

Sustainability Report

A woman with dark hair tied back, wearing a light blue button-down shirt, is pushing a shopping cart in a grocery store. She is looking down at the cart. The background is a blurred grocery store aisle with various products and signs.

About ITAB's Sustainability Report 2024

ITAB's Sustainability Report for the 2024 financial year comprises pages 15-62. 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 Statutory 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 62.

General information

In the general disclosures, we will outline the scope of reporting and describe the governance topics including management responsibility, due diligence, and risk management. We will also detail the strategy, business model, value chain and our stakeholders, all in relation to our Double Materiality Analysis

List of Disclosure Requirements

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BP-1 Basis for preparation

ITAB's sustainability statement has been prepared in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), specifically ESRS BP-1 (Basis for Preparation). This disclosure serves as a pre-implementation report ahead of mandatory compliance for the 2025 financial year.

The sustainability statement is presented on a consolidated basis, aligned with ITAB's 2024 financial statements. It covers the full value chain, including own operations, upstream, and downstream activities, ensuring a comprehensive overview of material sustainability impacts, risks, and opportunities (IROs) in accordance with double materiality principles.

ITAB fully supports the adoption of these reporting standards, recognizing that they enhance transparency, accountability, and comparability across industries. Although Sweden has postponed the national implementation of CSRD, ITAB has proactively chosen to align with the directive ahead of regulatory requirements to demonstrate leadership in sustainability reporting.

Sustainability is integrated into ITAB's business model, strategy, risk management, and corporate governance. Our approach ensures alignment with Group policies, commercial operations, and financial planning, reinforcing sustainable value creation. To support this, we have implemented internal reporting mechanisms, governance structures, and oversight by the Board and executive leadership team.

We believe that ITAB is at a maturity level where near-full pre-implementation of the CSRD and ESRS is feasible, allowing us to further embed sustainability into decision-making and operational practices.



BP-2 Disclosures in relation to specific circumstances

Time Horizons

ITAB's definition of time horizons aligns with ESRS 1 Section 6.4, which defines:

Short-term: Within the reporting period (1 year)

Medium-term: Between 1 to 5 years

Long-term: More than 5 years

These time frames are used consistently in ITAB's risk and opportunity assessments.

Value Chain Estimation

No value chain estimations have been used in this report. However, supplier and customer numbers have been rounded. These figures were derived from actual internal data sources, with rounding applied to the nearest hundred, which does not materially affect reported trends.

Sources of Estimation and Outcome Uncertainty

In preparing the double materiality analysis, ITAB estimated the economic IROs using expert assessments. These estimates:

- Were based on internal and external expert evaluations using industry benchmarks and available historical data.
- May involve measurement uncertainty due to changing market conditions and limited forward-looking data.

ITAB is working on refining its estimation methodology to enhance precision in future reports.

Changes in Preparation or Presentation of Sustainability Information

There are no changes in the preparation or presentation of sustainability information. The methodologies used for data collection and materiality assessments remain consistent with prior reporting periods.

Reporting Errors in Prior Periods

No material errors were identified in previous reporting periods. Internal controls and external assurance reviews have confirmed the accuracy of past disclosures.

Disclosures Stemming from Other Legislation or Generally Accepted Sustainability Reporting Pronouncements

No additional disclosures stem from other legislation. This report references GRI Standards, specifically GRI 305 (emissions) and GRI 403 (health & safety), where applicable. However, this report has been developed based on ESRS, not GRI.

Incorporation by Reference

This report does not incorporate any information by reference; all relevant ESRS disclosures are included in full.

Use of Phase-in Provisions in Accordance with Appendix C of ESRS 1

The following disclosures have been omitted under ESRS 2 SBM-3 paragraph 48(e) phase-in provisions:

- ESRS E1-6: Gross Scope 1, 2, 3 GHG emissions
- ESRS E1-9: Anticipated financial effects of climate-related risks & opportunities
- ESRS E5-6: Financial effects from resource use & circular economy risks
- ESRS S1-12: Workforce data on persons with disabilities
- ESRS S1-14: Health & safety data for non-employees

These omissions are due to ongoing data collection efforts, and ITAB is working towards full compliance within the permitted phase-in period.



GOV-1 The role of the administrative, management and supervisory bodies

Roles and Responsibilities

Sustainability governance at ITAB is embedded within existing corporate governance structures to ensure accountability and integration into decision-making processes.

- **Board of Directors:** The Board holds ultimate responsibility for sustainability governance and oversees strategic direction, risk management, and long-term sustainability commitments.
- **Audit Committee:** The Audit Committee provides oversight of sustainability reporting, ensuring the same level of rigor and assurance as financial disclosures.
- **Group Management:** Responsible for setting sustainability strategy, driving execution, and ensuring alignment with ITAB's corporate policies and business objectives.
- **Operational Management:** Key members of Group Management oversee the deployment of sustainability initiatives throughout the organization.

Sustainability performance is regularly reviewed at Board and committee meetings, with structured reporting mechanisms in place. The diagram on this page provides further detail on governance structures.

The Boards gender diversity is 25% female and further information on our Board and Group Management can be found on pages 84-85.

Expertise and Skills

ITAB has appointed dedicated sustainability specialists, including a Chief Sustainability & People Officer (CSPO), Head of Sustainability, and Sustainability Controller, who provide technical expertise and strategic guidance.

To strengthen internal capabilities, ITAB:

- Engages external sustainability consultants to ensure compliance with CSRD and ESRS requirements.
- Seeks subject-matter expertise on areas such as decarbonization, circular economy, and supply chain sustainability.
- Has provided training on CSRD and sustainability topics to the Board of Directors and Group Management, delivered by an external sustainability expert.

ITAB is committed to continuous learning and development to ensure that governance bodies remain equipped to oversee sustainability risks and opportunities effectively.

Sustainability is Anchored Across Our Corporate Governance Structures

The organogram to the right shows the accountability and responsibility of sustainability through our governance structures. Responsibility for the oversight of IROs is embedded within the Board, particularly the Audit Committee.

Sustainability is anchored across our corporate governance structures



GOV-2 Information provided to, and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The Board is updated quarterly on sustainability progress and conducts an annual review of the double materiality analysis. In the annual Board strategy meeting, material IROs are discussed, and any required adjustments to the sustainability strategy are deliberated with Group Management. In these meetings, the Board focuses on overarching, high-level sustainability targets, while Group Management monitors more detailed operational targets.

The Audit Committee, responsible for performance monitoring, reviewed in 2024 the following IROs and their associated targets:

- Climate change, mitigation, greenhouse gases
- Climate change, energy
- Circular economy, resource inflows, including resource use
- Circular economy, resource outflows related to products and services
- Circular economy, waste
- Own workforce, working conditions, health & safety
- Own workforce, working conditions, work-life balance
- Equal treatment and opportunities, Diversity, Equity and Inclusion (DEI)
- Equal treatment and opportunities training and skills development
- Workers in the value chain, upstream working conditions
- Workers in the value chain, upstream equal treatment and opportunities for all
- Workers in the value chain, other work-related rights, upstream child and forced labour
- Business conduct, corruption and bribery, prevention, detection including training

These updates and reviews are documented and integrated into ITAB's sustainability reporting and strategy review processes, ensuring transparency, continuous improvement, and alignment with our sustainability objectives.

GOV-3 Integration of sustainability-related performance in incentive schemes

At present, ITAB does not operate any performance-related incentive schemes specifically linked to sustainability objectives. While sustainability performance is integrated into our broader corporate strategy and governance frameworks, it is not currently embedded within our remuneration or incentive structures. We continuously monitor evolving best practices and stakeholder expectations, and we are evaluating potential approaches for future alignment of incentive schemes with our sustainability targets.

The Board focuses on overarching sustainability targets, while Group Management monitors more detailed operational targets.

GOV-4 Statement on due diligence

The table below shows the sections that contain disclosures about our current sustainability due diligence performance.

Core elements of sustainability due diligence	Pages in the sustainability statement
Embedding sustainability due diligence in governance, strategy, and business model	GOV-1 Roles and responsibilities, page 18 GOV-1 Oversight (organogram), page 18 GOV-2 Sustainability matters addressed by management, page 19 SBM-3 Material impact, risk and opportunities identification process, page 27
Engaging with affected stakeholders in all key steps of the sustainability due diligence	SBM-2 Interests and views of stakeholders, page 24 SBM-3 Material impact, risk and opportunities identification process, page 27 IRO-1 Process to identify IROs, page 28 MDR-P: E1-2 Policies related to climate change, page 37 E5-1 Policies related to resource use and circular economy, page 39 S1-1 Policies related to own workforce, page 44 S2-1 Policies related to value chain workers, page 49 G1-1 Business conduct policies and corporate culture, page 52
Identifying and assessing adverse impacts	SBM-3 Material impact, risk and opportunities identification, page 27 IRO-1 Identification and assessment of impacts, risks, and opportunities, page 28
Taking actions to address those adverse impacts	MDR-A: E1-3 Actions on material impacts, page 37 E5-2 Actions on material impacts, page 40 S1-4 Health & Safety, Actions on material impacts, page 45 S1-4 Own Workforce, actions on material impacts, page 45 S1-4 Equal Treatment and Opportunities, actions on material impacts, page 45 S2-4 Actions on material impacts, page 50
Tracking the effectiveness of these efforts and communicating	MDR-M & MDR-T: E1-4 Performance metrics and targets, page 37 E5-3 Performance metrics and targets, page 40 S1-5 Performance metrics and targets, page 45 S2-5 Performance metrics and targets, page 50

GOV-5 Risk management and internal controls over sustainability reporting

To mitigate risks associated with the security and quality of the data used in sustainability reporting, ITAB has implemented the following measures:

Dedicated Oversight

In addition to the governance models disclosed under ESRS 2 GOV-1, ITAB has established the role of a Sustainability Controller. This position is dedicated exclusively to overseeing the sustainability data reported by all parts of the business. A key responsibility of the Sustainability Controller is to validate the data in line with ESRS requirements through systematic in-person audits of ITAB facilities and regular reviews of submitted information with local controllers.

Integrated Data Collection

All sustainability data is captured through ITAB's Group consolidation system, ensuring transparency, traceability, and consistency across the organization. This system forms a core part of our risk management process by providing verifiable data for reporting and analysis.

Audit and Assurance

The Board of Directors has appointed an Audit Committee responsible for the quality assurance of ITAB's sustainability reporting. The Audit Committee regularly reviews the risk management processes related to sustainability data and ensures that corrective measures are implemented promptly when discrepancies or risks are identified.

Overall Framework Integration

Sustainability risks including environmental, social, and governance (ESG) factors have been incorporated into the overall company risk register and are regularly monitored as part of our enterprise risk management framework. This integration ensures that sustainability-related risks are identified, assessed, and managed alongside other strategic risks.

The risks, uncertainties and important circumstances that are deemed significant for the Group's operations and future development, including sustainability risks, are described on pages 73-77. The risks relate to ITAB's operations, industry and markets, and are categorised as follows: strategic risks, operational risks, financial risks, compliance and regulatory risks, and sustainability risks.

SBM-1 Strategy, business model and value chain

Product and Services Descriptions

ITAB is a leading innovator in the retail sector, specializing in the development and implementation of modern, sustainable shop concepts that enhance the customer experience while promoting environmental and social responsibility. Our business model is built on integrating sustainability into every phase of the retail value chain, from concept design and operational excellence to supplier engagement and digital transformation. Our core products and services include:

Innovative Retail Concept

Development and Manufacture

We design, develop and manufacture retail environments that merge aesthetic appeal with functionality and sustainability. Our shop concepts are created with an emphasis on energy-efficient design, the use of eco-friendly materials, and layouts that optimize natural lighting and ventilation all contributing to reduced energy consumption and minimized environmental impact.

Retail Technology and Loss Prevention Solutions

Our retail technology solutions seamlessly integrate digital and physical experiences, creating an immersive shopping environment. Key features include advanced checkout systems, self-service kiosks, click-and-collect services, interactive consumer interfaces, security gates, and efficient queue management systems. This integration streamlines operations, enhances efficiency, automates routine tasks, and reduces errors resulting in cost savings that can be reinvested to further elevate customer experiences and drive innovation.

Central to our technology offering is OnRed, a cutting-edge platform that leverages data-driven insights and an integrated digital ecosystem to revolutionize the retail experience. OnRed bridges the gap between consumer expectations and actual shopping journeys by focusing on personalized experiences while maintaining robust privacy standards. In addition, we prioritize retail loss prevention

by continuously refining our security measures to address emerging threats and reduce retail losses.

Lighting Solutions

With over 40 years of expertise, we deliver advanced, sustainable retail lighting solutions designed to enhance consumer experiences and reduce environmental impact. Our portfolio features track lights, pendant lights, down lights and panels, and ceiling lights each engineered for superior energy efficiency, optimal colour rendering, and rapid ROI. Rigorously tested in our own laboratories and certified by third-party bodies, our products support tailored lighting plans that optimize store layouts, improve energy savings, and elevate retail ambience, ensuring a seamless blend of innovation, sustainability, and operational excellence.

Consulting and Support Services

Beyond our core retail concepts, we offer tailored consulting services to our partners. Our expertise assists retailers in adopting sustainable practices across their operations from store design and energy management to waste reduction and sustainable merchandising. We guide clients through the integration of sustainability into their business strategies, helping them meet evolving regulatory and market expectations.

Sustainability-Focused Retail Operations

Our operational practices emphasize resource efficiency, waste reduction, and responsible consumption. We work closely with our supply chain partners to ensure that all products and services offered within our retail environments meet stringent environmental, social, and governance standards, including responsible sourcing and logistics, aligned with circular economy principles.

Commitment to Sustainability

Our approach is underpinned by a clear commitment to sustainability. ITAB does not engage in activities involving banned materials, products,

SBM-1 Strategy, business model and value chain, cont.

or services, and we derive no revenues from fossil fuel-related operations, chemical production, controversial weapons or the cultivation or production of tobacco. Instead, our focus is on building a resilient, low-carbon, and socially responsible retail ecosystem that creates long-term value for all stakeholders.

By embedding sustainability into our shop concepts, operational practices, and strategic partnerships, ITAB Group ensures that our products and services contribute not only to a superior retail experience but also to a more sustainable and responsible future for the industry.

Markets Description

In 2024, ITAB Group operated in 23 countries, generating approximately SEK 6.6 billion in annual sales, with around 2,500 employees and 15 operational facilities across Europe, Argentina, and China. The Group primarily serves the European retail sector, with a growing presence in select international markets through distributors and partnerships.

Customers and Competitive Landscape

The European modern retail market, encompassing both physical stores and online commerce, is valued at approximately SEK 44,000 billion. ITAB's addressable market share varies by geography and product portfolio, with an estimated market potential of SEK 110 billion within its core segments.

Key Customer Segments

ITAB serves a diverse customer base across multiple retail sectors, including:

- Grocery Retail: Carrefour, COOP, Morrisons
- Home Improvement: IKEA, Leroy Merlin, Rautakesko
- Fashion & Apparel: H&M, Pandora
- Pharmacy & Convenience: Circle K, Apotek Hjärtat

ITAB has a broadly distributed revenue base, with no single customer accounting for more than 11 percent of total turnover, reducing dependency on individual clients and mitigating sector-specific risks.

Competitive Positioning

ITAB competes with both large multinational firms and regional players. Key competitors include Wanzl, Diam and Umdasch with group turnovers comparable to ITAB. Additionally, ITAB faces competition from smaller specialist firms and regional manufacturers in various European markets. The company differentiates itself through integrated retail solutions, digital transformation expertise, and a strong focus on sustainability-driven innovation.

ITAB Group participates actively in the consolidation of the market. With the aim of strengthening ITAB's position and complementing the Group's current offering, ITAB agreed to acquire Financière HMY at the end of September 2024. HMY is a leading European supplier of shop fittings, checkouts and store design to the retail industry. The acquisition was completed on 31 January 2025 and HMY is consolidated in the ITAB Group as of 1 February 2025. HMY will be included in ITAB Group's Sustainability Statement from 2025 onwards.

Employee Headcount and Geographic Distribution

As of 31 December 2024, ITAB employed 2,523 people across 23 countries, reflecting its strong presence in Europe and select international markets. The largest employee bases are in Italy (363 employees), Czechia (390), China & Hong Kong (268), Germany (257), Sweden (264), and the UK (160), highlighting key operational hubs.

In addition to its European footprint, ITAB maintains a strategic presence in Argentina, Chile, China & Hong Kong, India, Malaysia, the UAE, and the USA, supporting its global business operations. The company's workforce spans a diverse range of functions, including manufacturing, commercial, procurement and technical design, ensuring seamless service across its markets.

Headcount of employees as of 31 December 2024

Country	Headcount
Argentina	79
Chile	1
China & Hong Kong	268
Czechia	390
Denmark	24
Estonia	8
Finland	146
France	34
Germany	257
India	1
Italy	363
Latvia	103
Lithuania	150
Malaysia	7
Netherlands	76
Norway	159
Poland	10
Spain	11
Sweden	264
UAE	7
UK	160
USA	5
Total	2,523



SBM-1 Strategy, business model and value chain, cont.

Business Model

ITAB operates a comprehensive business model designed to enhance consumer experiences and support retailers in adapting to evolving market dynamics. The company's approach is encapsulated in its "One ITAB" strategy, which emphasizes close collaboration with customers, suppliers and partners to co-create engaging, efficient, and sustainable retail environments.

Key Components of ITAB's Business Model

Solution Design and Co-Creation: ITAB collaborates with retailers to transform brand aspirations into physical store experiences. By leveraging consumer insights and industry expertise, the company develops tailored solutions that drive consumer footfall, increase sales conversions, and improve operational efficiencies.

Diverse Product and Service Portfolio: The company offers a broad range of products and services, including retail technology, lighting, interior solutions, and services. This comprehensive portfolio enables ITAB to meet various retailer needs, from enhancing in-store technology to optimizing store layouts and lighting.

Sustainable Revenue Model: In response to changing market demands, ITAB is updating its offerings

to develop a more sustainable revenue model. This involves creating new demand and selling more of its equipment and service portfolio to a broader customer base, thereby building on existing strengths and creating new revenue streams for growth.

Global Presence with Local Expertise: Operating in multiple countries, ITAB combines global reach with local competence. This structure allows the company to understand diverse shopping behaviours and tailor solutions to specific market needs, ensuring relevance and effectiveness across different regions.

Commitment to Sustainability: ITAB integrates sustainable practices into its operations and solutions, focusing on energy efficiency, eco-friendly materials, and designs that minimize environmental impact. This commitment not only supports environmental responsibility but also aligns with the growing consumer demand for sustainable retail practices.

Through this multifaceted business model, ITAB positions itself as a strategic partner for retailers aiming to create compelling consumer experiences while adapting to the rapidly changing retail landscape.

Value Chain

ITAB's value chain spans upstream suppliers, internal operations, and downstream customers and services, ensuring a seamless integration of sustainability, operational efficiency, and product innovation. Please see page 23 for a value chain visualisation.

Upstream Activities

ITAB sources materials and components from approximately 200 raw material suppliers and some 2,400 purchased item suppliers. These suppliers provide metals, plastics, electronics, and other essential components required for ITAB's retail solutions. The suppliers play a key role in ensuring a reliable and high-quality supply chain to meet the demands of ITAB's operations and end customers.

Own Operations

In 2024, ITAB operated 15 production facilities, multiple warehouse facilities, and office locations worldwide, where retail solutions are designed, manufactured, and distributed.

Downstream Activities

ITAB serves over 300 major customers across various retail sectors, including grocery, home improvement, fashion, and pharmacy. Its solutions are designed to enhance in-store customer experiences while reducing environmental impact.

The downstream value chain includes:

- *Transportation and distribution of products* via land and sea, with a focus on optimizing routes to reduce emissions. Use phase of sold products, ensuring energy-efficient lighting, self-service checkout solutions, and loss prevention technologies that contribute to sustainable retail operations. End-of-life management, with ITAB increasingly adopting circular economy principles, offering take-back schemes, and designing products for modularity, reparability, and recyclability.
- *Purchased services* (approximately 450 suppliers) supporting both upstream and downstream activities, including IT, logistics, and maintenance services.

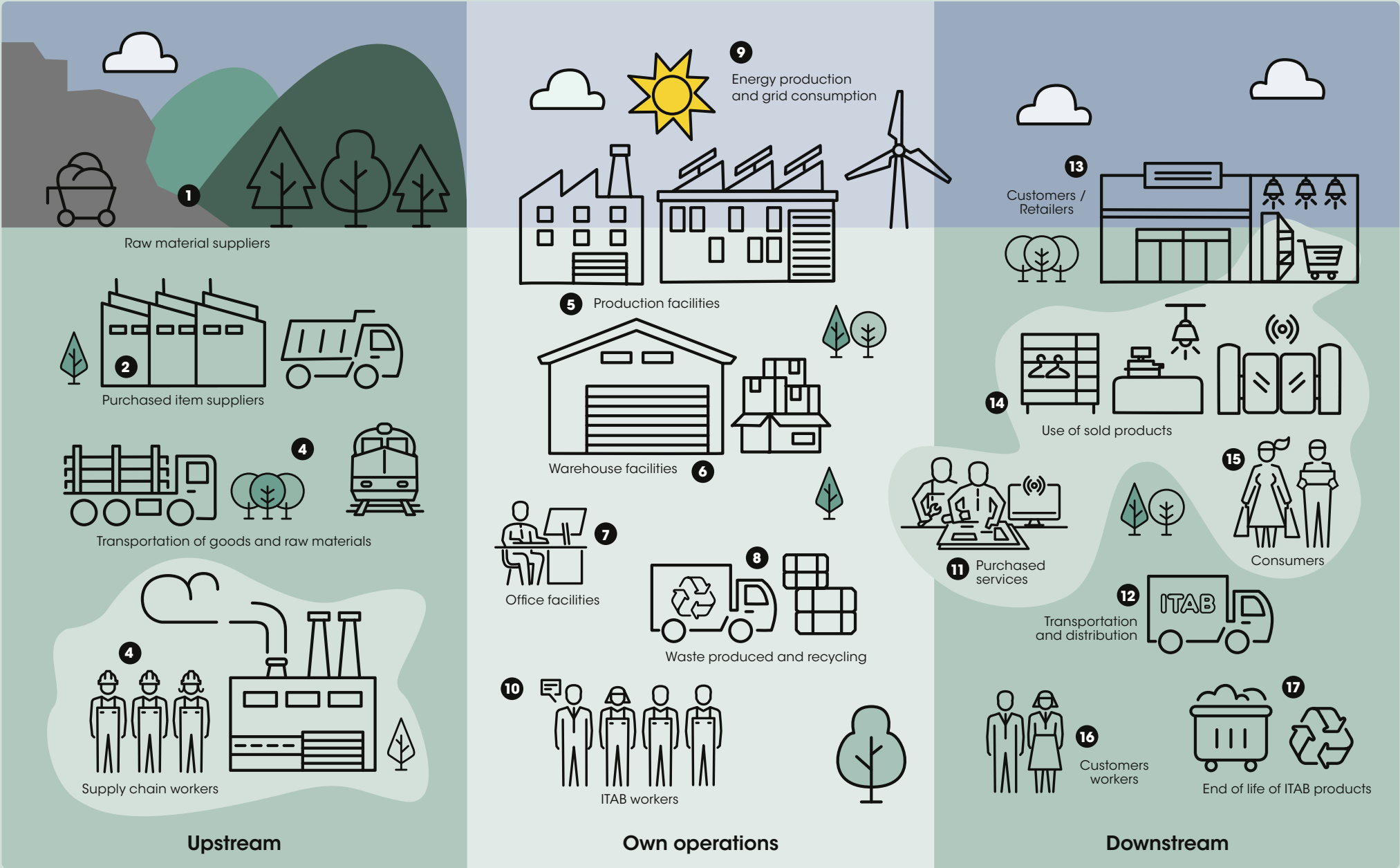
Commitment to Sustainability and Regulatory Compliance:

ITAB ensures compliance with sustainability regulations across its value chain, including ESG due diligence for suppliers, environmental certifications, and customer sustainability expectations. Continuous engagement with stakeholders, suppliers, employees, customers, and regulators allows ITAB to mitigate risks, seize new opportunities, and lead in sustainable retail solutions.



ITAB positions itself as a strategic partner for retailers aiming to create compelling consumer experiences.

SBM-1 Strategy, usiness model and value chain, cont.



SBM-2 Interests and views of stakeholders

Please see below on pages 24-26 for stakeholder identification, engagement, expectations and response to expectations.

Key Stakeholders

Customers

Description of Stakeholder

As a first-tier supplier, ITAB serves a broad and diverse customer base across multiple retail sectors, including grocery retail (Carrefour, COOP, Morrisons), home improvement (IKEA, Leroy Merlin, Rautakesko), fashion and apparel (H&M, Pandora), and pharmacy & convenience (Circle K, Apotek Hjärtat). Our customers are integral to ITAB's business success and play a key role in our value chain.

Nature and Purpose of the Relationship

ITAB engages directly with customers through various channels, including Key Account Managers, project managers, customer service teams, and sustainability professionals. These interactions ensure that ITAB's solutions align with our customers' strategic goals and meet their operational needs. We work collaboratively to provide retail solutions that enhance the customer experience, increase operational efficiency, and drive innovation. We also maintain communication at the senior management level to ensure that both long-term strategic goals and day-to-day operational issues are addressed.

Expectations of Stakeholder

Customers expect ITAB to deliver high-quality products that meet their specific operational requirements, with a focus on on-time delivery and competitive pricing. They also place a high value on sustainable business practices that support their own sustainability goals, such as energy-efficient solutions, eco-friendly materials, and innovative technology integrations that enhance both customer experience and operational efficiency.

Addressing Stakeholder Expectations by Integration into the Strategy and Business Model

ITAB ensures that we: Continuously innovate and develop solutions that meet the highest quality standards, integrating energy efficiency and sustainability into all products. Implement robust project management and supply chain systems that enable on-time delivery and cost-effective solutions. Prioritize sustainability in every aspect of our business, from product design to operations, ensuring that our solutions not only benefit our customers but also contribute to their broader environmental and social objectives.

Suppliers/Partners

Description of Stakeholder

ITAB sources materials and components from approximately 200 raw material suppliers and 2,400 purchased item suppliers across a wide range of industries, including metals, plastics, electronics, and other essential components necessary for ITAB's retail solutions. These suppliers play a key role in ensuring a reliable and high-quality supply chain to meet the demands of ITAB's operations and end customers.

Nature and Purpose of the Relationship

ITAB maintains open and continuous dialogue with its suppliers through several channels, including Key Account Managers, local procurement buyers, and managers, as well as the Head of Procurement. This ongoing communication ensures alignment between ITAB and its suppliers on key sustainability goals, business practices, and operational expectations. The company also collaborates with suppliers to promote responsible sourcing and ensure compliance with ITAB's sustainability and ethical standards throughout the supply chain. Regular engagements allow ITAB to communicate new requirements, align on best practices, and share sustainability performance feedback.

Expectations of Stakeholder

Suppliers are expected to meet specific performance standards aligned with ITAB's sustainability goals, including compliance with ethical sourcing practices and adherence to environmental, social, and governance (ESG) criteria. ITAB values its relationships with suppliers, and based on performance, categorizes them into three tiers: Approved suppliers who meet basic quality and sustainability criteria. Preferred

suppliers who consistently meet ITAB's performance and sustainability requirements. Partner suppliers who go beyond compliance and actively collaborate with ITAB to innovate on sustainable solutions and business practices. In addition, ITAB ensures that suppliers honour the following expectations: Payment within agreed payment terms, fostering trust and financial stability in the supply chain. Sustainable business practices, including commitment to reducing environmental impacts, supporting fair labour practices, and contributing to Sustainable Development Goals (SDGs).

Addressing Stakeholder Expectations by Integration into the Strategy and Business Model

ITAB addresses supplier expectations by continuously refining and communicating its sustainability requirements. This includes the introduction of sustainability audits, training programs for suppliers, and ongoing monitoring to ensure compliance with ITAB's Code of Conduct and ethical sourcing policies. ITAB also works closely with suppliers to promote innovation in sustainable product development, improve energy efficiency, and minimize waste throughout the supply chain. Additionally, ITAB provides feedback to suppliers on performance and collaborates with them to make improvements.

SBM-2 Interests and views of stakeholders, cont.

Employees

Description of Stakeholder

ITAB employed a diverse workforce of 2,523 employees across 23 countries at the end of 2024. The company has a strong presence in Europe and key international markets, with significant employee bases in Italy, Czechia, China, Germany, Sweden, and the UK. In addition to its European footprint, ITAB maintains a strategic presence in countries including Argentina, Chile, China, India, Malaysia, the UAE, and the USA, supporting its global business operations. The workforce spans various functions, including manufacturing, commercial, procurement, and technical design, reflecting ITAB's broad scope and reach across industries.

Nature and Purpose of the Relationship

ITAB fosters continuous dialogue with its employees through multiple channels, ensuring their well-being and considering their perspectives on sustainability. This includes day-to-day business interactions, employee appraisals, participation in safety committees, internal intranet communications, and employee engagement surveys. These avenues enable ITAB to gather employee feedback, address concerns, and promote a culture of transparency and inclusivity. Employees are encouraged to participate in regular dialogues that allow ITAB to understand their needs, especially in areas related to health, safety, career development, and sustainability.

Expectations of Stakeholder

ITAB is committed to meeting key expectations from its workforce, ensuring a supportive and sustainable working environment. The company's key employee expectations include: Attractive workplace: Providing a safe, inclusive, and motivating work environment. Good working environment: Fostering a healthy, respectful,

and collaborative atmosphere where employees can thrive. Health & Safety: Maintaining a high standard of health and safety protocols to safeguard employees' well-being. Staff development and career opportunities: Ensuring opportunities for growth and progression through training, skill development, and career advancement programs. Diverse and equal workplace: Upholding diversity, equity, and inclusion policies to ensure equal opportunities for all employees regardless of gender, race, or background. Pay conditions: Ensuring competitive and fair compensation in line with industry standards and employee contributions. Sustainable business: Aligning business operations with sustainable practices, involving employees in sustainability initiatives, and promoting a sense of purpose in contributing to a responsible future.

Addressing Stakeholder Expectations by Integration into the Strategy and Business Model

ITAB actively works to address these expectations by providing an attractive and positive workplace where employee safety and development are prioritized. The company regularly conducts employee appraisals and engagement surveys to assess employee satisfaction and areas for improvement. Through regular safety committee meetings, ITAB ensures that its employees have a platform to voice concerns about workplace safety. The company also invests in training and development programs to help employees grow professionally and provides opportunities for career advancement within the organization. Additionally, ITAB strives to provide competitive pay conditions, implement policies supporting workplace diversity, and integrate sustainability into daily operations.

Owners/Investors

Description of Stakeholder

ITAB's owners and investors play a pivotal role in providing the necessary capital, strategic guidance, and governance oversight to ensure that the company remains competitive, resilient, and aligned with the evolving dynamics of the retail sector. Investors are essential in shaping ITAB's long-term strategy, driving financial growth, and ensuring sustainable practices across the business. They are primarily concerned with securing a return on investment while ensuring that ITAB adheres to principles of governance and sustainability.

Nature and Purpose of the Relationship

ITAB maintains transparent communication with its owners and investors through multiple channels. This includes regular financial reporting, which outlines business performance, growth, and risk factors. Additionally, ITAB provides sustainability disclosures, ensuring alignment with environmental, social, and governance (ESG) expectations. Stakeholder engagements are conducted regularly through annual meetings, investor calls, and direct communication with executive leadership to maintain an open dialogue on strategic priorities, financial performance, and sustainability goals. Through these discussions, ITAB ensures that the interests of investors are well-understood, and expectations are continuously met.

Expectations of Stakeholder

ITAB's investors have clear expectations for the company, which include: Return on Investment (ROI): Ensuring that the company delivers solid financial returns and increases shareholder value. Transparent Reporting: Providing timely, accurate, and comprehensive reports on

financial performance, sustainability metrics, and governance practices. Investors expect detailed insights into both financial results and ESG progress. Sustainable Business: Investors expect ITAB to operate in a sustainable manner that balances profitability with responsible environmental and social impact. This includes adhering to global sustainability standards, reducing the environmental footprint, and implementing ethical business practices across the supply chain.

Addressing Stakeholder Expectations by Integration into the Strategy and Business Model

To address the expectations of its owners and investors, ITAB ensures that it provides regular and transparent reporting on financial results and sustainability performance. This is achieved through quarterly financial reports, annual sustainability reports, and regular meetings where management provides updates on strategy and performance. ITAB actively works to ensure that its long-term growth strategy incorporates sustainability objectives, thereby meeting investors' desire for both profitability and responsible business practices. In addition, the company has a dedicated governance structure that ensures strategic alignment with investor expectations, continually improving in areas such as risk management, sustainable innovation, and market competitiveness.

SBM-2 Interests and views of stakeholders, cont.

Society/NGOs

Description of Stakeholder

ITAB recognizes society as a key stakeholder, encompassing local communities, regulatory bodies, and the broader public that is impacted by its operations. As a responsible corporate entity, ITAB aims to create a positive impact on economic, social, and environmental aspects of society. This includes fostering positive relationships with local communities, complying with regulations, and contributing to the broader public interest through sustainable business practices and ethical supply chain management. Society's expectations from ITAB include responsible governance, compliance with regulations, and sustainable business operations that benefit communities and the environment.

Nature and Purpose of the Relationship

ITAB engages with society through various channels, ensuring that its operations align with the values and expectations of local communities and regulatory bodies. This includes complying with all applicable laws and regulations across the jurisdictions in which ITAB operates. ITAB engages with local communities by creating employment opportunities, promoting sustainable development, and contributing to local economies. The company's commitment to ethical supply chain management ensures that it collaborates with suppliers who adhere to the same high standards of sustainability and responsibility. Moreover, ITAB actively contributes to the public's well-being by providing products and services that promote sustainable retail practices, innovation, and environmental stewardship.

Expectations of Stakeholder

Society's expectations from ITAB include: Compliance with all laws in the jurisdictions where the company operates, ensuring that ITAB follows local and international regulations. The company is expected to operate in a sustainable manner, integrating environmental responsibility and social equity into its business model. ITAB is expected to pay its taxes fairly and in accordance with the laws of the jurisdictions where it operates, contributing to public services and societal well-being.

Addressing Stakeholder Expectations by Integration into the Strategy and Business Model

To address society's expectations, ITAB ensures full compliance with all relevant laws and regulations in each of its operating markets. This includes adhering to environmental regulations, labour laws, and corporate governance standards. ITAB also works to reduce its environmental footprint by investing in sustainable products, energy-efficient technologies, and processes that minimize waste. The company ensures that its supply chain management practices align with sustainability principles, ensuring that its suppliers and partners adhere to the same high standards of ethical conduct and environmental stewardship. ITAB actively promotes social responsibility by fostering local employment and supporting community development through job creation and responsible sourcing.

ITAB aims to create a positive impact on economic, social, and environmental aspects of society.



Strategy and Business Model Amendments

ITAB actively integrates stakeholder perspectives into its strategy and business model through its Due Diligence and Double Materiality Assessment (DMA) process. Stakeholder input is regularly gathered through direct engagement, such as customer sustainability dialogues, supplier audits, employee feedback mechanisms, and investor ESG discussions. These insights are then reviewed by Group Management and the Board of Directors, ensuring full visibility into stakeholder expectations.

The strategic pillar "Sustainable Future" was reviewed in 2024, reflecting stakeholder concerns related to circular economy practices, energy-efficient solutions, and responsible sourcing. This resulted in enhanced supply chain sustainability measures, increased investment in low-carbon solutions, and strengthened ESG reporting transparency. These updates demonstrate how stakeholder engagement directly informs ITAB's strategic direction.

From 2025 onwards, this review will be conducted annually, ensuring continuous alignment with stakeholder priorities. At this stage, ITAB does not foresee any significant modifications to stakeholder relationships, as existing engagement mechanisms ensure alignment between stakeholder expectations and business strategy. However, ITAB remains open to adjusting engagement models should evolving stakeholder concerns necessitate changes in collaboration or business operations.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material Impact, Risks & Opportunities (IROs) Identification Process

In 2024, ITAB established a structured process for conducting a Double Materiality Analysis (DMA), incorporating insights from internal and external experts. This process follows ESRS 2 IRO-1 and is detailed on page 28.

The assessment involved consultations with employees, administrative and supervisory bodies, investors, and customers to align ITAB's strategic priorities with stakeholder concerns. To determine material IROs, ITAB conducted:

- Stakeholder interviews with key groups.
- Surveys of employees and suppliers.
- Data-driven analysis of industry trends, regulatory developments, and sustainability risks.
- Scenario assessments to evaluate potential financial and operational implications.

Based on this process, ITAB has classified its Material IROs as follows:

Critical IROs

These have the highest impact on ITAB's business strategy and long-term value creation:

- Climate change, mitigation, greenhouse gases
- Climate change, energy
- Circular economy, resource inflows, including resource use
- Circular economy, resource outflows related to products and services
- Circular economy, waste

Significant IROs

These pose substantial risks or opportunities but do not require immediate strategic transformation:

- Own workforce, working conditions, health & safety
- Equal treatment and opportunities, Diversity, Equity and Inclusion (DEI) defined as the following sub-sub-topics:
 - Diversity, gender equality, measures against violence and harassment in the workplace, inclusion of persons with disability
- Equal treatment and opportunities, training and skills development
- Workers in the value chain, upstream working conditions
- Business conduct, corruption and bribery, prevention, detection including training

Important IROs

These are emerging areas of focus requiring continuous monitoring:

- Own workforce, working conditions, work-life balance
- Workers in the value chain, upstream equal treatment and opportunities for all
- Workers in the value chain, other work-related rights, upstream child and forced labour

Alignment with Business Model & Strategy

Each identified IRO directly influences ITAB's business model, operations, and strategic pillars. Critical IROs impact ITAB's product design, supply chain, and energy transition strategy. Significant IROs influence ITAB's workforce policies, compliance obligations, and ethical sourcing practices. Important IROs are integrated into ITAB's social responsibility initiatives and People & Culture strategies.

Governance & Future Updates

The Board of Directors, in collaboration with Group Management, will review and refine the Material IROs assessment annually. ITAB's Sustainability, Legal and Commercial teams will continuously monitor regulatory changes, stakeholder expectations, and market trends to ensure alignment. From 2025 onwards, ITAB will conduct annual reassessments of IROs to reflect evolving stakeholder priorities and industry developments.



IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

Identification and Assessment of Impacts, Risks, and Opportunities (IROs)

To develop a comprehensive and structured list of actual and potential impacts, risks, and opportunities (IROs), ITAB used the topics, sub-topics, and sub-sub-topics outlined in ESRS 1 AR 16 as a framework. This approach ensured a broad assessment of ITAB's own operations and its upstream and downstream value chain, providing a holistic understanding of the company's sustainability impacts and potential risks and opportunities.

Given the varying levels of granularity required, IROs were evaluated at the topic, sub-topic, or sub-sub-topic level, depending on their significance. While ESRS 1 AR 16 provides a standardized structure, ITAB also identified if any company-specific IROs were present, by engaging with stakeholders, conducting due diligence, reviewing risk management processes, and assessing grievance mechanisms such as whistleblowing reports. Additional sources, including industry benchmarks, geographic risk factors, corporate strategy, and product/service impacts, were analysed to ensure comprehensive coverage.

Each IRO was classified as an impact, a risk, or an opportunity and categorized under Environmental, Social, or Governance (ESG) themes. They were further defined as positive or negative, actual or potential, and mapped across the value chain, considering own operations, upstream, and downstream activities. The connection between ITAB and each impact was determined based on causation, contribution, or linkage.

To enhance transparency, the rationale for determining material and non-material IROs was clearly documented, ensuring alignment with ESRS 2 paragraphs 53 and 59. This process also reflected stakeholder input, reinforcing its integration into the Double Materiality Assessment (DMA) and sustainability strategy.

Impact Materiality Assessment

For actual negative impacts, materiality was assessed based on severity, while potential negative impacts were evaluated considering both severity and likelihood. Additionally, all impacts were assigned a time horizon in line with ESRS 1 paragraph 77:

- Short-term: Within the reporting period (1 year)
- Medium-term: Between 1 to 5 years
- Long-term: More than 5 years

Severity assessments were based on three key factors:

- *Scale* – how grave the impact is (i.e., extent of infringement of access to basic life necessities or freedoms such as education, livelihood, etc.);
- *Scope* – how widespread the impact is (i.e., the number of individuals affected or the extent of the environmental damage); and
- *Irremediable Character* – the extent to which the impact can be remediated, for example through compensation or restitution.

For potential negative human rights impacts, severity took precedence over likelihood. Positive impacts were assessed using the scale and scope of actual impacts, as well as scale, scope, and likelihood for potential positive impacts.

Financial Materiality Assessment

Risks and opportunities were evaluated based on likelihood, financial impact, and time horizon, ensuring alignment with ESRS financial materiality principles.

Thresholds were applied for both the financial and impact assessments. The financial thresholds were applied in the DMA process to assess financial risks and opportunities to ensure alignment with how risks are generally evaluated in relation to financial performance. For the impact assessment, internally developed thresholds were applied, based on inspiration from advisors. These thresholds helped evaluate and identify impacts to satisfy the needs of our stakeholders.

IROs were cross-referenced with EU regulatory requirements to ensure compliance and proactive risk management. The Group Sustainability Team, in collaboration with the People & Culture Team, Legal Team and Operations Team oversees annual IRO reassessments. To finalize the comprehensive list of IROs, ITAB recorded:

- Relevant sources of information
- Stakeholders impacted by each IRO
- Stakeholders engaged during the assessment process

The development of the DMA methodology and the management of the DMA process is centralised to ensure consistency in the application of scores and thresholds and the use of external subject-matter experts. For own workforce and business conduct, Group People & Culture and Group Legal, respectively, have contributed and approved the social and governance IRO assessments, while the Sustainability Team and Operations have completed the Environment IRO assessment. To ensure an understanding of CSRD's legal framework and the identified IROs, the Board of Directors and full Group Management were presented with a walkthrough of the DMA methodology, thresholds, process, and findings before approving the final DMA.



IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

Identification of Material Impacts, Risks, and Opportunities

In 2024, ITAB conducted a double materiality assessment following ESRS 1 and ESRS 2 guidelines, in consultation with internal and external experts. The methodology considered impact materiality (scale, scope, irremediability) and financial materiality (likelihood, financial magnitude). Stakeholder engagement was central to the process, and insights from employees, management, investors, customers, and external sustainability specialists were incorporated. More details are provided under ESRS 2 IRO-1 on page 28.

Topics were deemed material if they posed significant risks, opportunities, or impacts on ITAB's operations, value chain, stakeholders, or financial performance.

The listed material and immaterial topics were assessed and validated through stakeholder engagement, including employees, the Board of Directors, Group Management, owners, investors, and customers. Stakeholders were actively consulted, and their input directly influenced the classification of material and immaterial topics. No material concerns were raised regarding the conclusions.

All identified impacts, risks, and opportunities (IROs) were evaluated based on impact materiality (scale, scope, and irremediability) and financial materiality (financial impact and likelihood), in accordance with ESRS 1 and ESRS 2 requirements. This assessment, in addition to stakeholder engagement, also considered industry benchmarking, and alignment with applicable regulatory frameworks.

Key Material Impacts

The company has identified the following significant impacts:

Environmental:

- Climate change, mitigation, greenhouse gases
- Climate change, energy
- Circular economy, resource inflows, including resource use

- Circular economy, resource outflows related to products and services
- Circular economy, waste

Social:

- Own workforce, working conditions, health & safety
- Own workforce, working conditions, work-life balance
- Own Workforce, equal treatment and opportunities, gender equality and equal pay
- Own Workforce, equal treatment and opportunities, employment and inclusion of persons with disability
- Own Workforce, equal treatment and opportunities, measures against violence and harassment in the workplace
- Own Workforce, equal treatment and opportunities, diversity
- Workers in the value chain, upstream working conditions
- Workers in the value chain, upstream equal treatment and opportunities for all
- Workers in the value chain, other work-related rights, upstream child and forced labour

Governance:

- Business conduct, corruption and bribery, prevention, detection including training

For the disclosures S1 the sub-sub-topics of Diversity Gender equality, inclusion of disabled persons, measures against violence and harassment in the workplace will be referred to as Diversity Equity and Inclusion (DEI).

Identification of Risks and Opportunities

In addition to the identified material impacts, ITAB assessed sustainability-related risks and opportunities. Key risks include regulatory changes impacting climate disclosures, supply chain vulnerabilities due to resource scarcity, and reputational risks related to social performance. Opportunities include

efficiency gains from circular economy initiatives, enhanced brand value through DEI efforts, and potential access to green financing instruments. For more information on risks related to sustainability, see pages 76-77.

Immaterial Topics

Following a rigorous double materiality analysis, the following ESRS topics were determined to be immaterial for ITAB's operations, based on their low severity, scope, and financial impact.

ESRS E2: Pollution

ITAB's processes do not generate significant pollution to air, water, or land, and no current or foreseeable financial risks are associated with pollution-related regulatory changes, compliance costs, or stakeholder concerns. Given that air emissions from joinery facilities are well-controlled and water discharges meet all required standards, no material impact or financial consequence has been identified. This conclusion was validated through stakeholder engagement and financial risk analysis. Water discharges from operations are either domestic or, where applicable, treated to meet or exceed local discharge consent requirements. ITAB does not use substances of high concern or substances of concern in manufacturing or product processes. No significant risk of ITAB's products, process by-products, or waste affecting living organisms, land, or food resources has been identified.

ESRS E3: Water and Marine Resources

Water usage at ITAB's factories and offices is predominantly domestic. Where water is used in production, recycling and treatment processes are in place to ensure compliance with local discharge standards. All ITAB facilities are located in low water-stress regions, based on recognized global water risk assessments. ITAB does not use seawater or marine resources in its operations. Water usage is minimal and occurs in low water-stress regions, resulting in no material financial risks from

water scarcity, regulatory changes, or operational disruptions

ESRS E4: Ecosystems and Biodiversity

ITAB's operations do not involve activities that directly or indirectly impact ecosystems or biodiversity. No land-use change, deforestation, or activities affecting protected habitats occur within ITAB's supply chain, at a level that can be controlled or influenced by ITAB. ITAB does not engage in activities that contribute to soil degradation, habitat destruction, or biodiversity loss. ITAB's operations do not depend on or significantly impact biodiversity, and low financial risks from land-use regulations, biodiversity-related compliance, or supply chain disruptions have been identified.

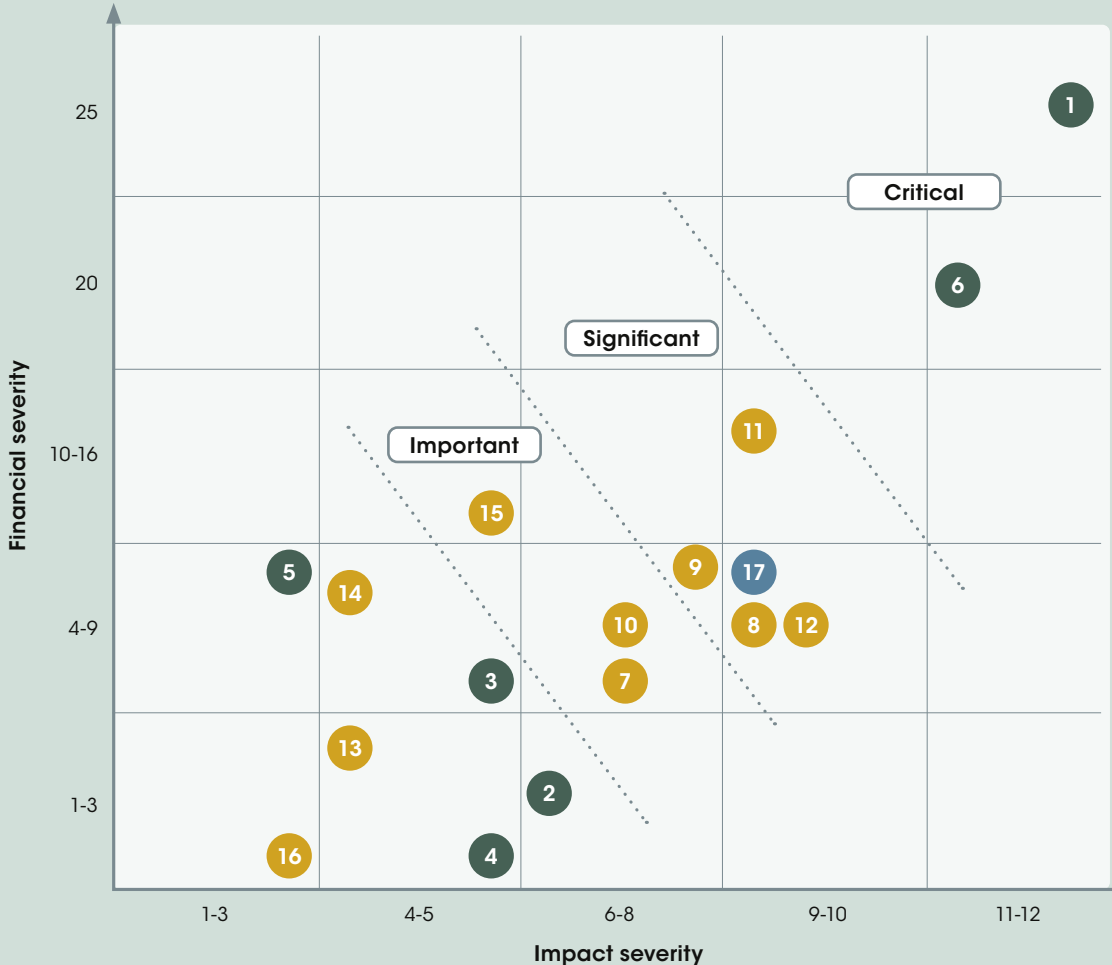
ESRS S3: Affected Communities

ITAB's direct operations do not contribute to the risk factors outlined in ESRS S3: Affected Communities. ITAB has not identified any upstream or downstream activities that would materially impact affected communities. No grievance mechanisms or stakeholder consultations have identified community-related risks linked to ITAB's business model. ITAB has low material financial exposure to community-related risks, as no operational, reputational, or legal risks linked to community impacts have been identified through stakeholder engagement

ESRS S4: Consumers and End-Users

ITAB has evaluated the topics under ESRS S4 and determined them to be immaterial based on its current business model. ITAB fully complies with GDPR and ensures customer data protection. Given the nature of ITAB's products, there is limited or no influence over aspects such as freedom of expression or security of person, as outlined in ESRS S4. ITAB's products do not pose significant consumer safety, privacy, or regulatory risks, and only low material financial impacts related to consumer litigation, data security, or product liability exist.

IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement, cont.



Environmental

- 1 Greenhouse Gas Emissions and Energy
- 2 Pollution of Land, Air & Water, Living Organisms & Food Resources
- 3 Water inc marine resources
- 4 Biodiversity
- 5 EcoSystems
- 6 Materials, Waste and Circular Economy

Social

- 7 Working Conditions (Own Workforce)
- 8 Working Conditions (Value Chain)
- 9 Equal Treatment and Opportunities (Own Workforce)
- 10 Equal Treatment and Opportunities (Value Chain)
- 11 Health & Safety (Own Workforce)
- 12 Health & Safety (Value Chain)
- 13 Health & Safety, Social Inclusion (Consumer)
- 14 Child and Forced Labour (Own Workforce)
- 15 Child and Forced Labour (Value Chain)
- 16 Communities' rights

Governance

- 17 Business Conduct

Environmental information

At ITAB, sustainability is at the heart of our business strategy. As a key partner to global retailers, we are committed to reducing our environmental impact while driving innovation in resource efficiency, circular design, and low-carbon solutions.

Through our Sustainable Future Strategic Priority, we are minimizing greenhouse gas emissions, optimizing energy use, and rethinking materials to create more sustainable products and services. By embedding sustainability into our operations and supply chain, we are not only meeting today's challenges but shaping a greener, more responsible future for retail.

EU Taxonomy

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Reporting on EU Taxonomy Objectives 2024

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 refer 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 2024 comprises the Group's manufacturing of lighting equipment for retailers

(NACE code C27.40). Currently approximately 5 percent 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 2024 comprises the Group's manufacturing of retail technology for retailers (NACE code C26 and 27). Currently no part of the economic activities within transition to a circular economy is considered to be taxonomy-aligned.

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 33-35 for disclosures on EU Taxonomy Objectives 2024.

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 has assessed its operations against the EU Taxonomy and confirms that it has no activities related to nuclear energy or fossil gas as defined under the EU Taxonomy Climate Delegated Act. Therefore, no disclosures related to these activities are applicable. Refer to the table on the right.

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 87 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.

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

Disclosures on EU Taxonomy Objectives

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities for 2024

Financial year 2024	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 2024 (18)	Category/enabling activity (19)	Category/transitional activity (20)
	Code (2)	Turnover (3)	Proportion of Turnover, year 2024 (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)				
Economic Activities (1)	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	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy efficiency equipment for buildings	CCM 3.5	23	0.3%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		23	0.3%	0.3%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.2%		
Of which Enabling		23	0.3%	0.3%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.2%	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	465	7.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8.9%		
Manufacture of electrical and electronic equipment	CE 1.2	1,870	28.4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								27.5%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,335	35.5%	7.1%	-	-	-	28.4%	-								36.4%		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		2,358	35.8%	7.4%	-	-	-	28.4%	-								36.6%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		4,227	64.2%																
TOTAL		6,585	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	0.3%	7.4%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	28.4%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Disclosures on EU Taxonomy Objectives, cont.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities for 2024

Financial year 2024	Year			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) CapEx year 2024 (18)	Category/enabling activity (19)	Category/transitional activity (20)
	Code (2)	CapEx (3)	Proportion of CapEx year 2024 (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)				
Economic Activities (1)	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	%	E	T

A. TAXONOMY-ELIGIBLE ACTIVITIES

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

Manufacture of energy efficiency equipment for buildings	CCM 3.5	1	0.5%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		1	0.5%	0.5%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.0%		
Of which Enabling		1	0.5%	0.5%	-	-	-	-	-	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	2	1.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.6%		
Manufacture of electrical and electronic equipment	CE 1.2	17	9.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								21.8%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		19	10.0%	1.0%	-	-	-	9.0%	-								25.4%		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		20	10.5%	1.5%	-	-	-	9.0%	-								25.4%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities		170	89.5%
TOTAL		190	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	0.5%	1.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	9.0%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Disclosures on EU Taxonomy Objectives, cont.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities for 2024

Financial year 2024	Year			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2023 (18)	Category/enabling activity (19)	Category/transitional activity (20)
	Code (2)	OpEx (3)	Proportion of OpEx, year 2024 (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)				
Economic Activities (1)		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	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	151	2.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								10.4%		
Manufacture of electrical and electronic equipment	CE 1.2	647	11.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								14.4%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		798	13.7%	2.6%	-	-	-	11.1%	-								24.8%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		798	13.7%	2.6%	-	-	-	11.1%	-								24.8%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		5,051	86.3%																
TOTAL		5,849	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%	2,6%
CCA	0,0%	0,0%
WTR	0,0%	0,0%
CE	0,0%	11,1%
PPC	0,0%	0,0%
BIO	0,0%	0,0%

E1 Climate Change

Transition plan for climate change ^{1,2}

Currently, ITAB is strengthening and further detailing our transition plan for climate change mitigation, ensuring our strategy and business model are compatible with the transition to a sustainable economy and limiting global warming to 1.5 degrees in line with the international "Paris Agreement" on climate change.

Scope 1 and 2 Greenhouse gases and energy consumption are quantified, and work has begun on defining and executing on our decarbonisation roadmap. We are defining our roadmap with a starting point in an in-depth energy consumption audit methodology to define energy reduction and decarbonisation levers. This methodology is being piloted at one of ITAB's largest sites. Scope 3 GHG emissions will be quantified through 2025 and targets for all scopes will be created, in line with Science Based Targets (SBTi) and submitted to SBTi in late 2025 or early 2026.

Key milestones in our transition plan include:

- 2024: Energy and decarbonization audit at our production plant in Boskovice, Czechia completed.
- 2025: Scope 3 quantification and target setting, SBTi submission preparation.
- 2026: Submission of validated Science Based Targets to SBTi.
- 2030: 50 percent reduction in Scope 1 and 2 GHG emissions (baseline year: 2022).

ITAB is strengthening and further detailing our transition plan for climate change mitigation.

Circular design principles are now being applied through our design teams and ITAB can provide full Carbon Lifecycle Assessments of all products. Material selection of the products we make has a large impact on the GHG emissions in the supply chain. ITAB now uses a material GHG estimator to allow climate decisions to be taken as part of the design process.

ITAB does not engage in any economic activities related to coal, oil, or gas, aligning with the company's commitment to a low-carbon transition and sustainable business practices. In line with ESRS E1 requirements, ITAB's business model is not exposed to fossil fuel extraction, refining, distribution, or consumption beyond essential operational energy use, which is already being addressed through energy efficiency measures and a growing focus on renewable energy sources.

Governance: Group Management oversees the transition plan, with progress reported to the Board of Directors quarterly. Through collaboration, ongoing dialogue and data-driven analysis, this ensures that sustainability initiatives align with ITAB's long-term financial strategy.

Impacts, Risks and Opportunities ^{2,3}

The materiality assessment described in disclosure requirement IRO-2 identified the following material climate change mitigation IROs:

Negative Impacts

- GHG Emissions from Operations (Scope 1 & 2): Short-, medium-, and long-term impacts due to natural gas and electricity consumption.
- Energy Use: Baseline energy consumption at ITAB factories is quantified but not yet optimized for efficiency.

Positive Opportunities

- Onsite Renewable Energy: Two facilities have onsite green energy generation - one with solar PV, another with biomass heating.
- Carbon Pricing Benefits: A structured decarbonization roadmap will help mitigate future carbon pricing risks.
- Material Selection: Circular economy principles enable lower Scope 3 emissions through better material selection and reuse of equipment.

Climate-Related Risks

Transition Risks:

- Carbon Pricing & Energy Costs: Potential impact of future carbon taxation on operations.
- Regulatory Changes: Increasing compliance costs due to EU & global climate policies.
- Technology Risks: Risk of slower adoption of low-carbon alternatives.

Physical Risks:

- A resilience analysis assessed acute (extreme weather) and chronic (temperature rise, water stress) risks.
- Minimal risks were identified due to ITAB's predominantly European based facilities.
- Water stress is a monitored risk but does not yet pose a significant financial threat.

All of these are reflected into the Sustainable Future Strategic Pillar that is part of the business strategy.

As described in our overall process, we have used a combination of internal dialogues and advisory from external environmental experts to adequately assess our situation. We conclude that we have an impact on climate change and have made this the highest priority from the DMA. Resilience analysis was conducted as a desktop study as part of the DMA process to assess physical risks from climate related hazards, both acute and chronic. The conclusion was that the risks are minimal due to the locations of our facilities being predominantly European based. Water stress is a potential risk long-term and will be monitored over the coming years.

¹ E1-1, ² ESRS 2 SBM-3, ³ ESRS 2 IRO-1

E1 Climate Change, cont.

Climate Related Policy ⁴

ITABs environmental policy contains our preliminary commitment to Greenhouse gas emission reduction, the need for renewable energy and establishing a base line of the Scope 3 Greenhouse gas emissions using methodologies in line with Science Based Targets. The Group Policy is being specified by local environmental policies in many of our locations.

For our product teams, our design principles focus on how to design equipment for circular economy, covered in E5 Resource Use and Circular Economy chapter, but also on material selection. Material selection is deemed to be a large driver of Scope 3 emissions and hence an important lever to reduce the same.

Several of ITABs sites are ISO14001 certified with a clear environmental management system in place.

Actions on Material Impacts ⁵

In order to decarbonise ITAB in the most cost-effective way, ITAB is performing an energy and decarbonisation audit of its Boskovice facility in Czechia to enable development of the roadmap. At the end of 2024 an onsite audit took place with specialist energy consultants.

ITAB is implementing targeted actions to reduce emissions and improve energy efficiency:

Decarbonization Roadmap:

- Solar panels added to our Scaperia production site in Italy (2023)
- Energy & decarbonization audit completed at Boskovice in Czechia (2024)
- New energy reduction methodology based on in depth audit (2025)
- Expansion to other sites planned for 2025–2026

Renewable Energy Expansion:

- First full year of solar PV use in Scaperia in Italy
- Continuation of biomass use in Stadsbygd in Norway
- Evaluation of additional solar & wind opportunities for 2025
- Our operations in UK switch to renewable sourced energy

Scope 3 Measurement & Reduction:

- New product launch of SigmaGate 2 with 49.5 percent reduction in carbon footprint
- Quantification to be completed in 2025
- Engagement with suppliers on carbon footprint reduction

Performance Metrics and Targets ^{6,7,8}

Energy consumption can be seen in the table on page 38. ITAB does not operate in high climate impact sectors, as defined by ESRS E1, which identifies industries with significant Greenhouse gas emissions, reliance on fossil fuels, or exposure to climate transition risks.

ITAB is committed to significantly reducing its Greenhouse gas (GHG) emissions in line with global climate goals. The company has set a target to achieve a 50 percent reduction in Scope 1 and Scope 2 emissions by 2030, using 2022 as the baseline year. This target aligns with ITAB's ambition to contribute to limiting global warming to 1.5°C, as outlined in the Paris Agreement.

To ensure robust and science-based climate action, ITAB is currently developing a comprehensive decarbonization strategy. In 2025, the company will refine and expand its climate targets to align with the SBTi, ensuring that reduction pathways are credible, ambitious, and aligned with regulatory and stakeholder expectations. This includes the development of a validated reduction plan for Scope 3 emissions, which will be quantified through 2025.

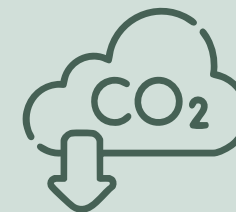
The GHG intensity based on net revenue for ITAB in 2024 is 2.14 tCO₂e /MSEK. The denominator "Revenue from contracts with customers" can be found in the income statement on page 87 and Note 6 on page 103.

Another important metric for ITAB in the coming years, will be around energy reduction measures (which is also in line with our decarbonisation methodology). The ambition is to be able to see steady decreased in energy consumption, also in absolute terms over time.

ITAB also has a clear focus on increasing our share of renewable energy. The target for this will be to reach 100 percent by 2030, as this is required by SBTi. We have seen an improvement in the share of renewable energy in 2024 but there is still a journey left to reach the 100 percent in just a few years' time.

ITAB also follow closely the sentiment of our customers related to reduction of Greenhouse gas emissions and we are specifically tracking opportunities with sustainability profile. Both in terms of leads and potential sales.

The targets and key metrics are followed up on all levels in the Group: from local level to the Board of Directors. Typically, with a monthly or quarterly cadence.



ITAB is committed to significantly reducing its Greenhouse gas emissions in line with global climate goals.

⁴ E1-2, ⁵ E1-3, ⁶ E1-4, ⁷ E1-5, ⁸ E1-6

E1 Climate Change, cont.

Performance Metrics and Targets cont.

Energy consumption and mix	Base year (2022)	2023	2024
Fuel consumption from natural gas (MWh)	39,183	30,542	33,388
Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources (MWh)	19,195	16,014	12,755
Total non-renewable energy consumption (MWh)	58,378	46,556	46,143
Share of non-renewable sources in total energy consumption (%)	80.6%	82.4%	77.4%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	14,009	9,953	13,509
Total renewable energy consumption (MWh)	14,009	9,953	13,509
Share of renewable sources in total energy consumption (%)	19.4%	17.6%	22.6%

Greenhouse gas emissions	Base year (2022)	2023	2024
Scope 1 GHG emissions			
Gross scope 1 GHG emissions (tCO ₂ eq)	7,700	5,935	6,968
Percentage of scope 1 GHG emissions from regulated emissions trading schemes (%)	0%	0%	0%
Scope 2 GHG emissions			
Gross market-based scope 2 GHG emissions (tCO ₂ eq)	9,468	7,858	7,144
Total GHG emissions (market based) (tCO₂eq)	17,168	13,793	14,112

Other information ^{9, 10, 11}

ITAB has not conducted or financed any GHG mitigation or removal projects through carbon credits. ITAB does not engage in carbon offsetting or purchase carbon credits.

Internal carbon pricing discussion are now taking place at a group management level and a decision will be made as to whether ITAB will adopt an internal carbon pricing as part of the CapEx approval process going forward.

As stated in BP-2 Disclosures in relation to specific circumstances, ITAB is not disclosing ESRs E1-9: Anticipated financial effects of climate-related risks & opportunities.

⁹ E1-7, ¹⁰ E1-8, ¹¹ E1-9



E5 Resource Use and Circular Economy

Impacts, Risks and Opportunities ¹

The materiality assessment described in disclosure requirement IRO-2 identified the following material IROs:

Impacts

- *Reduction in GHG Emissions:* ITAB's focus on reducing GHG emissions across its upstream value chain through circular design principles, including sustainable material selection, will help decouple resource outflows from virgin material use, minimizing environmental impacts.
- *Energy Consumption:* Many of ITAB's products, particularly in the lighting business, consume energy throughout their lifecycle, contributing to overall environmental impact.
- *WEEE Compliance:* ITAB's lighting business is subject to Waste Electrical and Electronic Equipment (WEEE) Regulations, which require the proper collection, recycling, and disposal of products at their end of life, under producer responsibility.
- *Production Waste:* ITAB generates significant production waste, including metal, wood, electronic equipment, and packaging. These materials represent a key environmental impact and can be reduced by implementing circular design principles and increasing resource efficiency.

Risks

- *Raw Material Scarcity:* The scarcity of raw materials, particularly rare earth elements used in electronic components, represents a supply chain risk for ITAB. Geopolitical shifts and supply chain disruptions could exacerbate these risks, leading to potential cost increases and production delays.
- *Regulatory Risks (WEEE & Extended Producer Responsibility):* As ITAB operates under the WEEE regulations, any changes to these regulations or failure to comply with them could pose financial and reputational risks. The evolving requirements

for Extended Producer Responsibility (EPR) could necessitate design changes or introduce new obligations for product take-back schemes, adding to operational complexity.

- *Waste and Inefficiency:* High levels of production waste, including metal, wood, electronics, and packaging, represent a financial risk if not managed effectively. Waste management costs could increase if production inefficiencies are not addressed, and this could undermine operational profitability.

Opportunities

- *Sustainability Services:* ITAB's Sustainability Services, which focus on energy efficiency, material selection, and circular business models, present a significant opportunity to help customers reduce their environmental impact. These services support retailers in aligning with stricter sustainability regulations and consumer demands for more sustainable business practices.
- *ReSTORE Program:* One of the flagship initiatives within ITAB's Sustainability Services is the ReSTORE program, which refurbishes retail fixtures, such as shelving, bringing them back to 'as-new' condition. This program reduces resource consumption and waste generation, providing cost-saving opportunities of up to 35 percent compared to new installations. This initiative not only addresses environmental impact but also enhances ITAB's competitive advantage in the market.
- *Circular Economy and Regulatory Compliance:* The EU Circular Economy Action Plan presents an opportunity for ITAB to enhance its product design and material sourcing practices to meet stricter durability, reparability, and recycled content standards. By staying ahead of these regulatory changes, ITAB can ensure compliance while fostering innovation in its product offerings.
- *Zero-Waste to Landfill:* A future opportunity lies in ITAB's goal to reduce waste generation to a

zero-waste-to-landfill model. This initiative aligns with ITAB's long-term sustainability goals and would help mitigate environmental impact while reducing associated costs.

Inefficiencies in material usage and waste generation pose a financial risk to ITAB, including higher operational costs and potential loss of business opportunities. However, by implementing circular design principles, reducing production waste, and leveraging sustainability-focused services, ITAB can not only reduce these risks but also enhance its competitive positioning and strengthen customer relationships in an increasingly sustainability-driven market.

Materials and Waste Policies ²

Our Environmental Policy outlines our commitment to waste reduction through continuous improvement initiatives, operational efficiencies, and the integration of circular economy principles. ITAB prioritizes reducing waste at the source by optimizing production processes, enhancing material recovery, and implementing best practices for reusing and recycling materials wherever possible. We also actively seek opportunities to transition from virgin materials to sustainable and recycled alternatives in our product designs and manufacturing processes.

ITAB's Supplier Code of Conduct extends our commitment beyond our own operations, ensuring that our supply chain aligns with our sustainability objectives. The Code establishes expectations for responsible material selection, waste minimization, and resource efficiency among our suppliers. ITAB encourages suppliers to adopt sustainable sourcing practices, reduce packaging waste, and implement closed-loop material management systems to lower their environmental impact.

Additionally, ITAB integrates waste management considerations into product life cycle assessments, ensuring that products are designed for durability, recyclability, and end-of-life responsibility. This approach supports compliance with regulatory frameworks, such as the WEEE Directive, and strengthens ITAB's ability to provide sustainable solutions to customers.

In 2024, ITAB developed design principles centred on circular economy concepts, with deployment to all design teams beginning in 2025. These principles aim to reduce reliance on virgin materials, enhance energy efficiency in electrical components, and optimize product weight to lower resource consumption. Additionally, they focus on improving packaging efficiency to minimize transport emissions, supporting a more sustainable and resource-conscious approach to product development.

¹ ESRS 2 IRO-1, ² E5-1

E5 Resource Use and Circular Economy, cont.

Actions on Material Impacts ³

To support and obtain the underlying objectives of the policies that we have in place to manage our material resource-related impacts and risks, we are continuously working to identify new actions as well as progressing on the ones we have already commenced. In 2024 the focus has been on the development of the circular design principles and though 2025 ITAB will train the engineering function on the design principles to ensure a complete coverage of the design teams.

Life cycle analysis of the core range of ITABs gates and guidance has now been completed and work continues to complete the traditional checkouts and the self-checkouts. These will be made available to all customers who purchase these items and will guide our engineers in the development of the next generation of these products, to reduce both material use and reduce the corresponding emissions.

ITAB currently operates with a fragmented ERP landscape, which is being gradually harmonized over the coming years to improve efficiency and streamline processes. As part of this ERP project, master data actions will be implemented to enable the classification of incoming raw materials, allowing the tracking of recycled percentages for wood, metal, and purchased items. This transition will not only improve data integration across the organization but also support sustainability initiatives by enhancing the visibility of material sourcing and contributing to the reduction of virgin material usage.

We will also progress actions that will allow the ERP to provide output measurements based on the weight of raw materials and purchased items and compare it to the outgoing finished product for better waste reporting and continuous improvement opportunities.

ITAB has launched, as part of the Sustainability Services, the ReSTORE program, which refurbishes and extends the lifespan of retail fixtures, such as shelving, to 'as new' condition.

Performance Metrics and Targets ⁴

ITAB has developed metrics around the Sustainability Services roll out through our commercial transformation project that will take place through 2025. ITAB will monitor the total revenue from the Sustainability Services and the number of leads in the CRM pipeline (Customer Relationship Management).

As we move through 2025 targets around recycled percentage in raw material use will be developed. Waste targets will be developed at a local level as part of the continuous improvement process of the ISO14001 systems in place.

Our ERP system is currently being enhanced to support material weights so they can be reported as part of the inflows, and that our PLM system (Product Lifecycle Management) can provide the weight of finished goods and the outflows.

Resource Inflows ⁵

At present ITAB cannot report the total weight of raw materials and products used during the reporting period. ITAB cannot report what percentage of recycled raw materials are used to create the finished products and the associated packaging, or that of any reused or recycled components in purchased items. This will be resolved as the new ERP system is implemented throughout ITAB Group.

Resource Outflows ⁶

ITAB uses a third-party supplier, Design Conformity, to provide detailed life cycle analysis of some of the ITABs products. As part of the assessment the de-constructability, reusability, recyclable content, recycled content, renewable content and any refurbished components are all assessed at a component level, giving an overall percentage for the finished product. The lifespan of the item is also captured as part of the certificate. The results are shown below summarised by a number of sales groups. At present ITAB cannot report the total weight of finished products created during the reporting period. This will be addressed as the new ERP system is implemented throughout ITAB Group.

Sales Group	Lifespan	De-constructability	Reusability	Recyclable content	Recycled content	Renewable content	Refurbished components
Gates & Guidance	10 years	99%	0%	98%	43%	1%	0%
Checkouts	10 years	96%	0%	93%	1%	1%	0%
Lighting	10 years	100%	94.4%	92.4%	26.4%	0%	0%

ITAB has developed metrics around the Sustainability Services roll out through our commercial transformation project that will take place through 2025.



³ E5-2, ⁴ E5-3, ⁵ E5-4, ⁶ E5-5

E5 Resource Use and Circular Economy, cont.

Resource Outflows cont ⁶

Waste is summarised in the tables below in tonnes.

Treatment Categories	Non Hazardous	% of Non Hazardous	Hazardous	% of Hazardous
Incineration with energy recovery R1	161,525	2%	7,714	2%
Recycling & Recovery R2, R4-R13	9,331,021	88%	15,414	3%
Biodegradation R3	214,185	2%	0	0%
Landfill D1-D5	670,326	6%	0	0%
Incineration without energy recovery D10	67,190	0%	7,247	1%
Other disposal operations D6-D9, D11-D15	176,183	2%	491,904	94%
Total	10,620,430	100%	522,279	100%

Waste material streams	Non Hazardous	% of Non Hazardous	Hazardous	% of Hazardous
Wood	1,795,554	17%	0	0%
Metal incl cable	7,231,823	68%	0	0%
Cardboard & paper	306,722	3%	0	0%
Electronics	9,528	0%	820	0%
Plastics	41,542	0%	478	0%
Waste oils	10,506	0%	15,572	3%
Glass	9,914	0%	0	0%
Paints and varnishes	195,022	2%	102,198	20%
Adhesives and sealants	28	0%	9,408	2%
Other waste	1,019,791	10%	393,803	75%
Total	10,620,430	100%	522,279	100%

Other Information ⁷

As stated in BP-2 Disclosures in relation to specific circumstances, ITAB is not disclosing ESRS E5.6: Anticipated financial effects from material resource use and circular economy-related risks and opportunities.

⁶ E5-5, ⁷ E5-6



Social information

Being an international company, ITAB's employees reflect a diverse and inclusive workplace, representing a broad range of backgrounds, identities, and experiences, including but not limited to gender, nationality, ethnicity, religion, age, sexual orientation, and ability. We engage with our employees through various channels, have an open and transparent culture and always work to improve. We are focused on the development of our employees' skills and competences and follow up on the general well-being of employees through appraisal talks at individual level and other measures.

S1 Own Workforce

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S2 Workers in the Value Chain

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S1 Own Workforce

Impacts, Risks and Opportunities¹

Working conditions, equal treatment and opportunities

A diverse and inclusive workplace brings significant positive impacts to employees, business performance, and company culture. We recognize the positive impact we have already seen within ITAB from the Diversity, Equity and Inclusion (DEI) area and see that by working more systematically with DEI going forward there are more opportunities in front of us. ITAB's focus to date has been mainly related to gender split in all parts of the Group as well as disability inclusion.

Ensuring transparent and fair working conditions are rooted in our employer value proposition, where fair and competitive rewards and employment terms are foundational factors. Being even stricter in the follow-up regarding equal pay and opportunities is something we see as important, to reduce the potential risk of not reaching our high ambition level in this area.

Another fundamental part of our employer value proposition is to offer our employees the opportunity to grow and develop with the company. A key part in our dialogue with employees and our yearly employee development cycle is our appraisal talks. We advocate for a transparent and ongoing dialogue with all employees continuously, which is key but we also see the yearly appraisal talk as a key milestone in taking the time to reflect on the current situation, providing structured feedback and plan for future development. During 2024 we have seen positive development in both held appraisal talks and corresponding development plans for individuals, which we know have a positive impact on employee engagement and retention. There is still room for improvement, and we see clear positive opportunities ahead related to both appraisals and corresponding development plans and execution of thereof.

During 2024, we have seen important volume and sales growth in many of our regions which has put pressure on some of our functions and individuals to meet the increasing demand. This is something that is fundamentally positive for the Group and our employee sentiment but also has led to increasing stress levels in some functions and regions. To address these challenges, we are focused on our internal communication and change management, strengthening our focus on good leadership and mental health and reaffirming our commitment to transparency and the well-being of our workforce.

All employees in our own workforce are included in the scope of our disclosures. Our own workforce does not include self-employed people or people provided by third-party undertakings, primarily engaged in employment activities. Lastly, due to the nature of our operations and the jurisdictions covering our workforce, we are not at risk of either forced labour incidents or child labour incidents.

Health & Safety (H&S)

Many of our employees work in the manufacture of retail interiors, predominantly using metal and wood. As such the workplace provides a higher risk than that of our offices. Rigorous risk assessment and safety procedures reduce the risk in these areas, but it is still a risk to our employees, with potentially high impacts.

Risks are the potential to cause serious injury or death and the severity of an accident that could happen. The opportunities for H&S are to decrease the accident rate and the severity rate over time through the deployment of a H&S governance structure and the development of a safety vision and strategy.



¹ ESRs 2 SBM-3

S1 Own Workforce, cont.

Policies²

Working conditions, equal treatment and opportunities

Our commitments to our own workforce as well as employee obligations are outlined via global employee policies, country-specific policies, and employee handbooks.

Through the adopted policies, we describe our commitments and positions in place for our employees as well as obligations expected from employees. The key policies in this area include our Employee Code of Conduct but also our Group Pay Policy. These policies are owned by the People & Culture organisation, with our Chief People & Sustainability Officer being overall accountable for them.

Our Code of Conduct outlines ITAB Group's ethical principles, behavioural expectations, and compliance guidelines for employees. It emphasizes business integrity, including zero tolerance for corruption, fair competition, and responsible business practices. The document also covers human rights and workplace environment, promoting diversity, fair treatment, and a safe, inclusive work culture. Additionally, it details sustainability commitments, focusing on environmental responsibility and ethical supply chain management. Lastly, it includes guidance on reporting misconduct, with a whistleblowing mechanism to ensure accountability and transparency.

Our Group Pay Policy outlines the principles and rules that should be applied when it comes to compensation and benefits of our employees. It clearly outlines that our approach to compensation and benefits should be based upon fair and market-based salary levels, and it clearly states that no discrimination is tolerated.

For the benefit of our stakeholders, including our employees, we also have a whistleblowing policy (with our General Counsel being accountable) that allows any incidents under the equal treatment and opportunities topics to be reported also in an anonymous way.

Health & Safety (H&S)

Providing a safe workplace for all employees, contractors and visitors is a key priority for ITAB and we maintain a zero vision. This is reflected in the Group Health & Safety Policy, which informs all local H&S policies.

At present, four of the Group's manufacturing sites now maintain ISO45001: Occupational health and safety management systems. Under these management systems, policies are reviewed annually by local management and any changes or updates communicated to a Group level to inform any updates required at a Group level policy.

Processes for Engaging with Our Own Workforce^{3, 4}

Engaging with our own workforce is crucial for ITAB's current and future success. We foster a culture built on transparency and trust where every employee should be confident in sharing their views and perspectives.

We utilize different methods and processes to foster dialogue with our workforce including:

1. Local work council structures and employment relation
2. Local surveys and pulse checks
3. Local People and Culture representatives
4. Appraisal talks between manager and employee

Remedy of negative impacts and channels to raise concern

We work actively to ensure a safe and inclusive working environment in ITAB, where all employees can feel comfortable, respected and valued. Having a clear process for being able to report grievances and complaints is a cruci-

al part of ensuring fairness, justice, and protection for individuals and communities. It allows people to seek recourse and find a solution when they feel that their rights have been violated, promoting a more equitable and fairer workplace. If any employee feels they have experienced an instance of bullying, discrimination, or harassment, they are encouraged to seek support.

Employees can use various channels for raising their concerns or complaints e.g.:

- Reaching out to direct manager for support
- People & Culture organisation
- Local anonymous engagement survey
- Whistleblowing channel

Regardless of the reporting mechanisms and its severity level, we take all incidents seriously and handle all cases in a professional and confidential manner where all parties' needs are taken into consideration.



² S1-1, ³ S1-2, ⁴ S1-3

S1 Own Workforce, cont.

Actions on Material Impacts ⁵

Diversity, equity and inclusion (DEI)

The DEI area is broad and includes several dimensions. ITAB has focused on a set of actions to date, to materialize the positive opportunities we have concluded from this:

- Increased share of female across white collar, blue collar and senior managers through more systematic follow up on country level, on regional and on group level. To ensure management attention on the topic but more importantly to share learnings and best practice across the Group, e.g. related to learnings regarding how to encourage females to blue collar roles.
- Increased number of people with diverse abilities by ensuring that our workplaces are inclusive and functional for all people. Over 2024 we have seen improvements in many of our sites related to this.
- During the year we have also started to improve our processes for handling grievances and complaints, to ensure that the bar for how to handle these important errands is the same across the Group.

Work-life balance

To mitigate the stress levels we have seen in some parts of ITAB Group, e.g. given the growing volumes we have seen during the year, we have focused on a set of actions:

- Local initiatives to support well-being but also promote teamwork and the local culture.
- Promoting collaboration across borders and share resources across the Group when possible.
- Utilize temporary workers to handle peaks.

Training and skill development

The focus on appraisal talks continued during 2024 and we see a positive development in the share of employees having had an appraisal talk. This year there has been several improvements to the process for our blue-collar workers which has been piloted in parts of the Group.

Local training initiatives, based on the individual development plans from the appraisal talks, have continued according to already established procedures. On Group level the focus during 2024 have been on Leadership development and we see many other learning and training topics as positive opportunities to focus on, on Group level going forward.

We have also appointed a VP Group Competence & Leadership Development role, to accelerate the focus on this important topic even more.

Health & Safety (H&S)

Health and safety considerations are embedded in ITAB's business strategy, influencing operational planning, investment priorities, and workforce management. Regular risk assessments and incident analyses inform leadership decisions, ensuring continuous safety improvements across all facilities. Employee feedback from the 2024 sustainability survey has further shaped ITAB's safety priorities, leading to the planned development of a robust accident investigation tool and a group-wide safety framework in 2025. These measures reinforce ITAB's commitment to integrating workplace safety into strategic decision-making, aligning with its Vision Zero objective and long-term business resilience.

Performance Metrics and Targets ⁶

Working conditions, equal treatment and opportunities

ITAB tracks the progress on our key metrics on local level, regional level, Group level and the Board of Directors.

ITAB has a gender target centred around the following:

Maintaining a balanced workforce where neither gender represents more than 60 percent across all departments and management levels. We are currently measuring this metric for blue collar, white collar and senior managers. We are doing progress in many areas, even if the overall Group result indicate a slight reduction 2024, but there is still a clear room for improvement and advancement in this area.

Moreover, we have a zero vision when it comes to harassment and violence, where the current situation indicates that also here, we have more work to do. We also follow short-term sick leave and employee turnover closely.

Employee satisfaction would also be a key metric in this area and ITAB is looking into launching a groupwide employee survey during 2025.

Health & Safety (H&S)

ITAB has maintained its zero-fatality rate in 2024. However, in 2024 there were 59 lost time accidents giving a total frequency rate (TFR, incidents per million hours) of 11.60 (8.23) and a lost time severity rate (LTSR) of 0.25 (0.28) from 1,271 lost hours in 2024 (1,285).

100 percent of employees are covered by a Health & Safety Management System. Internal audits and ISO45001 external audits certify the validity of the management system.

Our long-term ambition is reducing lost time accidents to zero. In the short-term ITAB is focusing on reducing the TFR and the LTSR on the way to achieving the Zero vision. Short- and medium-term goals will be set during 2025. Our long-term goal is zero lost time accidents.

Gender balance targets:

Maintaining a balanced workforce where neither gender represents more than 60 percent across all departments and management levels.

100%

of ITAB's employees are covered by a Health & Safety Management System



⁵ S1-4, ⁶ S1-5

S1 Own Workforce, cont.

S1-6 Characteristics of the undertaking's employees

Our workforce primarily consists of permanent employees, which helps attract and retain top talent, creating a knowledgeable and experienced team. This allows us to continuously invest

in employee development and the reciprocal approach ensures continuity and operational effectiveness.



2,523

Headcount of
Employees in 2024

Employee Characteristics

Gender and Contract Type

	Headcount of employees as of 31 December 2024	Permanent	Temporary	Non-Guaranteed hours
Female	681	672	9	0
Male	1,842	1,823	19	0
Other	0	0	0	0
Non-disclosed	0	0	0	0
Total	2,523	2,495	28	0

Contract Type and Geographical Distribution

	Headcount of employees	Temporary	Non-Guaranteed Hours	Total headcount as of 31 Dec 2024
Argentina	79	0	0	79
Chile	1	0	0	1
China & Hong Kong	268	0	0	268
Czechia	390	0	0	390
Denmark	24	0	0	24
Estonia	8	0	0	8
Finland	145	1	0	146
France	34	0	0	34
Germany	246	11	0	257
India	1	0	0	1
Italy	360	3	0	363
Latvia	103	0	0	103
Lithuania	148	2	0	150
Malaysia	7	0	0	7
Netherlands	66	10	0	76
Norway	159	0	0	159
Poland	10	0	0	10
Spain	10	1	0	11
Sweden	264	0	0	264
UAE	7	0	0	7
UK	160	0	0	160
USA	5	0	0	5
Total	2,495	28	0	2,523

Turnover Rate

Employee turnover rate	2024
Rate	14.5%
Number of Employees	2,523

S1 Own Workforce, cont.

S1-7 Characteristics of non-employees in the undertaking's own workforce

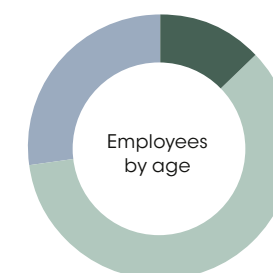
Contracted labour allows our facilities to flex to respond to customer requirements.

Headcount of non-employee in ITAB workforce	
Female	6
Male	35
Total	41

S1-8 Collective bargaining coverage and social dialogue

Social dialogue and the right of association are all covered in the ITAB Group Code of Conduct and are a right for every employee.

Coverage rate	Collective Bargaining Coverage		Social dialogue
	Employees - EEA (for countries with >50 employees representing >10% total employees)	Employees - Non-EEA (estimate for regions with >50 employees representing >10% total employees)	Workplace representation in EEA countries >50 employees only
0-19%	Czechia, Latvia, Lithuania,	China, UK,	Czechia, Latvia, Lithuania,
20-39%			
40-59%		Argentina, Norway	
60-79%	Germany		Germany
80-100%	Finland, Netherlands, Sweden		Finland, Italy, Netherlands, Sweden



- Under 30 years **12%**
- 30 to 49 years **55%**
- 50 years and above **33%**

S1-9 Diversity metrics

As of 31 December 2024, 27.0 percent of the workforce identified as women, down slightly on the 2023 figure. Women in senior management comprised of 20.8 percent.

Senior managers are defined as the top four levels of employees below the Board of Directors.

Senior Managers Headcount		
Women	25	20.8%
Men	95	79.2%
Total	120	

Age distribution		
Under 30 years	305	12.1%
30-49 years	1384	54.9%
50 years and above	834	33.1%
Total	2,523	

Gender and country	Permanent		Temporary		% Women
	Women	Men	Women	Men	
Argentina	7	72	0	0	8.9%
Chile	0	1	0	0	0.0%
China & Hong Kong	127	141	0	0	47.4%
Czechia	128	262	0	0	32.8%
Denmark	5	19	0	0	20.8%
Estonia	2	6	0	0	25.0%
Finland	25	120	0	1	17.1%
France	11	23	0	0	32.4%
Germany	43	203	3	8	17.9%
India	0	1	0	0	0.0%
Italy	89	271	0	3	24.5%
Latvia	26	77	0	0	25.2%
Lithuania	25	123	1	1	17.3%
Malaysia	2	5	0	0	28.6%
Netherlands	10	56	5	5	19.7%
Norway	39	120	0	0	24.5%
Poland	3	7	0	0	30.0%
Spain	4	6	0	1	36.4%
Sweden	83	181	0	0	31.4%
UAE	1	6	0	0	14.3%
UK	37	123	0	0	23.1%
USA	5	0	0	0	100.0%
Total	672	1,823	9	19	27.0%



- Women **27%**
- Men **73%**

S1 Own Workforce, cont.

S1-10 Adequate wages

ITAB pays its employees adequate wages, in line with all applicable benchmarks in all countries.

S1-11 Social protection

ITAB ensures that our employees are covered against loss of income due to major life-changing events, such as sickness, occupational injury, redundancy, parental leave, and retirement.

S1-12 Persons with disabilities

Due to legal restrictions under the EU General Data Protection Regulation (GDPR) covering all EU member states and EEA countries, as well as similar principles of personal data protection through national legislation in the countries the Group operates in outside the EU and EEA, we are unable to report on the number of persons with disabilities within our organisation.

S1-13 Training and skills development metric

ITAB cannot currently provide the number of training hours per employee and will determine how this can be done through 2025.

Total appraisals by gender

	Appraisals	Headcount as of 31 Dec 2024	
Women	463	681	68.0%
Men	1,314	1,842	71.3%
Total	1,777	2,523	70.4%

S1-14 Health & safety metrics

Health & safety	2024
Percentage of employees covered by Health & Safety Management System	100%
Percentage of temporary employees covered by Health & Safety Management System	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents	59
Rate of recordable work-related accidents	11.6 per million hours
Number of cases of recordable work-related ill health	0
Number of days lost due to work-related injuries from work-related accidents	1,271

Due to GDPR restrictions, which apply to all EU member states and EEA countries, we cannot differentiate between occupational diseases as outlined by the International Labour Organization (ILO). Consequently, we report on all recorded sickness without distinguishing between work-related and non-work-related cases.

Sick leave, %	
Short Term	2.3%
Long Term	1.7%
Total	4.0%

S1-15 Work-life balance metrics

	Female	Female	Male	Male	% of total
Family related leave - Entitled	681	100.0%	1,842	100.0%	100.0%
Family related leave - Taken	74	10.9%	90	4.9%	6.5%

S1-16 Remuneration metrics

Our reporting is based on the remuneration of the highest-earning employee compared to employees in ITAB.

Total Annual Remuneration	2024
Remuneration Ratio	1:69.7

S1-17 Incidents, complaints and severe human rights impacts

We address all discrimination incidents and complaints filed within ITAB through formal channels. Given the sensitive nature of these matters, we do not disclose details about the incidents. Each report or complaint is handled with the highest level of confidentiality. Our grievance mechanisms ensure that employees can report any incident confidently and securely.

No fines and penalties related to discrimination were registered in 2024. We remain dedicated to complying with all relevant regulations and upholding the integrity of our business practices. In 2024, no severe human rights incidents relating to our workforce occurred, and consequently, no fines, penalties, or compensation related to severe human rights incidents were registered.

	Number
Total number of incidents of discrimination	4
Number of complaints filed through channels and grievance mechanisms	7
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints	0 SEK
Number of severe human rights incidents	0
Non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises Incidents	0

S2 Workers in the Value Chain

Impacts, Risks and Opportunities¹

ITAB is committed to building a robust ecosystem of partners and suppliers that enables us to deliver comprehensive solutions to our customers while enhancing efficiency, reducing lead times, improving quality, and minimizing waste. At the same time, we prioritize social sustainability across our value chain, ensuring that our business practices do not compromise human rights or fair labour conditions.

Our commitment is embedded in three of ITAB's seven strategic pillars:

- *Developing an Ecosystem of Partners* – fostering strong, responsible relationships with suppliers and stakeholders.
- *Sustainable Future* – ensuring long-term, ethical, and environmentally responsible business practices.
- *Excellence in Operations* – optimizing supply chain processes to improve quality and efficiency while upholding ethical standards.

As part of the double materiality assessment it identified the following material topics related to workers in the value chain:

- Workers in the value chain, upstream working conditions – ensuring fair wages, safe workplaces, and ethical labour practices.
- Workers in the value chain, upstream equal treatment and opportunities for all – preventing discrimination and promoting diversity and inclusion.
- Workers in the value chain, other work-related rights, upstream child and forced labour – mitigating the risk of human rights violations, particularly in high-risk regions.

While a significant portion of ITAB's upstream value chain is based in Europe, our supply chain includes partners in South America and China, where the risks related to working conditions, forced labour, and human rights violations may be heightened. To address these risks, ITAB is implementing a proactive due diligence framework that includes:

- Supplier audits and compliance monitoring to assess labour conditions.
- Risk assessments based on geographical and industry-specific factors.
- Collaboration with suppliers to drive improvements through training, corrective action plans, and capacity-building initiatives.
- A grievance mechanism to enable workers in the value chain to report labour rights violations.

Beyond risk mitigation, we recognize opportunities to enhance transparency and accountability within our value chain. By strengthening supplier engagement and implementing traceability measures, ITAB aims to:

- Improve visibility into potential social impacts across the value chain.
- Align with emerging regulatory requirements, such as the Corporate Sustainability Due Diligence Directive (CSDDD), by adopting best practices globally - not just in Europe.
- Strengthen our brand reputation and create a competitive advantage by demonstrating leadership in ethical sourcing and responsible supply chain management.

By embedding these principles into our strategy, ITAB is not only ensuring compliance with international sustainability standards but also enhancing long-term business resilience and stakeholder trust.

Policies²

ITAB ensures that working conditions, equal treatment, and child/forced labour protections are fully integrated into our Supplier Code of Conduct, which is derived from our overarching Group Code of Conduct to maintain consistency across the value chain. These commitments are further reinforced through our Group Sustainable Procurement Policy.

Local Compliance Measures:

- In Germany, we have implemented a policy aligned with the Supply Chain Act.
- In Norway, we comply with the Transparency Act to ensure greater supply chain accountability.
- In the UK, ITAB has adopted a Modern Slavery Policy in line with local legislation, which is publicly available on our website.

To ensure supplier compliance, ITAB has implemented:

- Supplier audits and due diligence processes to monitor adherence to these policies.
- Grievance mechanisms and reporting channels to identify and address violations.
- Performance Indicators (KPIs) and monitoring frameworks to assess policy effectiveness and track progress.

Through these measures, ITAB is committed to enhancing labour rights, promoting fair working conditions, and ensuring responsible sourcing across all regions of operation.

Processes for Engaging with Our Value Chain Workforce³

For the supply chain ITAB has local procurement functions in place in country which will regularly engage with the suppliers in their local supply chain. Local procurement professionals will conduct supplier audits on selected suppliers, presenting them an opportunity to see the facilities and the workers within.

At a Group level there are category managers who generally manage the relationships with suppliers that serve multiple countries. Suppliers' audits are scheduled and carried out on a rotating basis.

Both category managers and local procurement will audit focusing on health & safety standards within the facility, labour & human rights and ethics policies, training of workers, procurement policies and practices, amongst other things to ensure a high level of understanding of the supply chain.

Any issues identified with the audit will require a timebound improvement plan developed in conjunction with the supplier. ITAB has a tier approach to suppliers, approved, preferred and partner, which are defined in our sustainable procurement policy.

Suppliers and their workers also have access to the ITAB whistleblowing service for identification of breaches of the code of conduct. In 2024 there were no reported cases from the supply chain.

In 2024 a survey of all category managed suppliers was conducted looking for alignment of material impacts, risks and opportunities. Suppliers were invited to review ITAB's double materiality analysis and highlight how it overlapped with theirs, so potential synergies could be developed in the future. This information is also reflected back into our DMA as suppliers are a key stakeholder. In turn this is included in the periodic reviews of the strategy and business model.

¹ ESRs 2 SBM-3, ² S2-1, ³ S2-2

S2 Workers in the Value Chain, cont.

Actions on Material Impacts^{4, 5}

ITAB applies a risk-based due diligence process to assess potential suppliers before onboarding. This includes:

- A pre-selection questionnaire to evaluate key ESG risks.
- A risk assessment framework that assigns risk ratings based on factors such as geographical location, industry sector, and previous compliance history.
- A specific assessment of forced and child labour risks, ensuring that suppliers do not pose a high risk for human rights violations before approval.

To further enhance compliance with local regulations, ITAB has implemented targeted actions in Norway and Germany to align with:

- The Transparency Act (Norway) – increasing supply chain visibility and accountability.
- The Supply Chain Act (Germany) – ensuring suppliers adhere to mandatory human rights and environmental due diligence requirements.

Future Developments & Strengthening Due Diligence

Starting in 2025, ITAB will enhance its supplier due diligence processes to align with the upcoming Corporate Sustainability Due Diligence Directive (CSDDD), which takes effect in 2027. This will include:

- Refining risk assessment criteria to align with new CSDDD standards.
- Expanding supplier questionnaires to incorporate additional sustainability and human rights factors.
- Introducing on-site audits for medium- and high-risk suppliers to verify compliance with social and environmental standards.
- Developing supplier engagement programs to support continuous improvement and corrective action where risks are identified.

By strengthening our risk assessment and due diligence framework, ITAB is committed to ensuring ethical sourcing, minimizing human rights risks, and proactively preparing for evolving regulatory requirements.

Performance Metrics and Targets⁶

Within the value chain 100 percent of category managed suppliers have signed the Supplier Code of Conduct and 100 percent of the targeted onsite audits were completed for 2024. Short-, medium- and long-term goals will be developed through 2025. In total 14 audits of category managed suppliers were made and 22 improvement actions agreed.

There have been no identified child and forced labour incidents in the value chain in 2024. ITAB's target is to have no cases linked to child and forced labour through our value chain.



⁴ S2-3, ⁵ S2-4, ⁶ S2-5

Governance information

At ITAB, strong governance ensures ethical business practices, transparency, and compliance with the European Sustainability Reporting Standards (ESRS). Sustainability is integrated into decision-making, with oversight from the Board and Group Management. Our framework includes risk management, responsible business conduct, and due diligence to uphold human rights, environmental standards, and corporate ethics across our value chain. Through continuous improvement, we enhance stakeholder trust and drive sustainable performance.

G1 Business Conduct

ESRS 2 GOV-1 The role of the administrative, management and supervisory bodies	51
ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	51
G1-1 Business conduct policies and corporate culture	52
G1-2 Management of relationships with suppliers	52
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G1-4 Incidents of corruption or bribery	53
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G1 Business Conduct

Impacts, Risks and Opportunities ^{1, 2}

The Board of Directors oversees Governance as they do will all aspects of sustainability. The Audit Committee within the Board applies oversight to sustainability reporting including reporting required under the governance heading. Group Management are responsible for strategy to achieve the sustainability goals, and key members of Group Management are responsible for deployment of activities through the organisation. More information can be found on page 18 where ESRS 2 GOV 1 is described in more detail.

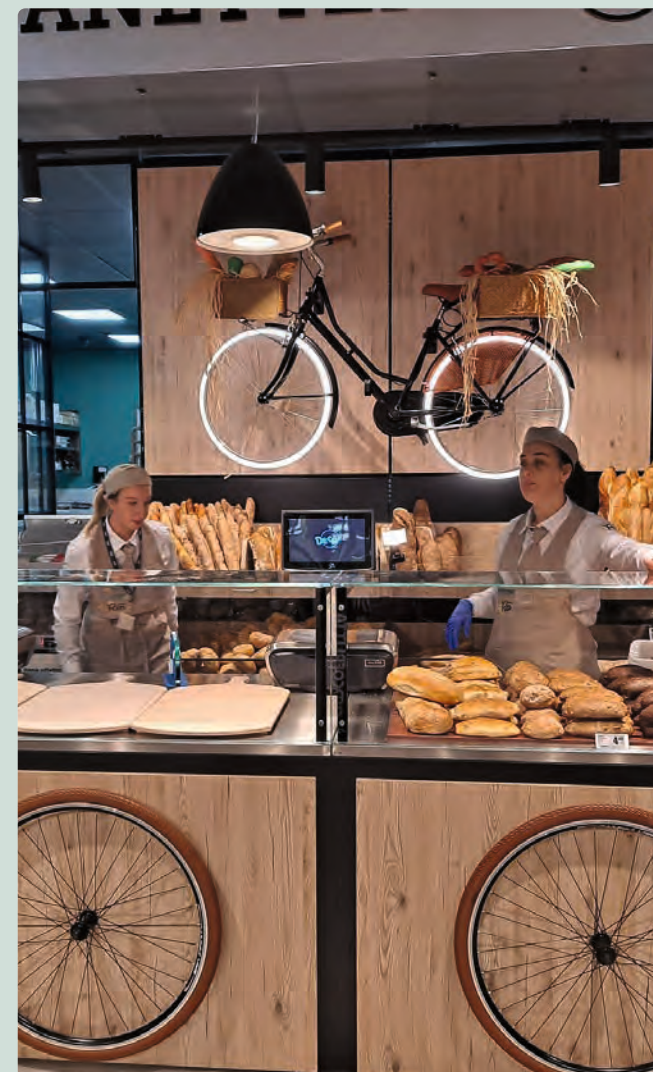
Ethical business conduct is fundamental to ITAB's business model, which relies on both our own workforce and workers in the value chain. Compliance with legislation and international guidelines is a priority, not only to mitigate legal and financial risks but also to maintain an efficient and skilled workforce. A strong corporate culture is key to safeguarding employees and stakeholders from human rights violations, preventing corruption, and protecting whistleblowers. Beyond legal obligations, these commitments are essential to sustaining our license to operate, strengthening our internal social strategy, and achieving long-term commercial success.

The identification of IROs within the Governance standard are carried out on the basis of the insights from Group Legal and their knowledge of ITAB Group. The assessment rests on initial engagement with relevant stakeholders. In addition such rules and regulations as the EU Whistleblower Directive, UK Bribery Act 2019, current and upcoming EU anti-corruption legislation and the OECD Guidelines on Multinational Enterprises were consolidated and assessed against our current practices.

As part of the double materiality assessment ITAB identified the following material impacts, risks and opportunities:

- Business conduct, corruption and bribery, prevention, detection including training
- Business conduct, protection of whistleblowers

¹ ESRS 2 GOV-1, ² ESRS 2 IRO-1



G1 Business Conduct, cont.

Policies ³

ITAB Group Code of Conduct

ITAB Group's Code of Conduct applies to all employees, board members (executive and non-executive), and subsidiaries. It defines our commitment to legal compliance, ethical business conduct, and integrity across all operations and jurisdictions. The policy is publicly available on our website.

Our business conduct principles emphasize fair and honest relationships, respect, and zero tolerance for corruption and cartel activities. ITAB also remains politically neutral in all markets. Compliance is monitored through internal reviews, audits, and reporting mechanisms, with corrective actions taken in cases of violations.

Supplier Code of Conduct

In 2022, ITAB updated its Supplier Code of Conduct, aligning it with ISO20400:2017 Sustainable Procurement standards. The policy outlines mandatory legal and ethical requirements, including:

- Compliance with anti-corruption, bribery, and environmental laws.
- Fair operating practices, including rules on hospitality, gifts, and expenses.
- Regular supplier assessments and audits to ensure adherence.

Non-compliance may result in corrective action plans or termination of business relationships, ensuring ethical sourcing and sustainable procurement.

Our business conduct principles emphasize fair and honest relationships, respect, and zero tolerance for corruption and cartel activities.

Anti-Corruption Policy

Building on the Group Code of Conduct, ITAB has a dedicated Anti-Corruption Policy, accessible to all employees via the ITAB intranet. This policy expands on key principles, detailing guidelines for travel, training conferences, and promotional events to prevent conflicts of interest. Mandatory training programs reinforce ethical behaviour across all levels of the organization.

Whistleblower Policy

ITAB encourages employees, business partners, and stakeholders to report any suspected violations of our Code of Conduct through a confidential whistleblowing service. The system plays a crucial role in mitigating risks, strengthening corporate ethics, and maintaining public trust.

Whistleblowing reports can cover:

- Illegal activities, financial crimes, bribery, and corruption.
- Competition law breaches and environmental offenses.
- Workplace safety concerns affecting employee well-being.

All reports are investigated confidentially and resolved without undue delays. The policy strictly prohibits retaliation against whistleblowers, ensuring a secure reporting environment.

In late 2023, ITAB updated and relaunched the whistleblowing system, followed by awareness campaigns and training throughout 2024 to enhance accessibility and effectiveness.

By embedding strong governance policies, compliance mechanisms, and ethical safeguards, ITAB fosters a transparent, responsible, and legally compliant corporate culture.

G1-2 Management of relationships with suppliers

ITAB Group is committed to fair and responsible supplier management. Our procurement processes follow a standard practice of adhering to each supplier's agreed payment terms, ensuring that all payments are made in full compliance with the original contract. As payment terms vary significantly because we have grown and acquired various company over the years, ITAB will work throughout 2025 to establish standardized payment terms that promote consistency and fairness across our supply chain.

G1-3 Prevention and detection of corruption and bribery

ITAB is committed to preventing corruption and bribery, which is why we have implemented an Anti-Bribery and Anti-Corruption Policy that supports our Code of Conduct and upholds high ethical standards while ensuring compliance with relevant laws. The policy offers clear guidelines on the giving and receiving of gifts and hospitality, ensuring they do not serve as attempts to unduly influence decisions, and promotes transparency in all business activities and interactions.

To prevent bribery and corruption within our operations, we have established procedures to maintain continuous oversight of company expenses. A key element of these procedures is our approval system, which requires superior approval for any gifts, meals, or other forms of hospitality offered or received. This process ensures that all transactions align with our principles and fosters an environment of accountability and transparency.

Any allegations or incidents suggesting potential violations of our Anti-Bribery and Anti-Corruption Policy, or actions covered by anti-bribery and anti-corruption laws, will be promptly investigated by Group Legal if reported internally. If reported through our Whistleblowing System, the investigation will be conducted in line with our established procedures for handling whistleblower reports.

If a violation is confirmed, it is immediately addressed, and appropriate corrective actions are implemented. Additionally, all outcomes, findings, and decisions from the investigation are reported to the relevant management, Group Management, as well as to the Board of Directors. Incidents of corruption and bribery within the value chain are reported to the Group Management and the Board of Directors as part of our regular internal reporting.

³ G1-1, ⁴ G1-2, ⁵ G1-3

*G1 Business Conduct, cont.***G1-4 Incidents of corruption or bribery**

	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Amount fines from violation of anti-corruption and anti-bribery laws	0 SEK
Number of errands reported through whistleblowing	6
Number of confirmed incidents of corruption and bribery from whistleblowing errands	0

G1-5 Political influence and lobbying activities

ITAB does not take part in political influencing and lobbying activities.

G1-6 Payment practices

During 2024 it has not been possible to calculate the average time to pay an invoice. There are currently no legal proceedings for late payments. Through 2025 ITAB will develop a methodology for measurement average payment time.

A strong corporate culture is key to safeguarding employees and stakeholders from human rights violations, preventing corruption, and protecting whistleblowers.



ESG Accounting Policy

Reporting scope

All ITAB companies in all geographical locations.

Reporting framework

The sustainability statement has been structured in preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Definitions

Climate

- CO₂e scope 1 is calculated as combusted fuel type x conversion factor per fuel type. Calculations have been done in line with GHG Protocol using WRI GHG Protocol Emission Factor from Cross Sector Tools (March 2017).
- CO₂e scope 2 is calculated as purchased MWh x conversion factor by country from carbonfootprint.com.
- Electricity is the billed amount in MWh amount from the energy provider.
- Natural Gas is either kWh directly from the energy provider, or where not available m³ multiplied by the calorific value of the gas multiplied by 1.02264 divided by 3.6 to convert to kWh
- GHG intensity based on net revenue has been calculated as gross scope 1, scope 2 market-based emissions divided by reported net revenue in SEK million.

Circular Economy

- Waste is the collated sum taken from waste transfer notes and sorted using disposal codes.
- Using the same data, streams are sorted and totaled.

Own Workforce

- Headcount is the total of people employed on 31 December 2024 in a contract with ITAB. This includes permanent and temporary workers directly employed by ITAB. Permanent is defined as being employed by ITAB with no fixed end date of employment. Temporary is defined and employed by ITAB but with a pre-determined end date usually linked to project or a cover for a permanent employee.
- Employee turnover rate is the cumulative number of people on ITAB contracts that have left ITAB divided by the average number of employees in the reporting period (1 January – 31 December 2024) calculated as closing headcount 2023 added to the closing headcount 2024 divided by 2.
- Contractors are classified as non-employees. They do not hold an ITAB contract, but their labour contributes to ITAB. The headcount of non-employees is the number of people employed this way on 31 December 2024.
- Collective bargaining is calculated by aggregating the total number of employees covered by collective bargaining agreements in the reporting period, excluding contractors, and dividing this total by the number of employees in ITAB.
- Senior Managers are defined as the top four levels of management in the ITAB hierarchy.
- Gender distribution is calculated by summing the total aggregated headcount of both women and men, respectively, in senior management and dividing by the combined headcount of women and men in senior management.
- The age distribution of employees is calculated by aggregating the total headcount of employees under 30 years (29 or younger), employees between 30 and 49 years (30 to 49), and employees aged 50 years or above. This calculation is based on an actual headcount on 31 December 2024.

- The percentage of employees participating in performance appraisals is calculated using the total employee headcount from the S1-6 disclosure as the denominator.
- Work related fatalities are the number of deaths occurring from work related injuries or ill health, occurring to an ITAB employee in the reporting period.
- Work related accidents are the number of lost time accidents from work related injuries or ill health, occurring to an ITAB employee in the reporting period.
- The accident rate is calculated using the number of lost time accidents, divided by the hours worked and multiplied by 1 million to provide a rate per million hours worked.
- Sick leave is the total number of short-term hours lost plus the total number of long-term sick hours lost due to illness, divided by the total scheduled hours. Short term is defined as 30 calendar days and long term is equal to or greater than 30 days.
- Family-related leave includes leave for caring for sick children or relatives, maternity leave, paternity leave, parental leave, breastfeeding, birth, and adoption.
- Remuneration Ratio was calculated by using the numerator from the financial reports, Note 8, which shows the total remuneration of the CEO, including base salary, benefits, bonuses, short and long term and pension. The denominator is the median of the total compensation for each individual employee minus that of the CEO.

Business Conduct

- Convictions for violations of anti-corruption and anti-bribery laws which is determined during the financial year.
- Fines for violations of anti-corruption and anti-bribery laws are determined by a court of law during the financial year.
- The number of reports received through the Whistleblower System during the year is based on information and confirmation by our legal department at the end of the year.

ESRS 2 Appendix B

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulationreference	EU climate law reference	Material/ not material	Page reference
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	18
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	84
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex I				Material	19
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	36
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Not material	
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	37
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Not Material	
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material	37
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Not Material	
ESRS E1-6 Gross scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	37
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	37
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material	

ESRS 2 Appendix B, cont.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulationreference	EU climate law reference	Material/ not material	Page reference
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Not material	
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Not material	
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material	
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material	
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material	
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material	
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material	
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material	
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Material	40
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Material	40
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex 1				Not material	
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex 1				Not material	

ESRS 2 Appendix B, cont.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulationreference	EU climate law reference	Material/ not material	Page reference
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Material	44
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	44
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Material	44
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				Material	44
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Material	44
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	48
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				Material	48
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	48
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Material	48
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				Material	48
ESRS S1-17 Nonrespect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	48
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Material	49
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex I				Material	49
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex I				Material	49
ESRS S2-1 Nonrespect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	49
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Material	49
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex I				Material	50

ESRS 2 Appendix B, cont.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulationreference	EU climate law reference	Material/ not material	Page reference
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material	
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS S4-1 Policies related to consumers and endusers paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material	
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Material	52
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Material	52
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		Material	53
ESRS G1-4 Standards of anti-corruption and antibribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Material	53

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 organization.

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 2024 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.



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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 2024 with reference to the GRI Standards. **GRI used:** GRI 1: Foundation 2021 **Publication date:** 7 April 2025

GRI standard	Disclosure	ESRS Disclosure	Page reference	Comments	
GRI 2: General Disclosures 2021	2-1 Organizational details		3, 97, 116		
	2-2 Entities included in the organization's sustainability reporting	ESRS 2 BP-1	16		
	2-3 Reporting period, frequency and contact point		59		
	2-4 Restatements of information	ESRS 2 BP-2	17	There have been no material restatements	
	2-5 External assurance		62		
	2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1	20		
	2-7 Employees	ESRS 2 SBM-1, ESRS S1-6	20, 47		
	2-8 Workers who are not employees	ESRS S1-7	47		
	2-9 Governance structure and composition	ESRS 2 GOV-1, ESRS G1	18, 52-53		
	2-10 Nomination and selection of the highest governance body		78-82		
	2-11 Chair of the highest governance body		84		
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1, ESRS 2 GOV-2, ESRS 2 SBM-2, ESRS G1	18, 19, 24-26, 52-53		
	2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-1, ESRS 2 GOV-2	18, 19		
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2 GOV-1, ESRS 2 IRO-1	18, 28		
	2-15 Conflicts of interest		78-82		
	2-16 Communication of critical concerns	ESRS 2 GOV-2, ESRS G1-1	19, 52		
	2-17 Collective knowledge of the highest governance body	ESRS 2 GOV-1	18		
	2-19 Remuneration policies	ESRS GOV-3	19, 106-109		
	2-20 Process to determine remuneration	ESRS GOV-3	19, 106-109		
	2-21 Annual total compensation ratio	ESRS S1-16	48		
	2-22 Statement on sustainable development strategy	ESRS SBM-1	20-22		
	2-23 Policy commitments	ESRS GOV-4, ESRS S1-1, ESRS S2-1, ESRS G1-1	19, 44, 49, 52		
	2-24 Embedding policy commitments	ESRS GOV-2, ESRS S1-4, ESRS S2-4, ESRS G1-1	19, 45, 50, 52		
	2-25 Processes to remediate negative impacts	ESRS S1-1, ESRS S2-1	44, 49		
	2-26 Mechanisms for seeking advice and raising concerns	ESRS S1-3, ESRS S2-3, ESRS G1-1	44, 50, 52		
	2-27 Compliance with laws and regulations	ESRS SBM-3, ESRS E2-4, ESRS S1-17, ESRS G1-4	27, 48, 53		GRI 2-27 covers all significant non-compliance with laws and regulations, and breakdowns by types of incidents of non-compliance. ESRS requirements cover information on current financial effects, non-compliance with regards to pollution, anticorruption and anti-bribery, and severe human rights incidents, in a number of topical standards.
	2-28 Membership associations	Political engagement is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	52-53		
	2-29 Approach to stakeholder engagement	ESRS 2 SBM-2, ESRS S1-1, S1-2, ESRS S2-1, S2-2	24-26, 44, 49		
2-30 Collective bargaining agreements	ESRS S1-8	47			

Global Reporting Initiative, cont.

GRI standard	Disclosure	ESRS Disclosure	Page reference	Comments
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESRS 2 SBM-1, SBM-3, IRO-1	20-23, 27, 28	
	3-2 List of material topics	ESRS 2 SBM-3, BP-2	17, 27	
	3-3 Management of material topics	ESRS 2 SBM-1, SBM-3, BP-2, ESRS S1-2, S1-5, ESRS S2-2, S2-4, S2-5	17, 20-23, 27, 44, 46, 49, 50	
GRI 201: Economic Performance 2016	3-3 Management of material topics	ESRS G1-1, G1-3, G1-4	52-53	
	201-1 Direct economic value generated and distributed	ESRS 2 SBM-1	20-23	
	201-2 Financial implications and other risks and opportunities due to climate change	ESRS 2 SBM-3, ESRS E1-3, E1-9	27, 36-37, 38	
	201-3 Defined benefit plan obligations and other retirement plans		106-109	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	ESRS S1-10	48	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	ESRS G1-2	52	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ESRS G1-3	52	
	205-2 Communication and training about anti-corruption policies and procedures	ESRS G1-3	52	
	205-3 Confirmed incidents of corruption and actions taken	ESRS G1-4	53	
GRI 301: Materials 2016	3-3 Management of material topics	ESRS E5-1, E5-2, E5-3	39-40	
	301-1 Materials used by weight or volume	ESRS E5-4	40	
	301-2 Recycled input materials used	ESRS E5-4	40	
	301-3 Reclaimed products and their packaging materials	Resource outflows related to products and services' and 'Waste' are sustainability matters for E5 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS.	39-41	
GRI 302: Energy 2016	3-3 Management of material topics	ESRS E1-2, E1-3, E1-4	37	
	302-1 Energy consumption within the organization	ESRS E1-5		
	302-2 Energy consumption outside of the organization	Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	36-38	
	302-3 Energy intensity	ESRS E1-5	37	
	302-4 Reduction of energy consumption	Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	36-38	
	302-5 Reductions in energy requirements of products and services	Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	36-38	
GRI 305: Emissions 2016	3-3 Management of material topics	ESRS E1-2, E1-3, E1-4, E1-7	36-38	
	305-1 Direct (Scope 1) GHG emissions	ESRS E1-4, E1-6	37	
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1-4, E1-6	37	
	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1-4, E1-6	37	
	305-4 GHG emissions intensity	ESRS E1-6	37	
	305-5 Reduction of GHG emissions	ESRS E1-3, E1-4, E1-7	37-38	
GRI 306: Waste 2020	3-3 Management of material topics	ESRS E5-1, E5-2, E5-3	39-40	
	306-1 Waste generation and significant waste-related impacts	ESRS 2 SBM-3, ESRS E5-4	27, 40	
	306-2 Management of significant waste-related impacts	ESRS E5-2	40	
	306-3 Waste generated	ESRS E5-5	40	
	306-4 Waste diverted from disposal	ESRS E5-5	40	
	306-5 Waste directed to disposal	ESRS E5-5	40	
GRI 401: Employment 2016	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48-49	
	401-1 New employee hires and employee turnover	ESRS S1-11	48	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1-15	48	
	401-3 Parental leave	ESRS S1-15	48	

Global Reporting Initiative, cont.

GRI standard	Disclosure	ESRS Disclosure	Page reference	Comments
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48-49	
	403-1 Occupational health and safety management system	ESRS S1-1	44	
	403-2 Hazard identification, risk assessment, and incident investigation	ESRS S1-3	44	
	403-3 Occupational health services	ESRS S1-1	44	
	403-4 Worker participation, consultation, and communication on occupational health and safety	'Health and safety' and 'Training and skills development' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	44-48	
	403-5 Worker training on occupational health and safety		44-48	
	403-6 Promotion of worker health	Social protection' is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	44-48	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESRS S2-4	50	
	403-8 Workers covered by an occupational health and safety management system	ESRS S1-14	48	
	403-9 Work-related injuries	ESRS S1-4, S1-14	45, 48	
403-10 Work-related ill health	ESRS S1-4, S1-14	45, 48		
GRI 404: Training and Education 2016	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48	
	404-1 Average hours of training per year per employee	ESRS S1-13	48	
	404-2 Programs for upgrading employee skills and transition assistance programs	ESRS S1-1	44	
	404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1-13	48	
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48-49	
	405-1 Diversity of governance bodies and employees	ESRS 2 GOV-1, ESRS S1-6, S1-9, S1-12	18, 47-48	
405-2 Ratio of basic salary and remuneration of women to men	ESRS S1-16	48		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	ESRS S1-17	48	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association' and 'Collective bargaining' are sustainability matters for S1 and S2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS.	44-50	
GRI 408: Child Labor 2016	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48-49	
	408-1 Operations and suppliers at significant risk for incidents of child labor	ESRS S1-1, ESRS S2-1	44, 49	
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	ESRS S1-1, S1-2, S1-4, S1-5, S1-17, ESRS S2-1	44-46, 48-49	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS S1-1, ESRS S2-1	44, 49	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESRS G1-2	52	
	414-2 Negative social impacts in the supply chain and actions taken	ESRS G1-2	52	
GRI 415: Public Policy 2016	415-1 Political contributions	ESRS G1-5	53	

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 Sustainability Report for 2024 on pages 15-61 has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

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 Sustainability Report has been prepared.

Jönköping, 4 April 2025

Ernst & Young AB

Joakim Falck
Authorised Public Accountant

