



Sustainability Report

About Assemblin's Sustainability Report

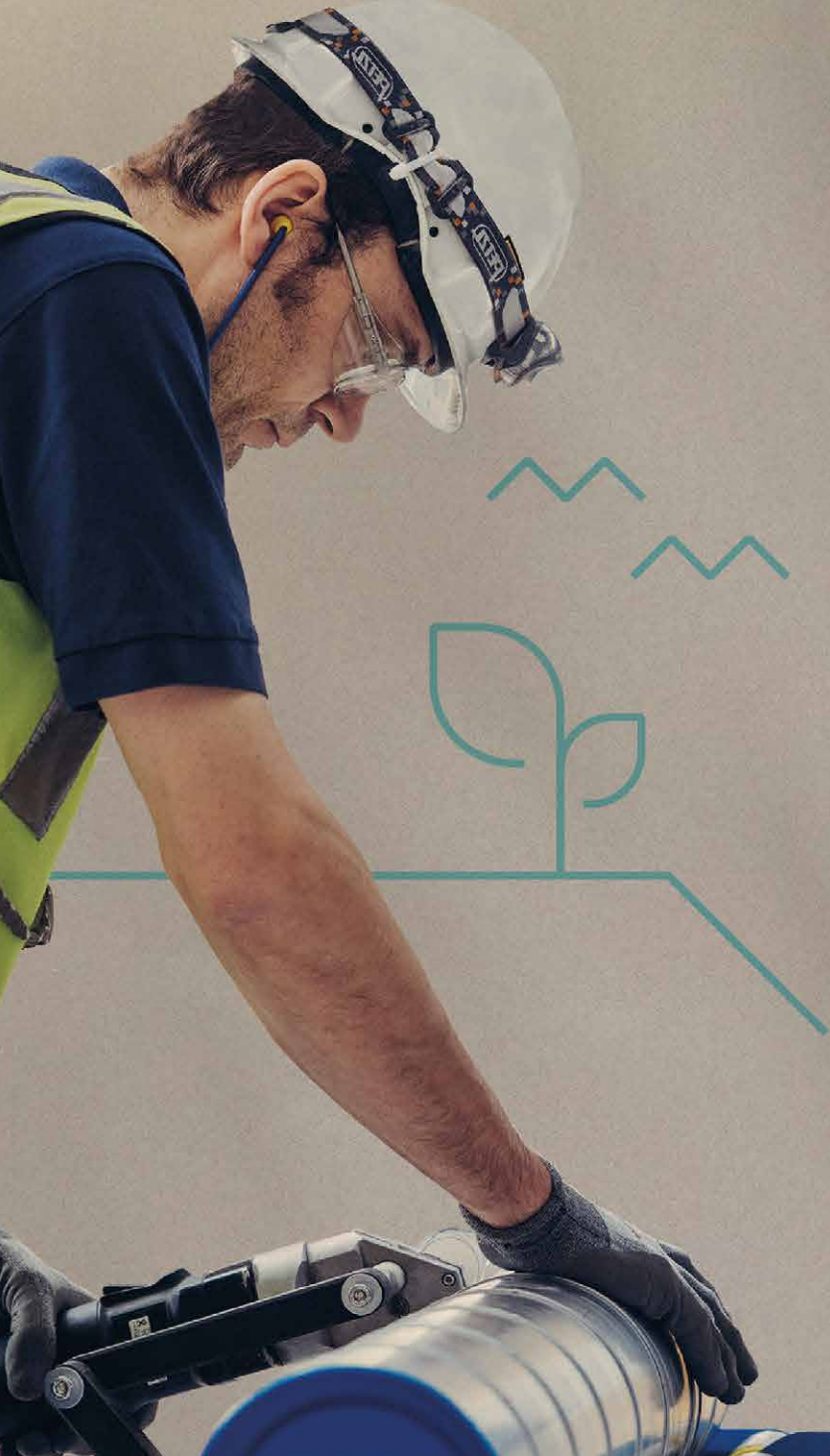
The Board of Directors of Assemblin Group AB, corporate identity number 559077-5952, hereby submits the Sustainability Report for the Assemblin Group for the period 1 January to 31 December 2021. The Sustainability Report describes Assemblin's operations from a sustainability perspective, based on the issues judged most significant for the Company and its stakeholders. The Report is based on the methodology in the international standard Greenhouse Gas Protocol, which also provides the basis for definitions applied and how the sustainability data presented are calculated. In other regards, the Report adheres to the relevant reporting and consolidation principles in accordance with the financial statements. Newly acquired companies are not included in the reporting of key sustainability figures.

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The Sustainability Report forms part of Assemblin's 2021 Annual and Sustainability Report, which is available in its entirety from the Company's website. This explains why pagination commences on page 29. The report can be read separately, but contains occasional references to other parts of the Annual Report.

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

All amounts are stated in SEK million unless otherwise specified. Due to rounding, differences in summations may occur.





It's happening now. I have followed developments in the area of sustainability for several years, but I have never experienced such tremendous interest in sustainability issues as now. This applies to the area of climate in particular, which is one of the greatest global challenges of our times. This development was reflected in our updated materiality analysis, with our two climate-related material sustainability aspects (numbers 2 and 12) being ascribed a high priority.

For a few years now, we have had a good structure in our sustainability work.

The increased focus on sustainability is a development that we view very positively, and which spurs us on. Although we have had good structure in our sustainability work and sustainability reporting for a few years, we will be investing even greater effort here in the future. Follow-up and reporting are a prerequisite for understanding how we perform in different areas and for being able to make fact-based decisions that guide the operations appropriately.

As Head of Sustainability, it is extremely exciting to represent one of the most ambitious companies in an industry that can accelerate the transition into a sustainable society. Assemblin strives to maintain a leading position in sustainability. We participate actively in the ongoing climate transition, both by adapting our own operations and by continuously developing solutions and products for smart, sustainable buildings and urban communities. You can read about this and much more in this Sustainability Report.

Åsvor Brynnel,
Head of Communications and Sustainability, Assemblin

Sustainability in brief

56%
EMPLOYEES TRAINED IN THE CODE OF CONDUCT¹

17
EMPLOYEE LOYALTY, ENPS¹

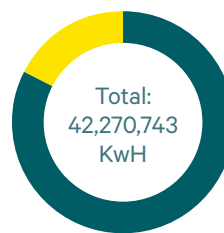
11.2
INJURY FREQUENCY¹

6.2%
SICK-LEAVE¹

18%
ISO 45001-AFFILIATION

54%
ISO 9001, ISO 14001 AFFILIATION

- **Increased focus on green solutions** – such as energy efficiency, solar cells, storage and optimisation of electricity, district heating, heat pumps, energy-intelligent cooling systems and intelligent buildings.
- **Launch of Assemblin Charge**– the market's most complete concept for charging electric cars and managing payment flows.
- **Preparations for climate reports in projects** – pilot project in Norway for climate reporting of selected products.
- **Good results in customer and employee surveys** – completed surveys reflect increased customer satisfaction and employee well-being.
- **Measures for a safe working environment** – continued focus on safety and activities to mitigate contagion.
- **Reinforced corporate governance** – further measures, including the establishment of a Remuneration Committee.



ENERGY USE IN THE OPERATIONS

- Vehicle fuel (Scope 1): 82.5 %
- Electricity and heating (Scope 2): 17.5 %

¹) These key figures do not include newly acquired companies.



SUSTAINABILITY AT ASSEMBLIN

In 2018, based on our operations and geography, Assemblin identified 13 sustainability aspects that are considered to be the most significant for us to work with. Of these, areas 1, 2, 5, 7, 9 and 12 are perceived as particularly high priorities.



STRUCTURE AND GOVERNANCE

A value-adding and responsible installation company

Assemblin's objective is to act as a value-adding and responsible installation company in relation to our key stakeholders and in relation to society as a whole.

Sustainability at Assemblin

Assemblin's ambition is to be the Nordic region's best installation company – both today and in the future. Our fundamental stance is that we must generate value, not only for our key stakeholders, but also for society at large. The value we generate through our business model is illustrated in our value creation model (see page 5). To ensure sustainable value creation over time, Assemblin must also assume responsibility for the short- and long-term consequences of its operations. The insight that responsibility is a prerequisite for sustainable growth in value is an important starting point for Assemblin's sustainability work.

To make a clear connection to our value creation and to establish a common thread in our reporting, we have chosen to take the stakeholder perspective as the starting point in our sustainability work. For this reason, we have defined four overarching sustainability strategies describing how Assemblin takes responsibility from the customer, employee, investor and societal perspectives. We have also chosen to structure our material sus-

tainability aspects based on this perspective – although, to also facilitate comparisons with other classifications, we have linked them to the international GRI, SDG and 3BL standards on page 35. For each material sustainability aspect, we have formulated a principle position as stated in Assemblin's Sustainability Policy, which is published on our *external website*.

Risks and opportunities

From a sustainability perspective, the installation industry in the Nordic region is perceived as an industry with a low-to-medium risk profile.

In 2019, Assemblin conducted a climate change analysis, which showed our climate risks to be limited since our type of operations has a relatively low exposure to climate change, and our adaptability to be good (see more below). In accordance with Assemblin's established risk process, an internal risk assessment is conducted twice a year, in which sustainability risks are also mapped, prioritised and analysed. In the mapping of risks conducted in 2021, the most signifi-

cant short-to-medium term sustainability was assessed to be international crises and pandemics. Among the other, greater sustainability risks, workplace accidents, the risk of business ethics abuses, cyber risks and shortcomings in the handling of chemicals can be mentioned. As Assemblin's deliveries are to a large extent performed by the company's own staff and are conducted in the Nordic region, where work environment legislation is far-reaching, the risks of exploitation of labour and of minors, for example, are very small.

More information about Assemblin's general risk management, corporate governance and internal control can be found in the separate *Corporate Governance Report*. The Group's foremost risks from a business perspective and how these are managed are presented in the *Board of Directors' Report*.

Although Assemblin has no production requiring registration or permits, the operations do have a permit for transporting hazardous waste.

OVERVIEW – ASSEMBLIN'S SUSTAINABILITY WORK

Assemblin's overarching objective is to act as a responsible and value-adding installation company – in relation to employees, customers and shareholders alike, as well as to society at large. Assemblin's model for creating value (see page 5) clarifies how this is linked to our business model and how value creation is achieved.

Stakeholder group	Overarching sustainability strategy	Significant sustainability aspects ¹	Measures in 2021
CUSTOMER We shall be a responsible and value-adding business partner	We shall offer the market's best and most attractive solutions, and deliver these safely and efficiently, based on our customers' requirements.	<ol style="list-style-type: none"> 1 Efficiency and quality 2 Innovative, energy-efficient customer solutions 3 Purchasing and supplier governance 	Page 36 provides further information about our work in 2021 regarding aspects 1–3.
EMPLOYEES We must be a responsible and value-adding employer	We seek to be a stimulating and responsible employer, offering challenging tasks. We also work actively to create a safe and favourable work environment, as well as an open and inclusive work climate.	<ol style="list-style-type: none"> 4 Development and education 5 Focus on health and safety (work environment) 6 Human rights, diversity and gender equality 	On pages 36–37 additional information is presented regarding our work in 2021 on aspects 4–6.
SHAREHOLDERS We must be a responsible and value-adding investment object	We shall deliver a stable financial trend with controlled risks and a sound approach in terms of business ethics.	<ol style="list-style-type: none"> 7 Stable growth and good profitability 8 Corporate governance, risk management and transparency 9 Sound business ethics 	Page 38 provides further information about our work in 2021 regarding aspects 7–9.
SOCIETY We must be a responsible and value-adding corporate citizen	We assume responsibility for the environmental impacts caused by our operations, and shall contribute actively to societal development in the communities in which we operate.	<ol style="list-style-type: none"> 10 Resource consumption and waste management 11 Product control and chemical handling 12 Climate and energy 13 Social benefit and community engagement 	Pages 38–39 provide further information about our work in 2021 regarding aspects 10–13.

¹ In 2017, 13 sustainability aspects were identified that, based on our operations and geographies, were assessed to be of greatest significance for Assemblin. These aspects were reconsidered in 2019 and 2021 but were not altered.

Assemblin’s climate change analysis and climate strategy

To prepare the operations for different future scenarios, a specific assessment of short-, medium- and long-term climate risks and opportunities was conducted in 2019. The assessment was inspired by the international TCFD framework and included both physical and adjustment risks that could result from climate change. Because Assemblin can relatively easily phase out its direct dependence on fossil energy sources, mainly by transitioning its vehicle fleet, and since we have flexible operations with little property that can be destroyed, our climate risks were judged to be limited. Our type of operations is perceived to have a relatively low-exposure to climate change and our ability to adapt is good. At the same time, the need for installation services is perceived as

“Our type of operations is perceived to have a relatively low-exposure to climate change and our ability to adapt is good.”

increasing in connection with renovation and rebuilding needs as a consequence of damage caused by extreme weather etc., which represents an opportunity for Assemblin. We can also expect increased demand for energy efficiency projects and automation projects, projects for reusing grey-water and rainwater, charging infrastructure and solar cells, as well as increased investment in hydroelectric power plants and wind farms.

The results of the climate change analysis form the basis for the climate strategy adopted by Assemblin’s Board of Directors at the end of 2019. The climate strategy means that Assemblin must keep pace with climate development and the ongoing transition to a fossil-free society. We must take advantage of the business opportunities that arise and limit risks to acceptable levels by taking the necessary measures at an early stage. More information about Assemblin’s climate strategy can be found on our *external website*.

Sustainability organisation, governance and goals

Alongside Group Management, Assemblin’s CEO bears the ultimate responsibility for sustainability work at Assemblin. In line with Assemblin’s decentralised organisation, however, responsibility for operational sustainability work is decentralised to the individual business areas, although, to ensure a holistic perspective and coordination, a central Sustainability Committee, directly subordinate to Group Management, is established. The Committee is tasked with monitoring legislation, following up on joint sustainability initiatives, channelling and disseminating good ideas, and producing data on which Group Management can base its decisions. In 2021, the Sustainability Committee met on three occasions. During the year, the Sustainability Committee established two separate working groups – a working group on climate reporting in projects and a working group on the EU taxonomy.

Key starting points for Assemblin’s sustainability work include external and internal regulations on sustainability, as well as the international standards with which Assemblin has voluntarily chosen to comply. Particularly important governing documents are Assemblin’s Sustainability Policy, Code of Conduct and values, which are published on our *external website*. Another important starting point are the goals towards which Assemblin is navigating. Externally, Assemblin has communicated financial objectives, as well as a long-term climate objective and a climate strategy, although our internal business plan also includes targets in several areas, such as a reduced frequency of occupational injuries, increased employee commitments and greater gender equality.

Monitoring and reporting

Assemblin regularly monitors a number of important key figures in the area of sustainability at various levels in the company. Particularly significant key figures are followed up in connection with the regular monthly



reporting, and a more comprehensive internal Sustainability Report is presented to Group Management and the Board of Directors twice annually.

Since 2017, Assemblin presents a selection of sustainability-related key figures in an annual external Sustainability Report. The results for 2021 are presented at the end of this Sustainability Report. As Assemblin has no securities listed on any EU trading venue and does not therefore meet the requirements for reporting in accordance with the taxonomy, Assemblin has chosen not to publish the proportion of operations eligible under the taxonomy for 2021.

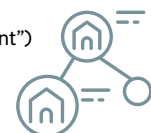
★ INTERNAL REGULATIONS ON SUSTAINABILITY

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



★ INTERNATIONAL STANDARDS AND AGREEMENTS SUPPORTED BY ASSEMBLIN

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



STAKEHOLDER DIALOGUE AND PRIORITIES

Priority sustainability aspects from an external perspective

Stakeholder dialogue and external monitoring

To be able to develop the operations and make the right priorities, we need to understand the needs, expectations and views of our stakeholders. This requires active external monitoring and a systematic stakeholder dialogue, which is achieved at several levels in the company. The most important tools in the dialogue are in-person meetings, quantitative and qualitative surveys and local “pulse” checks. In 2021, two major surveys were conducted, one among Group employees and one among customers.

During the financial year, increased interest in the climate issue was noted, mainly in the dialogue with customers and investors, and there was also increased demand for green technology and smart building solutions. Among our shareholders, interest in diversity and inclusion also increased, as well as in circular business models.

Materiality analysis and plan for sustainability work

The results of the completed stakeholder dialogue, the external analysis and the annual risk survey are important starting points for the materiality analysis conducted at regular intervals. The purpose of the

materiality analysis is to identify the sustainability issues on which it is currently most relevant for Assemblin to focus. In 2021, the more comprehensive materiality analysis conducted in 2020 was updated, increasing our significant sustainability aspects from four to six.

With the analysis as its starting point, each year, the Sustainability Committee prepares a proposal for a shared sustainability plan for the ensuing financial year. Support for the proposal is sought among Group Management and the Board of Directors. In addition to the measures included in the shared sustainability plan, each business area may highlight additional aspects in its efforts. The 2021 sustainability plan prioritised work with safety at workplaces, the transition of the vehicle fleet, corporate governance, profitability and efficiency aided by new technologies, climate reporting in projects and preparations for the EU’s new taxonomy.

Among other things, the Group-wide activity plan for 2022 focuses on a strengthened offering within renewable energy, climate reporting in projects, the realignment to the new EU taxonomy and the introduction of a new whistle-blower service. The plan also includes measures for increased diversity and inclusion.

Our priority sustainability aspects

1 Efficiency and quality

To ensure that we complete our deliveries correctly, at the right time, with the right level of quality and at the right price, we need appropriate and efficient working methods and processes.

2 Innovative, sustainable and energy-efficient customer solutions

Demand for climate-intelligent, resource-efficient solutions is increasing throughout society.

5 Health and safety (working environment)

Large parts of Assemblin’s operations are performed in dangerous environments, meaning that workplace safety is a top priority.

7 Profitable growth

To provide security for employees, customers, shareholders and suppliers and to safeguard continued success, it is important to deliver profitable growth that is sustainable in the long term.

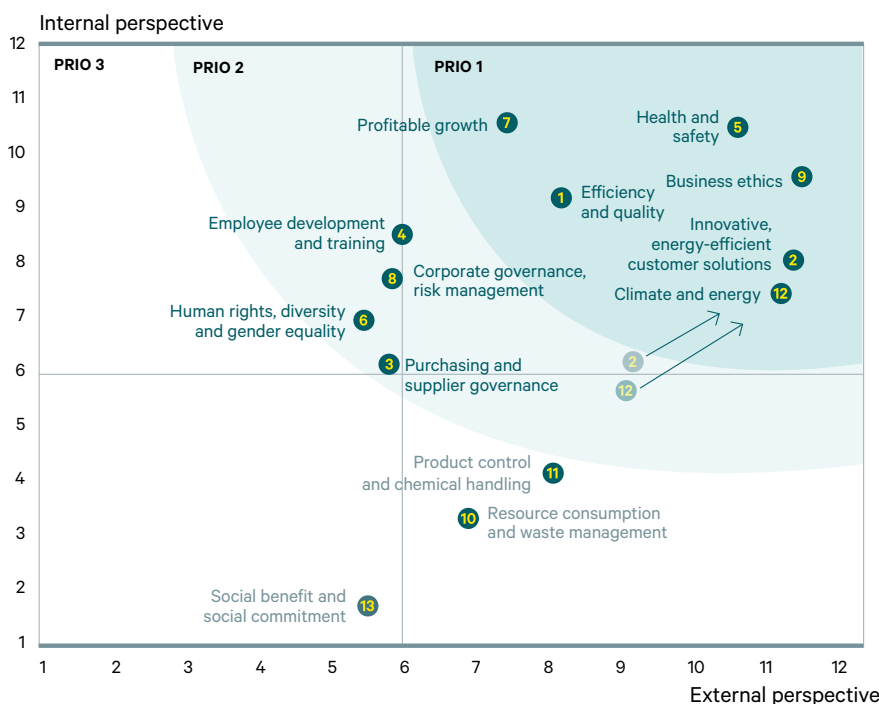
9 Business ethics

In decentralised operations, it is important to safeguard a superior ethical standard, preventing bribery and corruption and combating behaviours that limit competition.

12 Climate and energy

Climate change is one of the greatest challenges of our time, requiring measures and adaptations from all actors in society.

MATERIALITY ANALYSIS IN 2021



Ranking of significant sustainability aspects

In 2020, a more extensive materiality analysis was carried out, in which Assemblin’s significant sustainability aspects were ranked from an internal and external perspective. The external perspective represents a cross-section of the priorities of our customers, shareholders and the general public. The analysis was based on a survey, the results of which were then compared with the insights from the stakeholder dialogue and external monitoring. The results were first discussed by the Sustainability Committee and then anchored among Group Management and with the Board of Directors. In 2021, the materiality analysis was updated on the basis of new insights from the stakeholder dialogue, which resulted in aspects 2 and 12 being prioritised.

ASSEMBLIN'S KEY STAKEHOLDERS AND ISSUES IN FOCUS IN 2021

Principal dialogue format	Issues in focus in 2021
CUSTOMERS	
<ul style="list-style-type: none"> Ongoing customer dialogue Delivery follow-up Customer surveys Market surveys Relationship-promoting activities Marketing 	<ul style="list-style-type: none"> Specific customer requirements Efficient, safe processes Safety and working environment Business ethics Product control Smart and sustainable installation solutions
EMPLOYEES	
<ul style="list-style-type: none"> Ongoing employee dialogue Internal information channels (intranet, newsletter, text message, e-mail, etc.) Employee surveys Social activities 	<ul style="list-style-type: none"> Remunerations and salary benefits Safety and working environment (incl. measures regarding the Corona pandemic) Development opportunities Exciting projects
SHAREHOLDERS	
<ul style="list-style-type: none"> Board meetings Ongoing dialogue with shareholder representatives Network meetings 	<ul style="list-style-type: none"> Profitable growth and strong cash flow Corporate governance and risk management Business ethics Climate adaptation Cyber risks
SUPPLIERS	
<ul style="list-style-type: none"> Ongoing supplier dialogue Local supplier meetings Delivery follow-up Supplier assessments 	<ul style="list-style-type: none"> Prices and conditions Safety and working environment Business ethics
TRADE UNIONS	
<ul style="list-style-type: none"> Meetings Negotiations Representation on the Boards of Directors of subsidiaries 	<ul style="list-style-type: none"> Safety and working environment (incl. measures regarding the Corona pandemic) Remunerations Labour law issues
AUTHORITIES	
<ul style="list-style-type: none"> Structured monitoring Specialist networks 	<ul style="list-style-type: none"> General compliance with laws, regulations and rules Climate reporting
TRADE ASSOCIATIONS, SPECIAL INTEREST ORGANISATIONS AND SPECIALIST NETWORKS¹⁾	
<ul style="list-style-type: none"> Membership/board participation Conferences, courses, etc. Network meetings 	<ul style="list-style-type: none"> The climate issue Safety and working environment (incl. measures regarding the Corona pandemic) Gender equality and integration Sustainability in general (Climate reporting)
SOCIETY	
<ul style="list-style-type: none"> Sustainability reporting Information and contact channels on the website and in social media 	<ul style="list-style-type: none"> The climate issue Ethics and morality Human rights

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



FOCUS ON LEADERSHIP INCREASES EMPLOYEE SATISFACTION

Our employees' perception of Assemblin as an employer is captured in the ongoing employee dialogue, particularly in connection with the annual development interviews, but also through regular surveys and "pulse" checks. Every two years, a comprehensive employee survey is conducted throughout the operations with the help of an external survey company. In the survey conducted in the autumn of 2021, 72 percent of employees participated. The results differ between work teams, but in general it can be stated that the levels of well-being and commitment are high. Compared with the 2019 survey, the team efficiency index, work environment index and leadership index rose, while the commitment index remained at the same level. The largest increase was in the leadership index.

The important employee loyalty (eNPS) decreased slightly but remained at a high level of 17, which can be compared with the benchmark for construction installations, which is 12.

The results of the survey are analysed both centrally and locally, and action plans are drawn up in each work team and business area.



INCREASINGLY SATISFIED CUSTOMERS

In the autumn of 2021, Assemblin conducted a market survey, in which 78 customers in Sweden and Norway were interviewed. A similar survey was conducted in 2018, and the results show that Assemblin's customers are more satisfied today. According to the survey, Assemblin performs particularly well in terms of technical expertise, flexibility, good local relations, multi-technical expertise and the use of digital tools for increased project efficiency. These benefits are perceived to be an effect of Assemblin's decentralised and technology-oriented organisational structure, as well as its substantial focus on smart and sustainable solutions.

Our sustainability work linked to the UN's global sustainability goals and other international standards

Our significant sustainability aspects linked to selected international standards and classification principles

Assemblin has identified thirteen sustainability aspects that, based on our operations and geography, are considered the most significant ones on which we should work. To link these sustainability aspects to how we generate value and to establish a common thread in our accounts, we have chosen to structure them from the stakeholder perspective – however, to facilitate comparisons, in the table below, we also sort them on the basis of a number of other common international standards and classification principles: "Triple bottom line" (3BL), "Global Reporting Initiative" (GRI) and the UN's global sustainability goals (SDG).

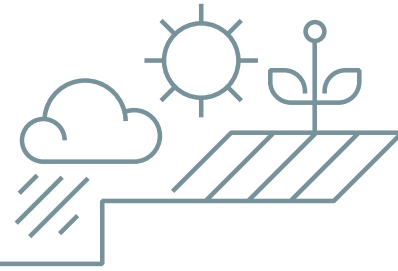
Significant sustainability aspect	Mapping according to stakeholder group	Mapping according to 3BL	Mapping according to GRI aspects	Mapping according to SDG
1 Efficiency and quality	Customer	Finance	GRI 103 (management)	8 12
2 Innovative, energy-efficient customer solutions	Customer	Finance, environment	GRI 305-3 (CO ₂ impact and energy consumption, products sold), G4 sector-specific accounting, electricity and construction/building	6 7 8 9 11 12
3 Purchasing and supplier governance	Customer	Finance, social, environment	G 308 (supplier evaluation environment), GRI 414 (supplier evaluation social), GRI 204 (purchasing work)	5 8 12
4 Employee development and education	Employees	Social	GRI 404 (training)	4 8
5 Health and safety (working environment)	Employee, (customer)	Social	GRI 403 (occupational health and safety)	3 8
6 Human rights, diversity and gender equality	Employees	Social	GRI 405 (diversity, gender equality), GRI 406 (discrimination), GRI 408 (child labour)	5 8 16
7 Profitable growth	Shareholders	Finance	GRI 201 (financial results), GRI 103 (management)	8
8 Corporate governance, risk management and transparency	Shareholders	Finance	GRI 103 (management)	8 9 13
9 Sound business ethics	Shareholders, (customer)	Finance, social	GRI 103 (management), GRI 205 (corruption), GRI 206 (freedom of competition), GRI 417 (marketing), GRI 417 (integrity)	10 16
10 Resource consumption and waste management	Society & environment	Environment	GRI 301 (material), GRI 302 (energy-efficiency enhancement), GRI 306 (waste)	3 6 8 12
11 Product control and chemical handling	Society & environment	Environment	GRI 305 (emissions), 301 (materials)	3 7 12 13 15
12 Climate and energy	Society & environment	Environment	GRI 305 (emissions)	3 6 8 12 15
13 Social benefit and community engagement	Society & environment	Social	-	11 16

Assemblin's contribution to the UN's global sustainability goals

The UN's 17 sustainability goals address today's biggest global challenges. Together, they express an ambition that secures freedom, prosperity and the environment for future generations. All actors in society have a responsibility to achieve the goals by the year 2030. The table above shows that Assemblin can contribute to a number of these sustainability goals, but the goals to which we believe we can contribute most through our operations are the UN's goals 6, 7, 8, 11, 12 and 13.

 <p>GOAL 6 Through smart and sustainable sanitation and heating installations that optimise water consumption, improve sewage treatment and increase re-use, we contribute to a more efficient water supply and UN goal 6.</p>	 <p>GOAL 11 With our high level of technical expertise in installation and intelligent automation solutions, we can contribute to energy efficient connected properties and electrification of the transport network which, in turn, contributes to UN goal 11 – sustainable cities and communities.</p>
 <p>GOAL 7 Through energy-efficient heating and cooling systems, smart control, power optimisation, installation of solar cells, battery storage and participation in the development of the infrastructure required for an increased share of renewable energy, we can contribute to UN goal 7.</p>	 <p>GOAL 12 By repairing and maintaining systems in existing buildings and undertaking measures that minimise waste and improve waste management in our own operations, combined with responsible purchasing, we can contribute to UN goal 12.</p>
 <p>GOAL 8 Stable financial development is a prerequisite for our existence, but it must be achieved in a business ethical manner in a safe, non-discriminatory and stimulating work environment and with market-based wage setting. This means that we contribute to UN goal 8.</p>	 <p>GOAL 13 Through clear climate goals that stimulate measures to minimise our direct climate impact to try to minimise the indirect climate impact in consultation with our customers, we can contribute to UN goal 13.</p>

The analysis was based on Assemblin's significant sustainability aspects, as well as on the risks and opportunities identified.



Sustainability work 2021

A summary of how Assemblin worked with its 13 material sustainability aspects in 2021. The indication of priority reflects the results of the materiality analysis (see page 31), with the focus being on the most prioritised sustainability aspects.

ACCEPTANCE OF RESPONSIBILITY AS A SUPPLIER

1 Efficiency and quality PRIO 1

Our products and services must always be delivered in the right way at the right time, and at the quality and price agreed. We take a structured approach and our deliveries must always meet to our customers' requirements and relevant industry standards. All assignments must be performed by authorised personnel, and we have the certifications required for the services we perform and products we install.

The starting point in our deliveries is our customers' requirements and demands, which are specified in the customer agreements. At the same time, we can never compromise on legal requirements, industry standards and certificates, or our own principles. To ensure efficiency and quality in our work, we have compiled guidelines, tools, instructions and check-lists in the business areas' management systems, available to all employees via mobile on the Company's intranet. All operations in Assemblin are also run on the basis of the requirements set in the international quality standard ISO 9001, and 53.7 percent of the operations (Assemblin Electrical, partly Assemblin Heating & Sanitation, as well as Assemblin Norway) have also chosen to join this certification.

To improve delivery and increase internal efficiency, Assemblin has, for some years now, accelerated the digital agenda. All employees can log their hours and completion of tasks using their own phones or tablets. At the same time, the use of shared platforms and automatic information transfer between different actors and elements in the construction and installation process is increasing, not least with the help of various tools for building information modelling (BIM), of which Assemblin has extensive experience. In 2021, BIM-based production work increased. Assemblin Ventilation was the first installation company to roll out software which fully includes the installation work.

2 Innovative, sustainable and energy-efficient solutions PRIO 1

Assemblin's technology-oriented operations mean that we have amassed market-leading expertise in property technology. We seek to generate added value in all of our assignments, and long-term sustainable installation solutions that enhance the cost-efficiency of the project but that also minimise the building's life cycle costs. For this reason, we continuously monitor market developments and keep up-to-date on new materials, methods and the latest technology. We have good knowledge of what is required of the installations to be able to match the requirements set in various environmental certifications for buildings, such as Leed, Breeam, the Swan, Miljöbyggnad and EU Green Building.

For a few years now, Assemblin has consciously built expertise in green technology and smart buildings. Green technology involves the installation of renewable energy sources, charging infrastructure and resource-efficient products, but also energy optimisation and climate-intelligent control. Smart buildings involve automation solutions for properties and industrial facilities aided by various control systems and sensors, particularly BMS and IMD. In 2021, Assemblin made several investments through acquisitions, primarily in geothermal heating, district heating, solar cells,

BMS and IMD. Assemblin also launched its own charging concept for electric cars, Assemblin Charge. Sustainable, intelligent installations will remain an area of particular focus for Assemblin, even in the future. More information about our value-adding offering can be found in the *Offering* section in the Annual Report.

3 Purchasing and supplier governance PRIO 3

In Assemblin's decentralised operations, purchasing is mainly conducted locally, but to ensure efficient and professional purchasing work, there are central purchasing functions in each business area. Coordination of purchasing work takes place in a joint purchasing forum and in Group management.

The largest part of Assemblin's purchases are direct materials such as wires, connections, pipes and connectors. The largest purchases of indirect materials are vehicles, fuel and work-wear. Material purchases are made from selected framework agreement suppliers via digital purchasing systems and are controlled through a quality-assured product range, Assemblin Bästa Val. Assemblin works actively to increase the proportion of digital purchases (EDI) and reduce the proportion of pick-up orders, which contributes to more coordinated transport and reduced environmental impact. Services commonly purchased include insulation work and consulting services.

Before a framework agreement is signed, a supplier assessment is always carried out in which delivery capacity, availability, guarantees, product responsibility, work environment work, environmental work, finances and price, among other things, are evaluated. The supplier must also prove that their operations meets the requirements of Assemblin's Code of Conduct for Suppliers, which is an appendix to our central purchasing agreements and is available on our external website. A breach of this Code of Conduct may lead to the termination of cooperation. During the agreement period, the purchasing function also monitors supplier cooperation and carries out supplier checks if necessary. In the event of shortcomings in the supplier's performance or in the event of suspicion of irregularities, more comprehensive supplier assessments are also performed.

KEY FIGURES	2021	2020
EDI (electronic purchasing) ¹	77–89%	72–84%
Purchases from framework agreement suppliers ²	82–100%	89–100%
Number of major supplier follow-ups	3	17

Newly acquired companies are not included in these key figures.

1) Excluding Assemblin Finland

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

ACCEPTANCE OF RESPONSIBILITY AS AN EMPLOYER

4 Employee development and training PRIO 2

We will offer all employees development opportunities through a comprehensive training system, a structured apprenticeship system and a clear career ladder. Our organisation is highly decentralised and we believe in freedom under responsibility, which contributes to meaningful personal development.

Assemblin shall be an attractive employer. Training and further developing employees and leaders is important for a high level of employee satisfaction and to in safeguarding our skills needs. All of the business areas provide well-structured introductory and training programmes, as well as mentoring programmes and in-house internships. Some business area-specific courses are held in-person while others are web-based. Following a period with

in-person courses being cancelled due to the Covid-19 pandemic, it was possible to complete a greater number of courses in 2021.

There is also a clear career ladder within Assemblin, and the number of internal recruitments is high when appointing project managers, specialists and managers. For senior executives, a well-documented process of succession planning is in place, that is updated in each business area annually. To meet skills needs, there are also extensive apprenticeship programmes in several business areas (see more under sustainability aspect 13).

To promote a common culture, there is also Group-wide training programme, Assemblin Academy, which offers qualified leadership and project management training as well as Group-wide web courses in particularly important areas such as ethics, anti-corruption and cyber-security. For more information on Assemblin's mandatory web-based courses, see sustainability aspect 9.

To measure and monitor employee satisfaction, individual annual performance appraisals as well as a regular group-wide employee survey are conducted. In the survey conducted in 2021, it was found that employee satisfaction remained at a high level. The results are analysed by each business area, region and branch/department, and action plans are drawn up based on the local results. For more details of the results, see page 34.

KEY FIGURES	2021	2020	2019
Average number of employees, FTE	5,962	5,820	5,901
Loyalty (eNPS)	17	N/A	18
Leadership index	74	N/A	72
Commitment index	76	N/A	76
Employee survey, response rate	72	N/A	77

Newly acquired companies are not included in these key figures (with the exception of the number of employees).

For definitions and distribution between business areas, see pages 40–41.

5 Health and safety (work environment) PRIO 1

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

In all business areas, active wellness efforts are conducted in the form of regular health examinations, sponsored training, campaigns and competitions. All employees are also offered some form of health and accident insurance and have access to some form of preventive health services. The well-being of the employees is captured in the ongoing employee dialogue and in the regular employee survey, but also through analyses of, for example, sick leave figures and personnel turnover. Measures to reduce sick leave are taken on an ongoing basis through structured rehabilitation work, for example. In 2021, sick leave remained at a high level due to more people, on the advice of the authorities and Assemblin, for parts of the year, staying at home during the Covid-19 pandemic, even if their symptoms were very mild. Personnel turnover increased from the previous year's low level. Assemblin's personnel turnover is perceived to be on a par with that of the industry, which is characterised by relatively high mobility.

Many of Assemblin's employees work in dangerous environments, and certain tasks are particularly risky. This can be attributed to, for example, work at heights, work in hot spaces, exposure to sharp objects, exposure to electrical current, reception checks or stress. Safety in the work environment is therefore a high-priority issue for Assemblin, which has a clear zero

vision regarding workplace accidents – the goal is for no one to be injured at work. All of the business areas conduct structured efforts to prevent and reduce the number of accidents, inspired by the international standard for work environment and safety ISO 45001, and 18.2 percent of the operations have also chosen to seek formal certification.

Work environment training is conducted continuously in the operations. Another important aspect of the safety work involves the continuous monitoring and analysis of risk observations, incidents and accidents at several levels in the Company. All employees have their own telephone or tablet with which they can easily report observations and deviations digitally. Incidents reported as a serious accidents increased in 2021. Minor accidents and risk observations also increased, partly because Assemblin's largest business area also reported this type of key figure as of 2021, but also because of general improvements in reporting. Assemblin's injury statistics are on a par with comparable companies with a high proportion of employees in production.

At the national level, annual safety campaigns are conducted, shedding light on various themes in work environment and safety. In 2021, safety weeks were held in Finland in May, in Norway in September and in Sweden in October. In Sweden, Assemblin is affiliated with the industry initiative "Keep it at Zero". Since 2019, Assemblin has had a Group-wide standard for personal protective equipment.

KEY FIGURES	2021	2020	2019
Average number of employees, FTE	5,962	5,820	5,901
Sick-leave, %	6.2	6.8	4.6
– of which long-term sick leave, %	1.7	1.1	1.6
Voluntary personnel turnover, %	11.2	8.7	14.1
Serious accidents, frequency of occupational injuries (IF/LTIFR)	11.2	9.1	7.6
Minor accidents, number	312	180 ¹	273
Incidents and risk observations ("near misses"), number	475	430	62
Fatal accidents, number	0	0	0

Newly acquired companies are not included in these key figures (with the exception of the number of employees).

For definitions and distribution between business areas, see pages 40–41.

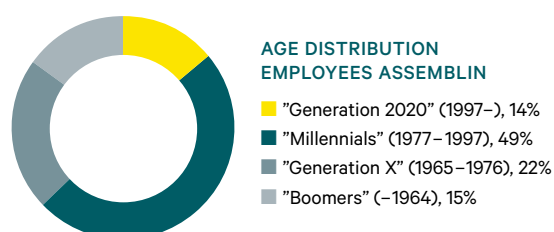
¹) In 2020, Assemblin Electrical did not report minor accidents and incidents separately, affecting the comparison between the years.

6 Human rights, diversity and gender equality PRIO 3

We fully support human rights and freedoms, and we involve employees and their representatives in decisions regarding the company's affairs. We work for greater diversity and inclusion and do not accept any form of discrimination or harassment.

Assemblin supports the principles of human rights, labour law, the environment, corruption, etc. that are expressed in the international UN framework "Global Compact", although the Group has no formal affiliation to the framework. Throughout Assemblin, freedom of association is a matter of course and union representatives are included on the Boards of Directors of the business areas. Assemblin also applies a clear zero vision regarding all forms of discrimination and harassment. An issue that is particularly critical in the construction and installation industry is gender equality, as the proportion of men has historically been very high. The proportion of women is very low and decreased slightly in 2021 at the same time as the proportion of women among senior executives increased. Assemblin tries to draw attention to and encourage female employees in various ways, and in 2021 in-depth interviews were conducted with some female employees. The results of these interviews form the basis for a plan of action that will be launched in 2022. Assemblin Norway is a gold sponsor in the industry initiative "Ingeborg".

Assemblin does not accept any form of child labour, slave labour or human trafficking. In the countries where Assemblin operates, these are also prohibited by law. Assemblin is not affected by the UK's Modern Slavery Act of 2015.



KEY FIGURES	2021	2020	2019
Proportion of women, total, %	5.4	5.7	5.5
Proportion of women, senior executives, %	16.2	13.2	13.7
Proportion of women, Board of Directors, %	28.5	33.3	33.3

For definitions and distribution between business areas, see pages 40–41.

ACCEPTANCE OF RESPONSIBILITY AS AN INVESTMENT

7 Stable growth and good profitability PRIO 1

We will ensure stable development by focusing on profitable growth and managing our financial resources correctly.

The fact that we conduct our operations in a controlled manner is a prerequisite for a stable financial trend, which in turn means that we are able to meet our commitments, which provides security for our employees, customers, shareholders and suppliers alike. For-profit operations entail financial value creation for several target groups and for society through, for example, payments of salaries to employees and of compensation to suppliers, of dividends to shareholders and of taxes and fees to society. In tax matters, applicable tax law and prevailing practices are applied in the countries in which we operate.

For a period, Assemblin has enjoyed favourable growth, increased profitability and strong cash flow – a positive trend that was also strengthened in 2021. Comments on our financial development can be read in the section *Financial statements*.

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

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

8 Corporate governance, risk management and transparency PRIO 2

We shall take advantage of the opportunities that exist in the market through active external monitoring while, at the same time, limiting our risks through good corporate governance and structured efforts regarding risks. Our corporate communications shall be correct and reliable. All data processing shall be conducted securely and in accordance with the requirements specified in our Communication Policy, IT Security Policy and Privacy Policy.

Assemblin's shareholders, financiers and, to some extent, also its customers, place demands on Assemblin's corporate governance, risk management, internal control and disclosures. These processes and the financial reporting are adapted to the requirements imposed by the international securities market in which Assemblin has listed euro bonds, and by the Swedish Code of Corporate Governance. At the assignment of Assemblin's shareholders, these processes were fine-tuned in 2021 to also meet the requirements imposed by Nasdaq Stockholm. National accounting principles are applied in the financial reporting and the international accounting standards IFRS are also applied for the Group. Assemblin's most significant organisational bodies, as well as the division of responsibilities and governance principles are described in the *Corporate Governance Report*.

Assemblin's Sustainability Committee reports on its work to Group Management on an ongoing basis, and sustainability work is also followed up at each Board meeting. The ongoing sustainability reporting is supplemented twice a year with more comprehensive reporting that includes selected key sustainability figures.

9 Sound business ethics PRIO 1

Our operations shall be pervaded by a sound ethical approach in accordance with our Code of Conduct. We have a special Code of Conduct for our suppliers.

Although Assemblin's operations are highly decentralised, common values are applied, as well as guiding principles and a Code of Conduct that clarifies the ethical and moral approach throughout the Group. The values and the Code of Conduct have been translated into all local languages and instilled through courses and our ongoing internal communications. Assemblin also applies standards in several areas that are summarised in Group-wide governance documents. To ensure that relevant target groups familiarise themselves with, and comprehend, the content of the most important of these, mandatory web-based courses and web-based introductions are provided. In 2021, the proportion of employees who completed these courses decreased due to personnel turnover. Assemblin also maintains an anonymous whistle-blower system for employees. All reported cases are investigated and, if any misconduct is uncovered, it may form the basis for dismissal and/or a police report. In 2021, 2 (1) notifications were submitted via the whistle-blower service. Although both cases were of a minor nature, they were nonetheless investigated. One could be dismissed and the other resulted in a minuted interview with an employee that employee's immediate manager. In 2022, a new whistle-blower system will be launched, that will also be available to suppliers and customers.

A special Code of Conduct has been developed for Assemblin's suppliers, which is an important tool in Assemblin's supplier governance.

Degree of implementation of web-based courses and introductions

MANDATORY COURSES	31 Dec 2021	31 Dec 2020
Code of Conduct, CoC ¹	55.8	58.9
IT regulations and IT security/cyber-security ¹	54.6	53.0
Bribery & corruption ²	71.2	82.8
Competition-limiting behaviours ²	76.7	77.3
Communication and insiders ²	74.8	84.4

Newly acquired companies are not included in these key figures.

1) Mandatory for all employees.

2) Mandatory for white-collars and/or managers.

ACCEPTANCE OF RESPONSIBILITY AS A SOCIAL ACTOR

10 Efficient resource consumptions and waste management PRIO 3

We shall actively reduce the amount of waste and residual products through recycling and prudent waste management.

In a circular economy, it is important to optimise purchased materials and to also work actively with waste management and recycling. This work is conducted locally. In parts of the operations, Assemblin handles a certain amount of hazardous waste in accordance with current regulations. In major contracting assignments, the contractor often provides fractions for waste sorting at the construction site. In these cases, shared sorting bins are used, which makes it difficult to measure company-specific waste. In service assignments, waste is usually handled via external recycling companies. At most local offices, Assemblin has its own fractions for waste sorting. Old IT equipment is recycled or resold through an intermediary.

11 Product control and chemical handling PRIO 3

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

Assemblin's assignments include ventilation equipment, heating and water pipes, electrical cables and other technical equipment. Other production materials are purchased locally, although purchasing is controlled via a controlled product range. The range is determined by the business areas' purchasing departments, which have a knowledge of the product requirements set in various systems, including BASTA, Byggvarubedömningen and SundaHus. To make it easier for local purchasing units to make climate-smart choices, parts of Assemblin's operations have chosen to label these products in the "Assemblin Best Choice" product range.

According to the European chemicals legislation REACH, Assemblin is classified as a downstream user. Assemblin's employees are exposed to certain chemical health risks such as quartz dust, asbestos, isocyanates, and solder and welding fumes. In the business areas, chemical handling is conducted supported by various chemical handling systems.

12 Climate and energy (CO₂ emissions) PRIO 1

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

Assemblin is a geographically dispersed, service-producing player with limited needs for premises and a relatively large vehicle fleet. In our installations, we use composite products that we buy from wholesalers and directly from manufacturers. Since 2020, Assemblin applies a climate agenda with goals, sub-goals and concrete plans for a transition to carbon-neutral operations in line with the national climate goals in the EU and the Nordic countries.

CO₂ emissions from vehicle fuel (Scope 1)

Most of the service vehicles and company cars included in Assemblin's vehicle fleet are gas-, diesel- or HVO-fuelled or electrically powered. In the long term, Assemblin's objective is to phase out fossil-powered vehicles and all business areas have the stated ambition of increasing the proportion of electric cars and plug-in hybrids. However, the conversion requires local charging stations and a gradual phase-out as the existing car fleet becomes obsolete, meaning that the transition is expected to take a few years. In Norway, charging stations have been installed at all offices and, in 2021, charging stations were installed at several offices in Sweden and at one office in Finland. The number of plug-in hybrids increased, as did fully electric vehicles. Although a large number of electric cars have been ordered, delivery times are extensive.

An additional measure that Assemblin is able to undertake is training its employees in economical driving (Eco-driving). In 2021, CO₂ emissions per vehicle, kilometre and employee (FTE) decreased thanks to decreased use of fuels, more efficient vehicles and an increased proportion of electric cars and plug-in hybrids. The reduction in car travel was also an effect of increased use of public transport as Covid-19 restrictions were eased.

CO₂ emissions from the heating of our own premises (Scope 2)

Most of Assemblin's operations are conducted at construction sites or at our customers' properties, but are administered from our own office premises and certain other spaces that we rent. For a few years, we have been working actively to co-locate businesses situated close to one another, and to optimise the use of space in existing offices, which reduces the CO₂ impact from heating at our own premises. For operations in rented premises, energy for heating is difficult to determine. Thanks to a shift to renewable electricity at offices in Norway and Finland, total energy consumption in terms of electricity and heating decreased in 2021. Of the electricity we purchase ourselves for our offices, the share of renewable electricity was 99.0 (69.6) percent.

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

Assemblin's largest climate footprint by far comprises climate emissions from the production and transport of materials used in the installations. Currently, however, a lack of product information from the manufacturers makes it difficult to calculate and report this climate impact correctly, although standard calculations indicate that the CO₂ impact from Scope 3 is significantly greater than from Scopes 1 and 2. Requests from certain customers and expected future legal requirements for complete climate reports have meant an increased focus on purchased goods. Assemblin has therefore appointed a Nordic working group that monitors development and advances these matters, and a pilot project is in progress at Assemblin Norway in which we are already able to produce climate reports for some of our purchases in collaboration with selected wholesalers and suppliers.

A purchase that is easy to climate report on is emissions from business travel by air and rail. Assemblin has geographically dispersed operations that normally give rise to a certain amount of business travel, although this was very low during a period subject to restrictions due to Covid-19. However, travel by rail and air increased in 2021, resulting in increased CO₂ emissions from business travel.

KEY FIGURES	2021	2020
Number of vehicles (service vehicles and company cars)	3,400	3,564
Total energy consumption, MWh	42,271	46,393
– of which, for fuel (Scope 1), MWh	34,867	38,741
– of which, for electricity and heating (Scope 2), MWh	7,403	8,199
Total CO ₂ emissions under Scopes 1, 2 and travel, kg/FTE	1,738.2	1,865.6
– of which, CO ₂ emissions from fuel (Scope 1), kg/FTE	1,692.5	1,827.8
– of which, CO ₂ emissions from electricity and heating (Scope 2), kg/FTE	26.5	29.9
– of which, CO ₂ emissions from business travel (part of Scope 3), kg/FTE	19.2	7.9

Newly acquired companies are not included in these key figures. For definitions and distribution between business areas, see pages 40–41.

13 Social benefit and community engagement PRIO 2

We will contribute to social development through local community involvement, mainly in the locations where we conduct operations.

For Assemblin, societal benefit is primarily a matter of designing environmentally friendly solutions that contribute to people's well-being, and of creating secure and challenging job opportunities, although it is also a matter of local community involvement. Our decentralised organisation gives us a strong local foothold, and we contribute in various ways to the local communities where we operate through various activities and initiatives. Examples of local community involvement include our sponsorship and support of sports clubs and associations, environmental projects and mentoring programs. Major community activities in 2021 include Assemblin Norway, which continued to support a village in rural Zimbabwe and the Swedish business areas, which together helped rebuild a school for special-needs children in Svalöv (Skåne). In Sweden, Assemblin also participated in the annual "Musikhjälpen" campaign, which, in 2021, raised money to combat child labour.

One of Assemblin's greatest contributions to society is to include young people in working life through a well-developed apprenticeship system (see more under sustainability aspect 4). In 2021, the number of apprentices increased by 6.5 percent. Assemblin also contributes to society through tax payments, the largest of which pertain to corporation tax, employer contributions and payroll tax (see more under sustainability aspect 1).

NUMBER OF APPRENTICES	2021	2020	2019
Number of apprentices	340	319	387

Newly acquired companies are not included in these key figures. For definitions and distribution between business areas, see pages 40–41.

Account of select key figures

The energy data presented have been defined and calculated in accordance with the principles of the international sustainability standards GRI and the Greenhouse Gas Protocol. In other regards, the Report adheres to relevant reporting and consolidation principles in accordance with the principles applied in the financial statements.

KEY FIGURES 2021 (2020)	Group ¹	Assemblin Electrical	Assemblin Heating & Sanitation	Assemblin Ventilation	Assemblin Norway	Assemblin Finland
EMPLOYEE-RELATED KEY FIGURES						
Average number of employees, FTE	5,962 (5,820)	2,729 (2,783)	1,438 (1,406)	541 (553)	790 (735)	439 (319)
– of which, proportion women, %	5.4 (5.7)	4.8 (5.1)	4.9 (4.9)	9.0 (8.9)	5.3 (4.9)	8.2 (7.9)
Number of senior executives, FTE	49 (52)	14 (15)	9 (9)	5 (5)	8 (8)	6 (8)
– of which, proportion women, %	16.2 (13.2)	7.1 (7.1)	22.2 (22.2)	40.0 (40.0)	25.0 (12.5)	0.0 (0.0)
Average age, total ²	39.9 (39.9)	34.0 (36.0)	41.6 (41.0)	42.7 (42.6)	37.0 (37.0)	40.0 (40.0)
Sick leave, % ²	6.2 (6.8)	5.6 (7.3)	5.5 (5.6)	5.7 (5.9)	7.0 (6.4)	6.0 (4.9)
– of which, on long-term sick leave, % ²	1.7 (1.1)	1.5 (0.4)	1.0 (1.4)	1.2 (1.4)	3.6 (2.9)	1.9 (1.1)
Personnel turnover, voluntary, % ²	11.2 (8.7)	11.0 (N/A)	14.0 (9.0)	12.0 (11.0)	2.6 (N/A)	13.7 (11.1)
Serious accidents, frequency of occupational injuries (IF/LTIFR) ²	11.2 (9.1)	10.9 (8.2)	7.9 (9.8)	12.5 (5.2)	10.8 (13.4)	36.9 (14.2)
Minor accidents, number ²	312 (180)	149 (N/A)	73 (87)	49 (50)	26 (28)	15 (15)
Incidents (near misses) and risk observations, number ²	475 (430)	350 (347)	48 (20)	55 (37)	7 (5)	15 (21)
Fatal accidents, number ²	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
FINANCIAL KEY FIGURES						
Sales, SEK million	10,721 (10,009)	4,054 (4,010)	2,966 (2,672)	1,373 (1,384)	1,628 (1,493)	882 (567)
Adjusted operating earnings (EBITA), SEK million	758 (597)	264 (225)	225 (166)	85 (78)	135 (119)	49 (3)
Adjusted EBITA margin, %	7.1 (6.0)	6.5 (5.6)	7.6 (6.2)	6.2 (5.6)	8.3 (8.0)	5.6 (0.5)
ENVIRONMENTAL KEY FIGURES						
Total energy consumption from fuel and electricity (Scopes 1 + 2), MWh ²	42,270.7 (46,939.3)	21,111.7 (22,591.7)	12,085.6 (13,865.7)	4,402.8 (5,806.9)	3,984.0 (3,999.6)	565.1 (605.9)
– of which, vehicle fuel (Scope 1), MWh ²	34,867.3 (38,740.8)	16,666.4 (16,698.5)	10,999.3 (12,693.1)	3,769.9 (5,282.6)	2,864.9 (3,485.9)	490.3 (511.2)
CO ₂ impact from vehicles, (Scope 1), kg/FTE ²	1,692.5 (1,827.8)	1,639.7 (1,582.2)	2,353.7 (2,554.7)	1,801.1 (2,599.7)	1,091.0 (1,479.6)	454.58 (426.8)
CO ₂ impact from electricity and heating (Scope 2), kg/FTE ²	26.5 (29.9)	40.2 (0.9) ³			28.0 (52)	66.6 (181)
CO ₂ impact from business travel (part of Scope 3), kg/FTE ²	19.2 (7.9)	6.8 (7.7)	49.7 (6.7)	9.6 (6.7)	21.9 (12.3)	1.9 (N/A)
OTHER KEY PERFORMANCE INDICATORS						
Degree of completion, CoC training ²	55.8 (58.9)	64.1 (64.8)	57.4 (58.7)	59.9 (60.1)	17.4 (17.3)	76.9 (98.3)
Environmentally certified operations, ISO 14001, %	54 (59)	94 (100)	19 (25)	0 (0)	85.0	0 (0)
Quality-certified operations, ISO 9001, %	54 (59)	94 (100)	19 (25)	0 (0)	85.0	0 (0)
Work environment-certified operations ISO 45001, %	18 (19)	0 (0)	19 (25)	0 (0)	85.0	0 (0)
Number of apprentices ²	340 (319)	105 (82)	127 (144)	4 (N/A)	101 (92)	3 (1)

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

2) Newly acquired companies are not included in these key figures.

3) In 2020, heating was not included in the number which explains the difference.

Definitions of selected key sustainability figures

Average number of employees, FTE

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

Senior executives

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

Sick-leave

Total sick leave (short-term absence and long-term absence). Sick leave is commented on under the heading Health and safety on page 34.

Frequency of occupational injuries (IF/LTIFR)

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

Incidents and observations ("near misses")

The sum of risk observations and incidents during working hours.

Minor accidents

The sum of minor accidents during working hours.

Energy use, vehicle fuel

The key figure corresponds to GRI 302-1A. As a basis for the calculation, direct reporting of fuel consumption from Assemblin's leasing company converted to energy based on fuel type has been used. The information is commented on under the heading Climate and energy on pages 38–39.

CO₂ impact from vehicles (Scope 1)

The figure corresponds to GRI 305-4. As a basis for the calculation, direct reporting of fuel consumption from Assemblin's leasing company has been used, converted to CO₂ based on fuel type. The information is commented on under the heading Climate and energy on pages 38–39.

CO₂ impact from electricity and heating (Scope 2)

The key figure corresponds to GRI 301-1C. Billing and/or consumption data on purchased electricity and CO₂ calculations based on the energy companies' reported key figures on the environmental impact of electricity have been used as a basis for the calculation. The information is commented on under the heading Climate and energy on pages 38–39.

CO₂ impact from business travel (part of Scope 3)

The key figure corresponds to GRI 305-4. As a basis for the calculation, information has been used on business trips booked via the travel companies with which Assemblin has a framework agreement. It also happens that trips are booked outside the travel portal. The information is commented on under the heading Climate and energy on pages 38–39.

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

The information reflects the certified operations' share of Assemblin's total turnover. Acquired companies are not included in the information until after one year.

Auditor's statement regarding the Statutory Sustainability Report



To the Annual General Meeting of Assemblin Group AB, corporate identity number 559077-5952

Engagement and responsibility

It is the Board of Directors that is responsible for the Sustainability Report for the year 2020 on pages 29–41 and that it is prepared in accordance with the Annual Accounts Act.

Scope of the examination

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

Opinion

A statutory Sustainability Report has been prepared.

Stockholm, 31 March, 2022

KPMG AB

Helena Arvidsson Älgne

Authorised Public Accountant