2023, 50 percent of the category managed suppliers received an

onsite audit from ITAB. The remaining of these suppliers are being targeted for an audit in 2024.

BUSINESS ETHICS TRAINING IN HIGH-RISK COUNTRIES

ITAB has committed to training 100 percent of Group employees in high-risk countries. At present, Argentina is the only country categorised as “high-risk” in which the Group has operations. As part of ITAB’s extensive training programme covering the Group’s CoC, whistleblowing and business ethics, all of the Group employees in Argentina have completed the training and signed the CoC.

KEY FACTS 2023

All senior management in ITAB Group has completed anti-bribery training

Close to 100 percent of all employees have signed ITAB Group Code of Conduct

All Group employees in high risk countries have completed business ethics training and signed ITAB Group’s Supplier Code of Conduct

100 percent of the category managed suppliers have signed ITAB Group’s Supplier Code of Conduct

	LONG-TERM GOAL	2024 ACTIVITY
Code of Conduct	CoC signed by 100% of all employees	Continue training on CoC where required and for new employees
Whistleblowing	Monitoring of the whistleblowing process and the reporting of any identified and investigated whistleblowing incidents	Ongoing monitoring
Audits of Suppliers in High-Risk Countries	100% Suppliers under Category Management to be audited by end 2024	Continue audit plan through category managed suppliers
Business Ethics training in High-Risk Countries	Training for 100% of Group employees by 2025	Continue training on CoC where required and for new employees

EFFICIENCY IN THE VALUE CHAIN

During 2023 a focus has been placed on the refinement of the data capture to allow the calculation of the Scope 1 and 2 greenhouse gas emissions and finding a suitable model to allow the estimation of ITAB's Scope 3 emissions. The supply chain focus has turned to the new Carbon Border Adjustment Mechanism ("CBAM") legislation and ITAB completed a pre-study for this legislation ensuring we can comply with the law moving forward.

CARBON BORDER ADJUSTMENT MECHANISM

From 1 October 2023, EU's CBAM legislation has entered into effect. It covers several sectors, but the import of iron, steel and aluminium are the prevalent ones for ITAB. CBAM is designed to avoid carbon leakage, the process where materials are produced in less carbon emission stringent countries, meaning that higher impact materials can be brought into the EU. From January 2024, all local ITAB countries will report their import of these materials to local authorities.

SUPPLIER CODE OF CONDUCT ("SCOC")

Throughout 2023, the Group's category managers, working with the local procurement functions, have ensured that close to 1,500 supplier have signed ITAB Group's Supplier Code of Conduct.

All of the suppliers on the category managed lists have signed the SCoC. Throughout 2023, supplier audits have been taking place in order to address our supply chain environmental and social risk management. ITAB has committed to all of the suppliers under category management to be audited by the end of 2025. In 2023, 50 percent of the category managed supplier were audited and we are on target for completion in 2024.

ENERGY CONSUMPTION

ITAB's target within energy is to have 100 percent electricity generated from renewable sources by 2025.

For 2023, ITAB Group's electrical consumption amounted to 25,967 MWh, of which 9,953 MWh were procured from renewable sources. This means that over 38 percent was sustainably generated.

CO₂ EMISSIONS

ITAB has committed to a 50 percent reduction in CO₂e in Scope 1 and 2 emissions by 2030. During 2023, ITAB's Scope 1 emissions were 5,935 tonnes of CO₂e. This is a reduction of approximately 1,800 tonnes of CO₂e, equivalent to a 23 percent reduction compared to 2022. The CO₂ was generated through the burning of natural gas within our production facilities, primarily for heating and for heating painting lines. Calculated in line with the GHG Protocol Scope 1 reporting, using the WRI GHG Protocol Emission Factor from Cross Sector Tools (March 2017), stationary combustion for ITAB Scope 2 emissions were 7,856 tonnes of CO₂e for 2023. This is decrease of 10 percent from 2022. Scope 2 have been calculated in accordance with the GHG Protocol Scope 2 Market Based Methodology.

Scope 3 emission monitoring is being developed throughout 2024 in order to comply with the CSRD legislation. During 2024 and in line with the CSRD legislation ITAB will develop methodology to report the full value chain CO₂ emissions.

Refer also to the in-depth sustainability information on page 91 for more information on MWh of energy consumption by source and CO₂e emissions.

WATER RESOURCE MANAGEMENT

ITAB recognizes that protecting water resources is a common responsibility of the whole society. This places water conservation at an important position in the corporate development. The Group has established a baseline water consumption for 2023 of 40,609 m³ and we are now adopting a series of water use measures in production and daily life, regulating water use, rationally developing, utilizing, and recycling to protect water resources.

Water conservation measures implemented include:

- Strictly prevent all drips and leaks in production and daily life.
- Strengthen the daily maintenance management of water-using equipment.
- Promptly identify and resolve water waste issues.

KEY FACTS 2023

Onsite audits performed with 50 percent of all category managed suppliers

38 percent of the Group's energy consumption was sustainably generated

Scope 1 CO₂e emissions reduced by 23 percent

10 percent lower Scope 2 CO₂e emissions

ITAB's water consumption was 40,609 m³

	LONG-TERM GOAL	2024 ACTIVITY
Energy Consumption % renewable Energy Consumption Absolute	100% sustainable sourced electricity	Progress roadmap to achieve 100 % renewable electricity
Emissions Scope 1 GHG Scope 2 GHG Scope 3 GHG	50% reduction in Scope 1 & 2 by 2030	Increase monitoring in line with CSRD Technology research to investigate replacement of gas use in factories
Supplier Code of Conduct	SCoC 2021 signed by all local and category managed suppliers	Continue rollout plan through all local procurement functions

SUSTAINABLE BUSINESS DEVELOPMENT

ITAB Group’s commitment to sustainable business development is evident in its strategy to create in-store solutions that support customers by offering energy-efficient and cost-effective products. The Group focuses on incorporating increasingly sustainable materials into its solution and product portfolio, aiming to minimize the environmental impact. This approach reflects ITAB’s dedication to providing innovative and eco-friendly solutions for the benefit of both customers and the environment.

SUSTAINABILITY SERVICES

ITAB has developed and deployed a number of Sustainability Services. These are designed to partner with the customers because the goods we provide for them do not only create our Scope 1 GHG emissions, but our activities and products are their Scope 3 GHG emissions. Refer also to the introduction on page 17.

To support our customers in their long-term sustainable goals, ITAB is committed in the short term to develop a Carbon Dioxide equivalent (CO₂e) assessment service, and in the long-term to build sustainability into the design by using this assessment to help our customers achieve their Carbon Zero goals. ITAB can create a baseline of the current equipment to ensure that future equipment is delivering incremental improvements. By incorporating these insights from benchmarking, we can recommend design changes to improve the sustainability of the equipment.

CO₂ reporting is becoming more and more important to our customers and with that in mind ITAB has now partnered with Design Conformity, who provide an independent quality and

sustainability design standard for retail display equipment and are able to assess the (CO₂e) of all the products we design and supply to our customers.

Our goal is to include CO₂e as part of the quote and working with the design team in the Netherlands and our Partners Design Conformity multiple quotes have now been tendered with CO₂ information to help the tender process.

ITAB has also certified the core Lighting and Gates and Guidance equipment so that a full carbon certificate is available for these. Check-outs will be completed in 2024.

‘RESTORE’ PROGRAM

Very little consideration is given to end of life for equipment, with new suppliers often tasked with disposing of old displays. These typically go to landfill. One example of the Sustainability Services that have been developed by ITAB, to avoid this landfill waste is the ‘ReStore’ program.

‘ReStore’ seeks to increase the opportunity to ‘re-pair, re-used or re-furnishment’ existing equipment.

	LONG-TERM GOAL	2024 ACTIVITY
CO ₂ e in design	Sustainability in design CO ₂ e quoted CO ₂ e installed Working with our customers to achieve their carbon zero goals	Continue to deliver Sustainability Services to all markets to ensure we can work with our customers to achieve their carbon zero goals



ITAB is committed to build sustainability into design of products and services



CASE ‘RESTORE’

Working with a leading high street retailer, ITAB’s sustainable design team reviewed the existing gondola design and using the Design Conformity circular design principles proposed a new design that allowed for:

- 92 percent of the materials to be reused;
- All waste parts to be recycled; and
- 4-5 potential lives rather than single product.

Once the design was approved, seven stores were identified for the pilot project and ITAB arranged collection of 697 gondolas. A dedicated processing line was set up to receive and inventory the gondolas which were then disassembled and cleaned. Plastic wheels and fabric were removed from the displays. The remaining steel frames were then adapted to accept a new longer-life, timber panel. The frames were then powder coated, and a new MDF timber back panel added. The new gondolas were then collected and shipped back to the original seven stores.

The pilot showed that refurbishing the gondolas, rather than manufacturing the new design reduced the carbon footprint from 39.4 Kg to 11.4 Kg, a saving of 71 percent, and a reduction of 84 percent on the original design, saving 19.5 tonnes of CO₂.



IN-DEPTH SUSTAINABILITY INFORMATION

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IN-DEPTH SUSTAINABILITY INFORMATION

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MATERIALITY ANALYSIS AND STAKEHOLDER DIALOGUE

Through a comprehensive analysis involving vision, strategy, stakeholders, and materiality assessment, ITAB has identified four primary focus areas crucial to the Group's sustainability journey. The focus areas have been decided by the Group management and approved by the Board of Directors. Each of the areas is intricately linked to a key SDG and concurrently contributes to the advancement of other SDGs, as outlined on page 16.

The requirements and expectations of stakeholders identified through dialogues with them have then further helped us in the evaluation and prioritisation of sustainability actions needed both in the short- and long-term. Refer to the table for more information on ITAB's stakeholder dialogues.

In preparation for CSRD

A comprehensive Double Materiality Assessment has been performed in 2023 to account for significant changes in business and market dynamics since the previous assessment and complete requirement by the Corporate Sustainability Reporting Directive (CSRD) being introduced in the EU from 2024.

STAKEHOLDER DIALOGUE

For ITAB, fostering a continuous dialogue with stakeholders is crucial for constructing a sustainability plan that reflects their requirements, expectations, and interests. ITAB's main stakeholder include:

Stakeholders	Dialogue	Expectations
Customers	Engaging with those who use ITAB's solutions to understand their needs and expectations. Dialogue through Key Account Managers, project managers and customer service channels, as well as Senior management.	Quality products delivered on time and at a competitive price Sustainable business
Suppliers/Partners	Collaborating with suppliers/partners to uphold sustainable practices throughout the supply chain. Dialogue through Key Account Managers, local procurement buyers and managers, as well as via Head of Procurement.	Approved, Preferred and ultimately Partner relationships. Payment within agreed payment terms Sustainable business
Employees	Ensuring the well-being and satisfaction of the workforce, while considering their perspectives on sustainability. Continuous dialogue in the day-to-day business, appraisals, safety committees, intranet communications, etc.	Attractive workplace Good working environment Health & Safety Staff development and career opportunities Diverse and equal workplace Pay conditions Sustainable business
Owners/Investors	Keeping owners/investors informed about sustainable initiatives and performance to align with their expectations. Dialogue through Board meetings, General Meetings of Shareholders, and Investor meetings.	Return on Investment Transparent reporting Sustainable business
Society / NGOs	Interacting with and contributing to the communities in which ITAB operates. Adhering to and complying with regulations while actively participating in relevant discussions with society and Non-Government Organisations.	Compliance with all laws in all jurisdictions Sustainable business Correct taxes paid in the right jurisdictions

The output from the double materiality analysis will allow new sustainability targets and longterm goals to be developed and published, alongside a revision of current targets and goals to align with the double materiality analysis findings. This work is planned to be completed in early 2024.

REPORTING AND FOLLOW UP

ITAB follows the Global Reporting Initiatives' (GRI) guidelines for sustainability reporting to communicate the progress of its sustainability initiatives. The company has established Key Performance Indicators (KPIs) for continuous monitoring and reporting of sustainability efforts. These KPIs are reported quarterly by each commercial company to the Parent Company and are scrutinized in ITAB's Sustainability Council, where all Group functions are represented. Through 2024 ITAB will transition to the disclosures required by the CSRD legislation to report alongside GRI.

The KPIs and targets are structured around the four identified focus areas, as detailed in the Sustainability Report on pages 15-22. For internal control, ITAB utilizes the COSO framework, a comprehensive system for assessing a company's internal control over financial reporting. This framework enhances the efficiency of internal control processes.

Refer to page 96 for reporting according to GRI and GRI Index.

SUSTAINABILITY RISKS

In risk management, ITAB has a comprehensive risk management system, which includes an organizational functional system for risk management, formulation of risk management strategies, regular major risk assessments, identification of major risks and allocation of responsibilities, etc. This is to prevent and control potential risks in the operational environment, ensuring stable business operations. For more information about the Group's risk matrix, significant risks, and risk management, please refer to pages 30-33. Significant sustainability risks are presented in detail below on page 90.

The internal audit program is updated annually, primarily focusing on business risks. In addition, the internal audit now encompasses the oversight of the sustainability program and adherence to the Code of Conduct. Regular reviews and evaluations of internal checks are conducted across all subsidiaries within ITAB. This practice ensures reasonable assurance of appropriate and effective operations, reliable financial reporting, and compliance with laws and ordinances. The integration of sustainability monitoring and control mechanisms underscores ITAB's commitment to comprehensive corporate governance and responsible business practices.

Given that ITAB operates in markets associated with heightened sustainability risks, a detailed approach is taken for countries with different risk levels. Occupational health and safety, working conditions, and corruption are particularly crucial issues from a risk perspective. ITAB has classified countries into high, medium, and low-risk categories, with high-risk countries requiring increased scrutiny as outlined in the company's Procurement Procedures, Supplier Code of Conduct, and Sustainable Procurement Policy. This approach ensures a thorough understanding and management of sustainability risks associated with different operational contexts.

In preparation for CSRD

ITAB remains committed to mitigating environmental and social risks throughout its value chain. The assessment of sustainability risks plays a crucial role in the materiality analysis, forming the foundation for the sustainability program and prioritizing sustainable goals. The output from the comprehensive Double Materiality Assessment performed in 2023 will be included as part of the Group's overall business risk processes, as required by the CSRD.



SUSTAINABILITY RISKS (ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE – ESG)

The risks, uncertainties and important circumstances that are deemed significant for the Group's operations and future development are assessed in a risk matrix on page 30, including sustainability risks. In the matrix, all risks are assessed risk based on the likelihood that each respective risk will occur and the impact on ITAB Group in the event that the risk occurs. For a description of strategic risks, operational risks, financial risks, and compliance and regulatory risks, please refer to pages 30-33. The sustainability risks are described in detail below, with a numeric reference to their assessment in the risk matrix on page 30.

Significant risks	Description	Risk management
22 Social sustainability	ITAB is dependent on attracting and retaining dedicated and competent personnel (refer to Employee risk on page 32). A prerequisite for this is to offer all employees a workplace with good working conditions. This applies both to the physical work environment, as mentioned below, as well as to social and psychological aspects, characterised by for example by equal opportunities and free of any discrimination. This also applies to the working conditions of the Group's suppliers and partners, and considers any affected communities through the value chain.	The ITAB Group Code of Conduct stipulates that all employees of the Group shall be offered a welcoming workplace and good working conditions, equal opportunities, diversity, and a safe and healthy environment. All of the Group's workplaces shall be free of any discrimination based on gender, marital status, ethnicity or national origin, sexual orientation, gender identity, religion, age, or disability. The Group works actively with skills and professional development. Through the Group's Supplier Code of Conduct and onsite audits of all main suppliers, similar requirements for good working conditions throughout the value chain are applied.
23 Health & Safety	The work environment within ITAB's operations is instrumental to the health and safety of the employees of the Group, especially due to the risk of accidents and incidents. ITAB is subject to regulations in areas such as occupational health and safety in the jurisdictions where ITAB conducts production. This also applies to the work environment of the Group's suppliers and partners, as well as the safety of the final users of ITAB's products. Non-compliance with acts and regulations in any of the jurisdictions in which the Group operates may result in authorities issuing orders for enforcement measures, imposing fees or fines, and in some cases even imposing restrictions on the operations of the Group.	Within ITAB Group, each company bears the responsibility for maintaining a secure workplace in accordance with local laws and regulations. To establish consistent standards throughout the Group, ITAB has formulated a Health & Safety (H&S) Framework and has initiated its implementation at the local level. Internal bodies overseeing H&S include employee representation, emphasizing a collaborative approach to ensure the well-being and safety of all employees across the organisation. ITAB has a target of zero accidents and works actively to reduce the number of accidents and reviews the safety procedures of companies that report a higher number of accidents. Through the Group's Supplier Code of Conduct and onsite audits of all main suppliers, similar requirements for healthy and safe workplaces throughout the value chain are applied.
24 Environment	There is a risk that ITAB's operations have a negative impact on the environment because of pollution of land, air, and water, and its water usage through its activities. Any pollution may have significant impact on biodiversity and ecosystems, as well as on ITAB's financials and reputation.	The exposure to hazardous materials and substances is very limited in ITAB Group's production. Any use and disposal of such material or substance is handled in accordance with laws and regulations. The Group is in the process of adopting a series of water use measures in production and daily life in order to protect water resources and resolve any water waste issues.
25 Fair & Ethical Business Culture	If ITAB Group and / or any of its employees do not act in accordance with a fair and ethical business culture may have severe impacts for the Group and / or individuals. If the Group's employees or external agents do not comply with ITAB Group Code of Conduct and if undue benefits are offered by the Group, or on behalf of the Group, this may be punishable for the Group and its employees and Directors of the Board, under Swedish or other applicable anti-corruption law.	ITAB Group's Code of Conduct establishes the essential principles on which all business in the Group should be conducted, built on trust, honesty and transparency. According to the Code of Conduct, ITAB has a zero-tolerance policy regarding all forms of bribery and corruption. Following an extensive training programme in the Group on an updated Code of Conduct and new whistleblowing directives in 2023, over 99 percent of all employees have so far committed to the Code of Conduct by formally signing the document. ITAB has an internal and external whistleblowing service.
26 Energy & Greenhouse Gases	The activities within ITAB Group produce Greenhouse Gases both directly and indirectly in the value chain. Energy use, where not sourced from a renewable source, also contributes to the production of Greenhouse Gases.	ITAB Group has plans within energy consumption to achieve a target of 100 percent electricity generated from renewable sources by 2025. The Group has also committed to a 50 percent reduction in CO ₂ e in Scope 1 and 2 emissions by 2030.
27 Material, Waste & Circular Economy	Material use and waste both contribute to the depletion of the natural resources available. In the future, designing for reuse of equipment and transitioning to a circular economy are going to be essential to reduce both consumption of materials and the waste generated through its processes.	ITAB Group's commitment to sustainable business development is evident in its strategy to create in-store solutions that support customers by offering energy-efficient and cost-effective products. The Group focuses on incorporating increasingly sustainable materials into its solution and product portfolio in line with its Sustainable Procurement Policy, aiming to minimize the environmental impact and contribute to customers achieving their Carbon Zero goals. In co-operation with retailers ITAB develops solutions for circular economy, whereby equipment is refurbished rather than replaced. To avoid landfill waste, the aim is to repair, reuse, refurbish, and recycle an increasing portion of existing equipment with the customers.
28 Child & Forced Labour	The risk of child or forced labour in ITAB's own production or within the supply chain for a product or service.	ITAB Group's Code of Conduct establishes the essential principles to respect human rights in accordance with international conventions. The Code of Conduct together with the Group's Supplier Code of Conduct stipulate a zero-tolerance policy regarding all forms of child and forced labour within ITAB and throughout the value chain. ITAB Group conducts annual on-site audits of all main suppliers, and companies within ITAB are regularly subject to audits themselves by some or their larger customers. There were no reported cases of child or forced labour in our supply chain in 2023.

ENERGY CONSUMPTION

ITAB's target within energy is to have 100 percent electricity generated from renewable sources by 2025. For 2023, ITAB Group's electrical consumption amounted to 25,967 MWh, of which 38 percent were procured from renewable sources. Refer to the table for more detailed information.

CO₂e EMISSIONS

ITAB has committed to a 50 percent reduction in CO₂e in Scope 1 and 2 emissions by 2030. During 2023, ITAB's Scope 1 emissions were 5,935 tonnes of CO₂e. The CO₂ was generated through the burning of natural gas within our production facilities, primarily for heating and for heating painting lines. Calculated in line with the GHG Protocol Scope 1 reporting, using the WRI GHG Protocol Emission Factor from Cross Sector Tools (March 2017), stationary combustion for ITAB Scope 2 emissions were 7,856 tonnes of CO₂e for 2023. Scope 2 have been calculated in accordance with the GHG Protocol Scope 2 Market Based Methodology. Refer to the table for more detailed information.

Scope 3 emission monitoring is being developed throughout 2024 in order to comply with the CSRD legislation. During 2024 and in line with the CSRD legislation ITAB will develop methodology to report the full value chain CO₂ emissions.

MWH OF ENERGY BY SOURCE

MWh of Energy consumption by source	2023	2022
Northern Europe		
Natural Gas Purchased	826 MWh	561 MWh
Electricity Purchased	7,416 MWh	10,751 MWh
of which from Renewable sources	79.1%	79.1%
Southern Europe		
Natural Gas Purchased	14,484 MWh	16,737 MWh
Electricity Purchased	5,443 MWh	6,336 MWh
of which from Renewable sources	34.2%	31.7%
Central Europe		
Natural Gas & LPG Purchased	7,028 MWh	10,124 MWh
Electricity Purchased	4,892 MWh	6,549 MWh
of which from Renewable sources	20.1%	14.7%
United Kingdom & Ireland		
Natural Gas Purchased	1,979 MWh	2,504 MWh
Electricity Purchased	1,359 MWh	1,702 MWh
of which from Renewable sources	40.0%	40.0%
Eastern Europe		
Natural Gas Purchased	1,771 MWh	2,105 MWh
Electricity Purchased	1,616 MWh	1,843 MWh
of which from Renewable sources	42.9%	83.1%
Rest of the World		
Natural Gas Purchased	4,454 MWh	7,152 MWh
Electricity Purchased	5,241 MWh	6,023 MWh
of which from Renewable sources	0.0%	5.4%
ITAB Group – Total		
Natural Gas Purchased	30,542 MWh	39,183 MWh
Electricity Purchased	25,967 MWh	33,204 MWh
of which from Renewable sources	38.3%	42.2%

CO₂e EMISSIONS

CO ₂ e emissions (t CO ₂ e)	2023	2022
Northern Europe		
Scope 1	463	544
Scope 2 market based	644	187
Total	1,107	731
Southern Europe		
Scope 1	2,530	2,941
Scope 2 market based	1,624	1,912
Total	4,154	4,853
Central Europe		
Scope 1	1,421	2,044
Scope 2 market based	2,496	3,598
Total	3,917	5,642
United Kingdom & Ireland		
Scope 1	401	507
Scope 2 market based	297	373
Total	698	880
Eastern Europe		
Scope 1	359	426
Scope 2 market based	443	162
Total	802	588
Rest of the World		
Scope 1	761	1,238
Scope 2 market based	2,352	2,539
Total	3,113	3,777
ITAB Group – Total		
Scope 1	5,935	7,700
Scope 2 market based	7,856	8,771
Total	13,791	16,471

REPORTING ON EU TAXONOMY OBJECTIVES 2023

To meet the EU's climate and energy targets for 2030 and reach the objectives of the European Green Deal, the EU's Taxonomy Regulation (2020/852/EU) came into force in July 2020. The EU Taxonomy is a classification system that helps companies and investors identify "environmentally sustainable" economic activities to make sustainable investment decisions.

ITAB is a public interest entity and therefore has an obligation to report the proportion of its business that is eligible under and aligned with the Taxonomy Regulation. ITAB develops, manufactures, sells and installs a broad range of solutions and services in interior fixtures, in-store technology and lighting for the retail sector. The Group has today a few economic activities that are listed in the currently published delegated acts for the Taxonomy Regulation.

ITAB has reviewed the economic activities listed in the three published delegated acts on technical screening criteria and identified one activity in the delegated act on climate change mitigation and one activity on transition to a circular economy. No activities carried out by ITAB are considered to be listed in the delegated acts on climate change adaptation, sustainable use and protection of water and marine resources, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. For an economic activity to be Taxonomy-aligned, the activity must be contained in the technical screening criteria, the activity must do no significant harm to any of the other five environmental objectives and it must fulfil the minimum safeguards that set the standard for the social sustainability of companies. Minimum safeguards refers to processes to ensure that the business is operated in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights throughout the value chain.

TAXONOMY-ELIGIBLE AND -ALIGNED ACTIVITIES

CCM 3.5. Manufacture of energy efficiency equipment for buildings

Taxonomy-eligible economic activities within climate change mitigation in 2023 comprises the Group's manufacturing of lighting equipment for retailers (NACE code C27.40). Currently only a small portion of the lighting equipment manufactured by ITAB meets the requirements for alignment. Hence, this portion of the economic activities within climate change mitigation is considered to be taxonomy-aligned.

CE 1.2. Manufacture of electrical and electronic equipment

Taxonomy-eligible economic activities within transition to a circular economy in 2023 comprises the Group's manufacturing of retail technology for retailers (NACE code C26 and 27). None of the economic activities within transition to a circular economy is considered to be taxonomy-aligned at present.

All taxonomy-eligible revenue and expenditures relate to the objectives climate change mitigation or transition to a circular economy, and meet the criteria for Do No Significant Harm. ITAB has established processes to ensure that the business is operated in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights throughout the value chain. The process is centred on a risk-based working method. ITAB considers that the requirement for the fulfilment of minimum safeguards in relation to social sustainability is met.

Refer to the tables below on pages 93-95 for disclosures on EU Taxonomy Objectives 2023.

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

On 1 January 2023, a Complementary Climate Delegated Act entered into force, whereby companies must now report Taxonomy-alignment of certain nuclear and fossil gas related activities. Nuclear energy and fossil gas have been deemed environmentally sustainable for the time being by the European Parliament, as they are considered important components of the transition to lower GHG emissions. ITAB does not currently conduct any of the activities covered by this Complementary Climate Delegated Act.

REPORTING PRINCIPLES

The key performance indicators under the EU's Taxonomy Regulation have been calculated in line with the definitions in Annex 1 to the Delegated Act (EU) 2021:4987, supplementing Article 8 of the Taxonomy Regulation. Relevant data has been collated from the Group's financial systems.

Turnover

Net turnover corresponds to the reported net sales for the financial year (see net sales for the Group on page 43 and in Note 6). Policies for consolidated revenue recognition are described in more detail in Note 2. When determining and allocating the taxonomy-eligible and aligned net sales, operations and underlying products and services were grouped according to economic activities. The turnover in the denominator consists of the Group's total net sales.

Capital expenditure (CapEx)

CapEx is defined as additions to property, plant and equipment and intangible assets during the year after deducting depreciation/ amortisation and any impairment, with the exception of changes to fair value. Also included are additions to, and revaluations of, right-of-use assets as well as property, plant and equipment and intangible assets related to business combinations. The Group's acquisitions of land and goodwill are not included. The denominator includes the Group's total CapEx during the year. See also Notes 18 and 19.

Operating expenditure (OpEx)

OpEx is defined as direct non-capitalised costs that relate to research and development, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of items of property plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. The denominator covers the Group's total OpEx during the year associated with the continued and effective functioning of such assets. See also Note 11, with certain supplementary disclosures.

DISCLOSURES ON EU TAXONOMY OBJECTIVES 2023

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities for 2023

Financial year 2023	Year			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		MSEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T

A. TAXONOMY-ELIGIBLE ACTIVITIES

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

Manufacture of energy efficiency equipment for buildings	CCM 3.5	10	0.2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		10	0.2%	0.2%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.1%		
Of which Enabling		10	0.2%	0.2%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
Of which Transitional		-	-	-													-		T

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

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficiency equipment for buildings	CCM 3.5	549	8.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								10.9%		
Manufacture of electrical and electronic equipment	CE 1.2	1,687	27.5%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								N/EL		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,236	36.4%	8.9%	-	-	-	27.5%	-								10.9%		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		2,246	36.6%	9.1%	-	-	-	27.5%	-								11.0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

Turnover of Taxonomy-non-eligible activities		3,893	63.4%
TOTAL		6,139	100.0%

Y = Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N = Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL = Not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL = Taxonomy eligible activity for the relevant objective
T = Transitional
E = Enabling
CCM = Climate Change Mitigation
CCA = Climate Change Adaptation
WTR = Water and Marine Resources
CE = Circular Economy
PPC = Pollution Prevention and Control
BIO = Biodiversity and ecosystems

	PROPORTION OF TURNOVER / TOTAL TURNOVER	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.2%	9.1%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	27.5%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities for 2023

Financial year 2023				Year			Substantial Contribution Criteria					DNSH criteria ('Does Not Significantly Harm')								
Economic Activities (1)				Proportion of CapEx year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
				Code (2)	CapEx (3)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
				MSEK																

A. TAXONOMY-ELIGIBLE ACTIVITIES

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

Manufacture of energy efficiency equipment for buildings	CCM 3.5	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	0.0%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.1%		
Of which Enabling		0	0.0%	0.0%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.1%	E	
Of which Transitional		-	-	-													-		T

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

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficiency equipment for buildings	CCM 3.5	5	3.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8.9%		
Manufacture of electrical and electronic equipment	CE 1.2	29	21.8%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								N/EL		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		34	25.4%	3.6%	-	-	-	21.8%	-								8.9%		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		34	25.4%	3.6%	-	-	-	21.8%	-								9.0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities		100	74.6%
TOTAL		134	100.0%

Y = Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N = Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL = Not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL = Taxonomy eligible activity for the relevant objective
T = Transitional
E = Enabling
CCM = Climate Change Mitigation
CCA = Climate Change Adaptation
WTR = Water and Marine Resources
CE = Circular Economy
PPC = Pollution Prevention and Control
BIO = Biodiversity and ecosystems

	PROPORTION OF CAPEX / TOTAL CAPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	3.6%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	21.8%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities for 2023

Financial year 2023				Year			Substantial Contribution Criteria					DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)				OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)					Biodiversity (16)
				Code (2)	MSEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N

A. TAXONOMY-ELIGIBLE ACTIVITIES

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

Manufacture of energy efficiency equipment for buildings	CCM 3.5	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	0.0%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.0%		
Of which Enabling		0	0.0%	0.0%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Of which Transitional		-	-	-													-		T

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

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficiency equipment for buildings	CCM 3.5	563	10.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								11.0%		
Manufacture of electrical and electronic equipment	CE 1.2	781	14.4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								N/EL		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,344	24.8%	10.4%	-	-	-	14.4%	-								11.0%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		1,344	24.8%	10.4%	-	-	-	14.4%	-								11.0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

OpEx of Taxonomy-non-eligible activities		4,084	75.2%
TOTAL		5,428	100.0%

Y = Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N = Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL = Not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL = Taxonomy eligible activity for the relevant objective
T = Transitional
E = Enabling
CCM = Climate Change Mitigation
CCA = Climate Change Adaptation
WTR = Water and Marine Resources
CE = Circular Economy
PPC = Pollution Prevention and Control
BIO = Biodiversity and ecosystems

PROPORTION OF OPEX / TOTAL OPEX		
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	10.4%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	14.4%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

GLOBAL REPORTING INITIATIVE (GRI)

ITAB presents its sustainability information with the support of Global Reporting Initiatives' (GRI) standards, core level. The Sustainability Report is prepared annually as a section in the Annual Report. The sustainability information presented has not been reviewed by an external party.

The information in the Sustainability Report is to provide a comprehensive overview of ITAB's work within the framework of environmental, social, and corporate governance (ESG) sustainability. The sustainability information in this report has been defined and delimited on the basis of an analysis of ITAB's most essential issues, and describes the impact both within and outside of the organisation.

GRI's fundamental principles for sustainability reporting form the basis for the preparation of ITAB's GRI report. This includes consideration having been given in order to ensure good reporting quality and to delimit and define the content of the report.

The index refers to ITAB's Annual Report 2023 including the Sustainability Report. The page references show where mandatory standard information and selected indicators based on the materiality analysis are reported in this report.



ITAB GROUP - CONTACT SUSTAINABILITY & GRI

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Head of Sustainability & Quality
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GRI CONTENT INDEX

Statement of use: ITAB Shop Concept AB has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards.

GRI used: GRI 1: Foundation 2021 **Publication date:** 28 March 2024

GRI STANDARD	DISCLOSURE	REFERENCE	COMMENT
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 3, 51, 70	
	2-2 Entities included in the organization's sustainability reporting	51, 70	
	2-3 Reporting period, frequency and contact point	96	
	2-4 Restatements of information		No material restatements.
	2-5 External assurance	17, 97	The Sustainability Report has not been externally reviewed.
	2-6 Activities, value chain and other business relationships	3, 7-8, 10-14, 21-88	
	2-7 Employees	19, 60	
	2-9 Governance structure and composition	34-38	
	2-10 Nomination and selection of the highest governance body	34-38	
	2-11 Chair of the highest governance body	34-38	
	2-12 Role of the highest governance body in overseeing the management of impacts	16-18, 34-38	
	2-13 Delegation of responsibility for managing impacts	16-18, 34-38	
	2-14 Role of the highest governance body in sustainability reporting	16-18, 34-38	
	2-15 Conflicts of interest	34-38	
	2-16 Communication of critical concerns	16-18, 88-90	
	2-19 Remuneration policies	28-29, 34-36, 64	
	2-20 Process to determine remuneration	28-29, 34-36, 64	
	2-22 Statement on sustainable development strategy	5, 9	
	2-25 Processes to remediate negative impacts	18	
	2-26 Mechanisms for seeking advice and raising concerns	19	
	2-27 Compliance with laws and regulations	19	
	2-28 Membership Associations	17	
	2-29 Approach to stakeholder engagement	88-89	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16-18, 88-89	
	3-2 List of material topics	16-18	
	3-3 Management of material topics	16-18, 88-89	
ECONOMIC IMPACT			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	18	
	201-2 Financial implications and other risks and opportunities due to climate change	30-32, 90	
	201-3 Defined benefit plan obligations and other retirement plans	64	
	201-4 Financial assistance received from government	74	
GRI 207: Tax 2019	207-1 Approach to tax	33	
	207-2 Tax governance, control, and risk management	33	
	207-3 Stakeholder engagement and management of concerns related to tax	33, 88	
ENVIRONMENTAL IMPACT			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	21, 91	
	302-4 Reduction of energy consumption	21, 91	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	21, 91	
	305-2 Energy indirect (Scope 2) GHG emissions	21, 91	
	305-5 Reduction of GHG emissions	21, 91	
SOCIAL IMPACT			
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health & safety management system	19	
	403-2 Hazard identification, risk assessment, and incident investigation	19	
	403-4 Worker participation, consultation, and communication on occupational health & safety	19	
	403-5 Worker training on occupational health & safety	19	
	403-9 Work-related injuries	19	

This is a translation of the original Auditor's Report in Swedish

THE AUDITOR'S REPORT ON THE STATUTORY SUSTAINABILITY REPORT

To the General Meeting of ITAB Shop Concept AB (publ),
corporate reg. no. 556292-1089

ENGAGEMENT AND RESPONSIBILITY

The Board of Directors is responsible for that the statutory Sustainability Report for 2023 on pages 15-22 and 87-96 has been prepared in accordance with the Annual Accounts Act.

THE SCOPE OF THE AUDIT

Our examination of the statutory Sustainability Report has been conducted in accordance with FAR's auditing standard RevR 12 *Auditor's report on 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 opinions.

OPINION

A statutory Sustainability Report has been prepared.

Jönköping, 27 March 2024

Ernst & Young AB

Joakim Falck
Authorised Public Accountant