



Sustainability statement

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How to read the sustainability statement

This report is written in accordance with the European Sustainability Reporting Standards (ESRS, EU 2023/2772) as incorporated into Swedish law and is a part of the administration report.

A summarized description of our sustainability work can be found in the chapter **Our success is based on sustainability and a strong corporate culture**.

Epiroc's work with the Sustainable Development Goals (SDG)

We want to contribute to the sustainable development of society, taking into account both people and the planet. We support and are committed to help accelerate the implementation of the Paris Agreement and the SDGs which is an important UN milestone that sets the scene for ending extreme poverty, fighting inequality and injustice and protecting the environment. Epiroc has a role to play in the effort to reach the SDGs by reducing negative impacts on people and the planet and by maximizing the value we deliver through our products and core business operations. We can make the greatest difference in nine of the 17 SDG goals and their sub targets and indicators (referenced numbers). Here is how:



(5.1) We aim to contribute to ending all forms of discrimination. We strive to increase the proportion of women employees and managers and have a target to double the number of women in operational roles by 2030, based on merit and competence. Read more in ESRS S1.



(6.1-6.2) We aim to strengthen local communities in improving water and sanitation management through our support of 'Water for All', an initiative founded by our employees. Water-well drill rigs are part of our product offering. We also reduce water consumption in operations.



(7.2-7.3) We aim to increase the share of renewable energy and limit the use of energy overall in our operations. We are developing more efficient products and battery-electric equipment that support low-carbon alternatives. Read more in ESRS E1.



(8.2, 8.5, 8.7-8.8) We aim to contribute to higher levels of economic productivity and decent job creation by providing safe and decent working conditions, a key part of our Code of Conduct (CoC). We provide products for safer mining operations. Read more in ESRS S1 and S4.



(9.4-9.5) We aim to contribute to upgrading infrastructure and retrofitting industries to make them more sustainable, growing the market for clean and environmentally sound technologies with high-productivity products and services. Read more in ESRS E1.



(12.2, 12.4-12.6) We use natural resources efficiently and we aim to generate less waste through elimination, reduction, recycling and reuse in our operations. We reduce the use of fossil fuels and increase renewable energy in operations. We provide tools for deconstruction and recycling. Read more in ESRS E1 and E5.



(13.2) We aim to halve our CO₂e emissions in operations, transport, for relevant suppliers and in the use phase of our products to help tackle climate change. Our solutions support our customers in their efforts to achieve their CO₂e emissions targets and meet climate change. Read more in ESRS E1.



(16.2-16.3, 16.5) We aim to contribute to reducing corruption in all forms and our CoC and Business Partner CoC state zero tolerance, and a prohibition of any form of modern slavery. Internal mandatory CoC training and a Responsible Sales Assessment process are in place. Read more in ESRS S2, S3 and G1.



(17.16-17.17) We collaborate in different industry networks, partnerships and alliances. By mobilizing and sharing our knowledge, expertise, technology and resources, we support the achievement of the Sustainable Development Goals in countries where we operate. Read more in ESRS 2.

ESRS 2 General disclosures

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Basis for preparation

General basis for preparation (BP-1)

The sustainability statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS, EU 2023/2772) as incorporated into Swedish law. The reporting meets the requirements of Sweden's legislation on sustainability reporting as per Chapter 6, Section 11 of the Annual Accounts Act.

Greenhouse gas emissions (GHG scopes 1-3) are reported based on the Greenhouse Gas Protocol issued by World Resources Institute (WRI) and the World Business Council for Sustainable Development.

Epiroc is a signatory to the UN Global Compact. This report discloses performance in relation to the UN Global Compact's ten principles. The information is also made available on UN Global Compact's website, see www.unglobalcompact.org/what-is-gc/participants.

Forward-looking statements

Any forward-looking statements, both textual and numerical, are subject to uncertainties that are difficult to predict and often beyond Epiroc's control.

Consolidation

The sustainability statement has been prepared on a consolidated basis, in line with the Group's consolidated financial statement, see **Note 1**. For own operations, the entities in scope are companies under Epiroc's operational control, which are those that Epiroc AB, as the ultimate parent company, either directly or indirectly owns. The report is prepared for the period 1 January 2025 to 31 December 2025.

The report comprises pages 79-158.

Upstream and downstream value chain

The sustainability statement covers value chain information relating to Epiroc's direct and indirect business relationships in the upstream and downstream value chain. The entire value chain was considered during the impacts, risks and opportunities (IROs) assessment, which is outlined in the section **Material impacts, risks and opportunities**. For more information on Epiroc's value chain see **Strategy and business model**.

Phased-in provisions

Epiroc has selected to apply phased-in provisions in line with ESRS 1 Appendix C ("List of phased-in disclosures requirements") for the following disclosure requirements:

- ESRS 2-SBM-1-40-(c) and ESRS 2-SBM-1-41
- ESRS 2 SBM-3-48-(e)
- ESRS E1-9, ESRS E2-6, ESRS E5-6
- ESRS S1-7
- ESRS S1-11
- ESRS S1-13
- ESRS S1-14 on data points on cases of work-related ill-health and on number of days lost to injuries, accidents, fatalities and work-related ill health and on non-employees
- ESRS S1-15

Disclosures in relation to specific circumstances (BP-2)

Time horizons

In preparing its sustainability statement Epiroc has applied the forward-looking time horizons as defined in ESRS 1. The time horizons considered were short-term (within the financial year), medium-term (1-5 years), and long-term (beyond 5 years).

Sources of estimation and outcome uncertainty (including value chain estimation)

The consolidated environmental data presented in E1 and E5 of this report comprises both directly reported and estimated figures. Approximately 87% of our total workforce is employed in entities that regularly submit data through our consolidation system. Entities not required to report firsthand data are generally small—often consisting of only a few employees—and/or primarily engaged in administrative functions. For these entities, environmental data is estimated. Wherever estimates are used, this is clearly indicated in the relevant sections of the report.

To ensure comprehensive environmental reporting in accordance with ESRS requirements, Epiroc applies a structured estimation methodology for full coverage of entities not included in reporting scope. The estimated proportion of data relates primarily to administrative entities and smaller customer centers, which generally have a lower environmental impact due to the nature of their operations. All entities are grouped by operational type (e.g., product company, customer center, distribution center, etc.). To improve the accuracy of the calculated estimates for entities not included in reporting scope, all entities have been further divided into more detailed subtypes based on the key assumption that similar entities have similar impacts. The average environmental impact per full-time equivalent (FTE) is calculated per operational and subtype for reporting units. The average impact is used to estimate the impact from non-reporting entities, based on their number of FTEs. The estimation process is updated annually based on the latest available data. For the 2024 estimations, calculations were based on data as of December 2024. For the 2025 annual report, new calculations were performed using December 2025 data. Epiroc aims to increase the reporting scope over time. The methodology for estimations is reviewed annually to align with evolving reporting standards and organizational changes.

Calculation of Scope 3 GHG emissions is based on a combination of primary and secondary sources and relies on emission factors from sources such as the official UK Greenhouse Gas conversion factors, and on industry-average data which has inherent measurement uncertainty as these are generalized estimates rather than precise, source-specific values. To ensure comprehensive scope 3 category 1 data presented in E1 of this report, a structured estimations methodology based on spend has been used for full coverage of supplier emissions not included in reporting scope. This is further described in **ESRS E1**.

The disclosure on material inflows in ESRS E5 is reported for the first time and is subject to higher measurement uncertainty. Due to the manual data collection and quality assurance process for steel procurement which requires significant time and resources, the data reported is based on total steel procurement for 2024. In addition, the steel data includes a relatively high level of estimates which further increases the uncertainty. Epiroc aims to improve the quality of data.

More details on accounting policies and assumptions can be found in connection to disclosed metrics in the sustainability statement.

Changes in preparation or presentation of sustainability information

This is the first year of reporting in accordance with the ESRS standards. Comparative information in previous reports was inspired by the ESRS standards but based on Global Reporting Initiative (GRI). To align with the requirements in the ESRS, the scope of reported environmental data has been increased to cover the same scope as financial data by using estimates. To provide comparable information, historical CO₂e emissions data has been adjusted in accordance with the methodology described above and base year data has been restated. This is further described in **ESRS E1**.

No material errors were identified in the previous reporting period.

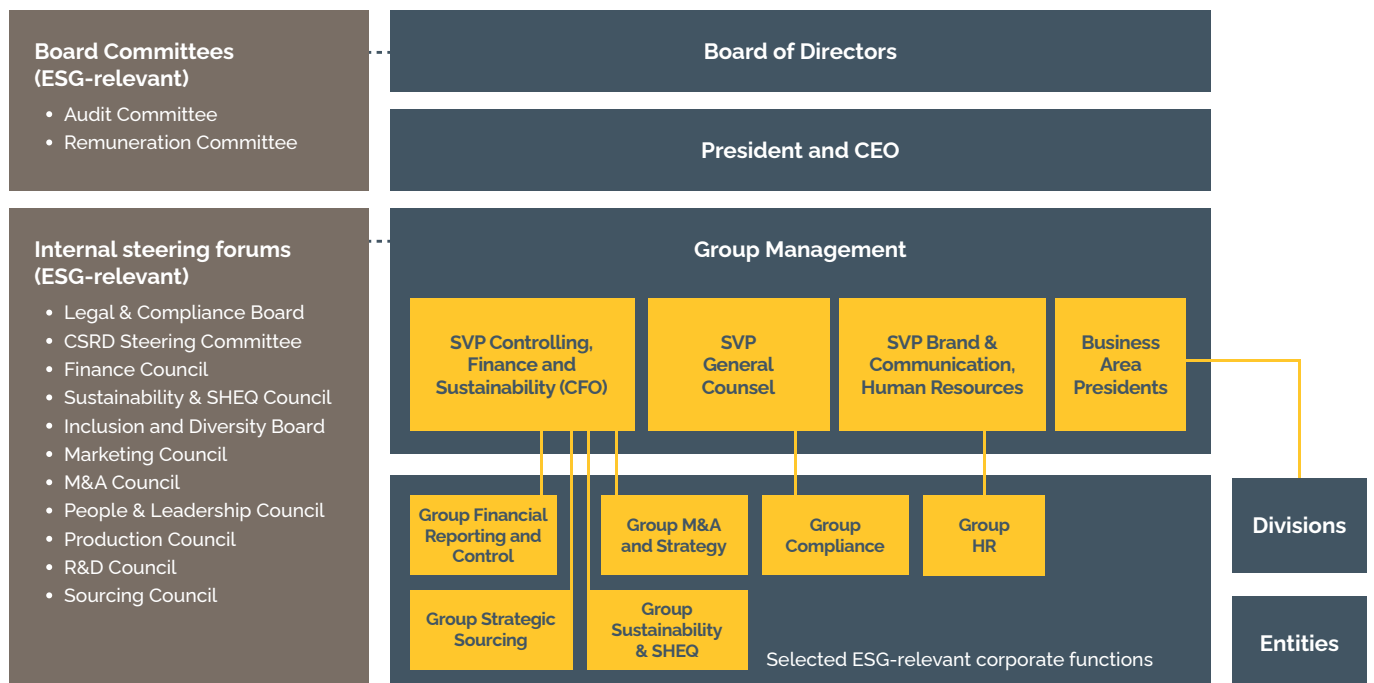
Incorporation by reference

Epiroc incorporates certain information by reference to another section of the administration or corporate governance report to enhance the readability of the sustainability statement. The table below provides a list of the disclosure requirements which are incorporated by reference.

ESRS	Disclosure requirement	Section of the report	Information
2	GOV-1-21	Corporate governance structure	Information about the composition and diversity of the members of the administrative, management and supervisory bodies
2	GOV-3-27-29	Governance for long-term growth See Remuneration of the President and CEO, Group management and key personnel	Information on sustainability-related performance in incentive schemes
2	IRO-2-56	List of disclosures	List of disclosure requirements complied with in preparing the sustainability statement and table of all datapoints that derive from other EU legislation
2	SBM-1-38-40	Epiroc's organization, Epiroc Group, Equipment & Service, Tools & Attachments,	Information about general strategy and the key elements of the business model

Sustainability governance

The administrative, management and supervisory bodies (GOV-1, GOV-2)



Board of Directors

Epiroc's Board of Directors is the highest governing body for sustainability. The Board ultimately approves strategic direction, goals and targets. The Board oversees our performance on material sustainability impacts, risk and opportunities (IROs) and approves the double

materiality assessment (DMA) results annually. Four times a year Epiroc reports on progress on sustainability goals and targets to the Board.

The Board safeguards that the organization complies with legal and regulatory requirements and oversees the implementation of governance frameworks, such as our internal management system, the Epiroc Way. The governance framework promotes ethical behavior, compliance, and effective risk management within the organization. Read more about the governance structure in the **Corporate Governance** section, which also includes information on the experience and professional background of the Board.

Selected ESG relevant Board committees

The Audit committee is responsible for the follow-up of the Group's financial risk management, financial and sustainability reporting, and internal control, as well as accounting and auditing. At least four times a year the Audit Committee discusses topics and reviews progress within sustainability together with CFO and responsible functions. During the reporting year, representatives from the Audit Committee have had several meetings with the CSRD project team to track progress, discuss its integration into our strategy and review data collection processes and internal controls.

The remuneration committee proposes principles for remuneration and terms of employment for members of Group Management and key personnel. Sustainability targets are included in the variable compensation plans for all Group Management members, including the President and CEO.

President and CEO and Group Management

Epiroc Group Management consists of the President and CEO and senior executive managers, see **Group Management**. It is responsible for establishing strategies, goals and policies for the Group based on the objectives set by the Board, including sustainability. It further oversees the operations and ensures that business activities comply with established policies and ethical standards.

Four times a year, progress on our sustainability goals and targets is reported to Group Management. In addition, two to four times a year, roadmaps with activities and progress on our 2030 goals, are reported by councils or boards to Group Management. Sustainability issues are presented to Group Management when needed. At these meetings, information to further deepen the collective knowledge about sustainability topics and sustainable development is also shared with Group Management.

Business Areas, divisions and operational entities

The Group is organized in two Business Areas: Equipment & Service and Tools & Attachments. Within the Business Areas, there are divisions that have the operational responsibility for specific products and solutions. Divisions are the highest operational units. The divisions develop, execute and follow up on the strategies and objectives within the division's responsibility, and are responsible for delivering in line with the Group's financial and sustainability targets. Following Epiroc's decentralized structure the divisions are responsible for embedding sustainability-related matters into the division's operations, targets, results and also drive implementation of our Code of Conduct and Group policies. Each division has administrative responsibility for a number of operational entities, such as customer centers, distribution centers and/or product companies. The General Manager of each entity is responsible for driving the change and improvement to meet sustainability targets, establish strategies, processes and trainings at entity level. Progress is reported in Company Review Meetings. Administrative responsibility includes compliance and understanding of Group policies and procedures as per our management system the Epiroc Way, and all legal requirements. Divisions and entities have support from local SHEQ & Sustainability Managers, other relevant functional managers, and business controllers.

Sustainability-related expertise

All Board and Group Management members have knowledge of sustainability related topics. They have diverse backgrounds and expertise in different sustainability related fields such as safety, business conduct and electrification. The Board is provided with information and training on relevant topics, for example in 2025 the Board had a training on CSRD. The Board and Group Management rely on and have access to various Group functions, internal steering forums and subject matter experts with sustainability expertise.

Our organization is based on the principle of decentralized responsibility, meaning most responsibility is delegated and lies with the divisions. Group functions' main tasks are to provide expertise in different sustainability topics, support, collaborate and coordinate with the divisions in creating a uniform approach, provide policies, guidelines, tools and instructions. Councils and internal boards secure a common approach, coordinate common programs and projects, set strategies and consolidate progress for 2030 goals.

Selected ESG relevant Group functions

Group Strategy supports and coordinates the strategic development of the Group and the divisions.

Group Sustainability and SHEQ coordinates and drives sustainability for the Group and supports the Group with requirements and guidelines to improve performance in safety, health, environment and quality. Responsible together with Financial Reporting and Control for sustainability reporting.

Group Human Resources develops guidelines, working practices and tools to drive the agenda and enhance capabilities for human resources across the Group.

Group Strategic Sourcing develops tools, processes and training to support strategic sourcing across the Group.

Group Compliance is responsible for Epiroc's Code of Conduct and Epiroc's Compliance Programs including trade compliance.

Group Financial Reporting and Control is responsible for the reporting process, consolidation of sustainability data and ensuring compliance with regulatory and internal requirements. Responsible together with Group Sustainability and SHEQ for sustainability reporting.

Group Internal Control is responsible for the Internal Control Framework in Epiroc and is responsible for the design of the Internal Control over Sustainability Reporting and key control testing.

Internal Audit and Assurance is an independent and objective assurance function that provides an opinion on whether processes for managing and controlling are adequately designed and functioning effectively in Epiroc. Specific audit programs cover sustainability, safety, health, environment and quality.

Group Risk and Insurance is responsible for Epiroc's enterprise risk management. Read more in chapter **Risk management**.

Selected ESG relevant internal steering forums

Legal and Compliance Board provides strategic direction, oversight, and support to ensure that legal and compliance management align with business objectives, regulatory requirements, and ethical standards.

Inclusion and Diversity Board is responsible for tracking progress, initiating activities, safeguarding progress as well as acting as ambassadors and leaders for achieving our goals and ambitions in this area.

Sustainability & SHEQ Council supports integration of the overall sustainability agenda as well as safety, health, environment and quality priorities. It drives strategic sustainability and SHEQ programs and activities across divisions.

People & Leadership Council leads the overall People & Leadership agenda and Human Resources function. This includes common initiatives, monitoring performance, sharing best practices, and safeguarding associated capabilities

Sourcing Council oversees defined strategic sourcing initiatives. Sustainability and compliance is a prioritized area which is reported to the council three to four times a year.

Marketing Council is responsible for communicating changes and for following up the implementation of the Responsible Sales Assessment Policy.

Sustainability-related incentive schemes (GOV-3)

Sustainability targets are part of the variable compensation plans for all members of Group Management. Final outcome for each member is conditional on the tangible progress made towards fulfilling Epiroc's 2030 sustainability targets, for example, on climate and safety, see **Governance for long-term growth**.

Relevant sustainability targets, such as safety, CO₂e reductions, or a mix of targets, are also set for other managers and employees based on their roles and responsibilities.

Statement on due diligence (GOV-4)

Due diligence approach

We recognize that respecting human rights and protecting the environment are fundamental responsibilities of a sustainable business. We are committed to conducting due diligence in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. There are several internal policies and procedures to ensure that we and our business partners adhere to our ethical standards, such as the sustainable sourcing due diligence framework, the due diligence process for mergers and acquisitions, and the Responsible Sales Assessment. Protection of the environment and worker health and safety are also integrated into our ISO 14001 and ISO 45001 certified management system. These processes provide input to the double materiality assessment by identifying key areas of environmental and social impacts.

Identified impacts are managed through appropriate measures depending on whether Epiroc is causing, contributing or linked to an issue, as prescribed in the UN Guiding Principles on Business and Human Rights.

Core elements of due diligence

The table below shows how and where the main aspects and steps of the due diligence process are reflected in the sustainability statement.

Core elements of due diligence	Section	Pages	Connected disclosure requirement
<i>Embedding due diligence in governance, strategy and business model</i>	The administrative, management and supervisory bodies	83-85	GOV-2
	Sustainability-related incentive schemes	85	GOV-3
	Material impacts, risks and opportunities and their interaction with strategy and business model	88	SBM-3
<i>Engaging with affected stakeholders in all key steps of the due diligence</i>	Interests and views of stakeholders	88-89	SBM-2
	Processes to identify and assess material impacts, risks and opportunities	90-91	IRO-1
	Processes for engaging with own workforce	123	S1-2
	Processes for engaging with workers in the value chain	135	S2-2
	Processes for engaging with affected communities	141	S3-2
	Processes for engaging with customers about impacts	145	S4-2
<i>Identifying and assessing adverse impacts</i>	Processes to identify and assess material impacts, risks and opportunities	90-91	IRO-1
	Material impacts, risks and opportunities and their interaction with strategy and business model	88, 93-96, 109, 112-113, 121-122, 133-134, 140-141, 144, 148-149	SBM-3
<i>Taking actions to address those adverse impacts</i>	Transition plan for climate change mitigation	96-99	E1-1
	Processes for remediation and channels to raise concerns	124, 136, 142, 145-146	S1-3, S2-3, S3-3, S4-3
	Actions and resources	100-102, 110, 114-115	E1-3, E2-2, E5-2
		124-130, 136-138, 142, 146-147	S1-4, S2-4, S3-4, S4-4
<i>Tracking the effectiveness of these efforts and communicating</i>	Metrics and targets	102-106, 108	E1-4, E1-5, E1-6, E1-7, E1-8
		111	E2-3
		116-117	E5-3, E5-4, E5-5
		126-132	S1-5, S1-6, S1-8, S1-9, S1-10, S1-14, S1-16, S1-17
		138-139, 143, 147	S2-5, S3-5, S4-5

Risk management and internal controls over sustainability reporting (GOV-5)

Epiroc strives for quality and accuracy in its disclosures and reporting. Risks for inaccurate sustainability reporting are identified by a systematic evaluation of potential risks based on their likelihood and impact, using the same methodology as for financial reporting. This allows us to focus on the most significant risks to the sustainability reporting process. Inaccuracy could arise from factors such as manual errors, data inconsistencies, and challenges in aggregating data from multiple systems into Epiroc's consolidation system, or consolidating information across the value chain. A lot of new data flows have been established to capture and consolidate data during the last couple of years. Data quality is therefore a focus area that will see gradual improvement in coming years.

We have identified internal control objectives for all business processes, including sustainability, and we continuously evaluate and implement controls, with priority given to the most significant risks. In 2025 we introduced key control testing for selected material ESRS data points.

Most data are consolidated within Epiroc's dedicated sustainability reporting system with procedures in place to ensure accurate, complete, timely disclosures, transparency and traceability. Data for different areas is collected with different frequencies, depending

on the specific monitoring requirements of each metric. For data reported outside this system, such as weight of material in flow and adequate wages, Group Financial Reporting and Control reviews the reported information. We have established accounting policies and internal guidelines to ensure consistent reporting, including standardization of terms, formulas, and key variables like emissions factors, in compliance with the GHG Protocol. To avoid mistakes in data reporting, we implement a series of quality checks at the entity, division, and Group levels. Any deviations and errors are thoroughly analyzed, documented, explained, and communicated to the respective divisions. We have a follow-up process and a protocol in place to ensure that detected errors are addressed and communicated effectively.

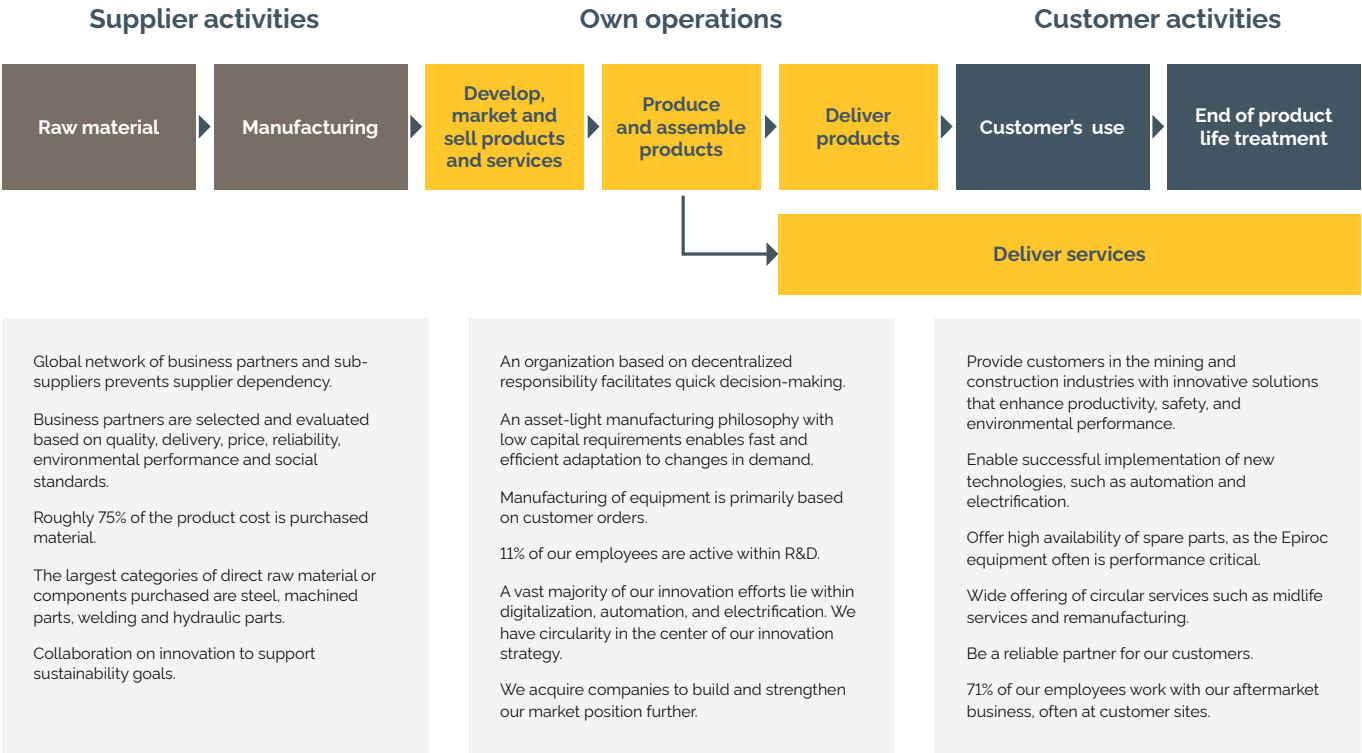
The Board oversees internal control through the Audit Committee. Epiroc has dedicated Internal Control and Internal Audit & Assurance functions, with the latter reporting directly to the Board through the Audit Committee. Sustainability reporting risks are discussed with the Audit Committee and external auditors, who provide feedback on their assessment to both the Audit Committee and Group Management. External auditors provide limited assurance, as defined in the assurance statement.

Strategy and stakeholders

Strategy, business model and value chain (SBM-1)

Epiroc is a global productivity partner for mining and construction customers and accelerates the transformation toward a sustainable society. Epiroc develops and provides innovative and safe equipment, such as drill rigs, rock excavation and construction equipment and tools for surface and underground applications. The company also offers service and other aftermarket support as well as solutions for automation, digitalization and electrification. By being in attractive niches and prioritizing innovation, aftermarket and operational excellence, we strive to add value to our stakeholders. Our success is reinforced by our strong company culture and our integrated approach to sustainability. See more in **Administration Report**.

Epiroc's value chain connects innovation, responsible sourcing, efficient manufacturing, and expert service to deliver lasting value for our customers and stakeholders. By focusing on productivity and integrating sustainability throughout each step, we ensure reliable solutions that support productivity and long-term growth.



Key inputs - Labor - Material - Technological development - Energy

- Financing - Infrastructure - Land - Water

Key outputs - Accelerating the transformation with mining and construction.

- 165% total shareholder return (A share) since listing.

Epiroc has integrated sustainability into its strategy, vision and mission. Our mission to accelerate the productivity and sustainability transformation in our industry directly aligns with the environmental risks and opportunities associated with the transition to a low-carbon economy where electrification and circularity play a key role, as well as our long lasting focus on safety for our customers and employees. We are also committed to increase inclusion and diversity and to uphold high ethical standards throughout our entire value-chain. Our 2030 goals address our most important impacts, risks and opportunities in relation to climate change, health and safety, and ethics. Major Epiroc companies are ISO 9001, 14001 and 45001 certified.

Acquisitions that support long-term profitable growth are a natural part of Epiroc's strategy. Many recent acquisitions have strengthened our capabilities related to the sustainability transformation, for example on product safety. However, at the same time newly acquired entities may not initially align with all of our sustainability standards and in the short term affect progress against our goals. The integration of acquired entities is therefore key to manage material impacts.

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

The material impacts, risks and opportunities (IROs) identified through the double materiality assessment adhere from or are related to Epiroc's business model and strategy. The IROs provide input to Epiroc's strategy development and enterprise risk management processes and influence Epiroc's business model by shaping innovation, operational processes, and the adoption of new technologies. Further, the IROs inform our ongoing efforts to enhance sustainability, guide target-setting, and prioritize actions. A more detailed explanation of material impacts, risks and opportunities and their relation to strategy and business model can be found under each topical standard.

Epiroc has not identified any current financial effects on its financial position, performance or cash flow. None of the identified material risks or opportunities are likely to lead to a material adjustment of its carrying amounts of assets and liabilities within the next annual reporting period.

Interests and views of stakeholders (SBM-2)

We define our most important stakeholders as those groups that we aim to create value for, or that Epiroc is dependent on for the long-term value creation of the company. To understand the perspectives, concerns, and expectations of our stakeholders, Epiroc continuously conducts stakeholder dialogues as part of normal business operations. It also contributes to the understanding of direct and indirect impacts from our operations and along the value chain. Stakeholder's views are taken into consideration in operations and impacts strategy and business model, as presented in the table below. We regularly communicate stakeholders' perspectives and concerns to the Board of Directors and Group Management. Specific updates also occur through quarterly updates on our 2030 sustainability goals and annually in relation to our employee survey. Stakeholders' views and perspectives informed the double materiality assessment.

Examples of networks

- Association of Swedish Engineering Industries
- Association of Equipment Manufacturers Substance Compliance Council
- Committee for European Construction Equipment CECE, HLTPG Advisory Board
- EIT Innoenergy
- EIT RawMaterials
- ENACT Swedish Network for Business & Human Rights
- EU Battery Alliance
- European Technology Platform on Sustainable Mineral Resources
- Euromines
- Global Mining Guidelines Group
- ICC International Commission on Corporate Responsibility & Anti-Corruption
- International Council of Swedish Industry
- Responsible Mining Initiative
- Swedish Association for Construction Equipment
- Swedish Association for Mines, Minerals and Metal Producers
- Swedish Electromobility Centre
- Swedish Metals & Minerals
- Swedish Mining Innovation
- The Swedish Steel Producers' Association
- Transparency International
- UN Global Compact Network Sweden

Stakeholders and type of engagement

Customers

Current and potential

Meetings, interaction via customer centers, joint projects, exhibitions, customer surveys

Shareholders/investors

Current and potential

Investors and analysts' meetings, calls and seminars, quarterly reports and presentations, Capital Market Days, media interviews, Annual General Meetings, Annual and Sustainability Report, website and surveys

Employees

Current and potential

Workplace meetings, management meetings, team meetings, manager forums, internal councils, employee surveys and workshops, performance reviews, trade unions and other cooperation councils (for example, European Works Council), CEO Situation Updates, training and development programs, employee engagements, regular company-wide events, annual Safety Day, Intranet, and whistleblower channel

Business partners

Suppliers, sub-suppliers, joint ventures partners, indirect sales channels

Business partners evaluations and audits, procurements, meetings, joint projects, and development projects

Society

Governments, local communities, non-governmental organizations, industry partners, academia, society

Meetings, stakeholder dialogues, participation in industry groups, research projects, collaboration with academia and governments, and interaction with industry peers

Examples of engagement impact on Epiroc

- Elaborated business strategy and model, including product/service improvements and offering, such as Live Work Elimination Program, products with reduced carbon emissions, recyclable products and circular services
- Supporting local community project
- Provide sustainability and/or green financing options
- Increased transparency, quantity, and quality of sustainability data
- Sustainability targets in management remuneration
- Adopted science-based targets
- Policies and goals on health and safety, diversity and inclusion as well as corporate conduct, culture of business integrity
- Implementation of health and safety programs, aiming for zero-accident workplaces, leadership and development programs and targeted trainings
- Input to strategy updates, business opportunities and challenges
- Resource-efficient production, energy efficiency program and investment in solar panels
- Business partner Code of Conduct and associated goals
- Informed selection of suppliers based on sustainability assessment, supplier improvement plans, requirement of CO₂e emissions reductions from relevant suppliers
- Test pilots and fossil-free steel agreements with selected suppliers
- Implementation of transport management system and regional distribution centers
- Alignment on sustainability policies, practices and standards, and ensuring that Epiroc acts in compliance with market regulations
- Design of sustainability value chain initiatives and due diligence processes for workers in the value chain and affected communities
- Jobs and traineeships, joint research and development projects, education and training cooperation and partnerships
- Support of local projects for community development and Water for All projects
- Public Private Partnership Programme in DR Congo

Material impacts, risks and opportunities

Double Materiality Assessment - Process to identify and assess material impacts, risks and opportunities (IRO-1)

Epiroc has conducted a Double Materiality Assessment (DMA) according to the criteria in ESRS 1. The DMA combines Epiroc's impact on people or the environment and financial risks and opportunities that sustainability matters can have on Epiroc. The process contains six steps and has not changed compared to prior reporting period.

1. Definition of the scope of ESG matters

During the first step Epiroc's value chain was mapped, and research was conducted on relevant sustainability topics for the company, its value chain, and industry. Our main input parameters included previous materiality assessments, Epiroc's enterprise risk assessment process, internal due diligence processes and strategic plans, environmental assessments, internally reported social and environmental data as well as insight from analyzing industry peers and future trends, ESG ratings, risk data from external risk tools and sustainability assessments from investors. We rely on industrywide value chain assessments, industry knowledge, and internal knowledge based on our engagement in various forums. The assessment covered Epiroc's own operations as well as our upstream and downstream value chain. Geographically, the scope was global, with a focus on regions where we have a large presence in terms of employees, suppliers and customers, while also considering areas with heightened risks of human rights violations or weaker environmental standards. After excluding irrelevant topics a comprehensive list of relevant sustainability matters was established.

2. Initial identification of IROs

As a second step, workshops were held with internal experts from all relevant functions to identify actual and potential IROs based on our value chain's activities and dependencies. Dependencies include, for example, reliance on natural resources, workforce, technological development and relationships with stakeholders. The interests and perspectives of our stakeholders were incorporated into the process by the internal experts based on their insights from stakeholder engagements. Each workshop group first discussed negative and positive impacts of each sustainability matter. In a second step, they identified risks and opportunities based on the identified impacts.

3. Ranking of material topics

Third, the identified IROs were ranked by internal sustainability experts, representatives from divisional management and Group Management. Positive impacts were assessed based on scale and scope, while negative impacts were assessed based on severity (consisting of scope, irremediable character, and scale). Scope considered how widespread the impact is, ranging from local or sporadic to global or systemic. Scale considered how grave or beneficial the impact is. Scale of negative impacts on people range from incident/accident to loss of life or sporadic minor breaches to systemic breaches. For potential impacts, likelihood was also assessed using the same methodology as for risks and opportunities. For human rights impacts, severity took priority over likelihood. The assessment of impacts draws on both internal data and external sources like academic research and industry analyses.

Negative impacts				Positive impacts		
Severity			Likelihood	Scope	Scale	Likelihood
Scope	Irremediable character	Scale		How widespread positive impacts are, e.g. extent of environmental impact or number of people affected.	How beneficial the positive impact is for people or the environment.	
How widespread the negative impacts are, e.g. extent of environmental impact or number of people affected.	Whether and to what extent the negative impacts could be remediated.	How grave the negative impact is for people or the environment.				

Risks and opportunities were assessed based on their magnitude and likelihood of occurrence. Magnitude considers factors such as hindrance to, or acceleration of, growth and profitability. The assessment is aligned with the Group's risk management framework, ensuring that sustainability considerations are integrated into overall risk prioritization. The enterprise risk assessment evaluates various dimensions, including financial, operational, reputational and compliance risks, allowing sustainability risks to be compared and weighted against other risks. The evaluation of magnitude ranges from low to critical and is guided by different thresholds for financial loss, loss of reputation and compliance breaches. Likelihood is evaluated on a scale from unlikely to almost certain considering both timeframe and frequency.

Financial risks and opportunities	
Potential magnitude	Likelihood
For risks and opportunities, materiality is based on the magnitude of the financial impact.	For risks and opportunities, materiality is based on the likelihood of the risk or opportunity materializing.

A numerical scale between 1-8 was used to quantify materiality, however, when determining materiality, qualitative and varying degrees of subjective judgement was used. Impacts, risks and opportunities with a score of 4.5 and above were considered material for reporting purposes and subject to disclosure.

The time horizons considered were short-term (within the financial year), medium-term (1-5 years), and long-term (beyond 5 years).

4. Validation with key internal stakeholders

The outcome was discussed and analyzed together with internal subject matter experts and members of management to refine and validate the result.

5. Review and approval of first DMA

The final outcome of the first DMA in 2024 was approved by Group Management and Audit Committee.

6. Yearly review

The result of the materiality assessment is reviewed annually to establish if the assessment is still valid or if there have been any substantial changes that would call for a reassessment, in whole or in part. If the review concludes that a reassessment should be done, it follows the methodology in the steps above. In 2025, the yearly review examined changes in business operations, such as mergers & acquisitions, entering or exiting markets, new sectors or changes in substantial business relationships, as well as geopolitical changes or changes in policy, law, conventions, scientific evidence or new data/information that could impact the materiality assessment.

The validation and reassessment was endorsed by Group Management and Audit Committee, and approved by the Board.

Result of the double materiality assessment (IRO-2)

The double materiality assessment resulted in the IROs outlined in each section. Following the completion of the DMA, the IROs was mapped to the disclosure requirements and data points within the ESRS adhering to the topical standards and material sub-topics below. The disclosed information is assessed as material based on its relevance for managing material IROs and its importance to stakeholders understanding of the matter. If a specific requirement was not found to align with a material IRO, the related data point or disclosure requirement has not been disclosed.

ESRS topical standards		Material sub-topics	Disclosure requirements
ESRS E1	Climate change	- Climate change mitigation - Energy	E1-1, E1-2, E1-3, E1-4, E1-5, E1-6, E1-7, E1-8
ESRS E2	Pollution	- Substances of concern (SOC) - Substances of very high concern (SVHC)	E2-1, E2-2, E2-3, E2-5
ESRS E5	Resource use and circular economy	- Resource inflows - Resource outflows - Waste	E5-1, E5-2, E5-3, E5-4, E5-5
ESRS S1	Own workforce	- Working conditions - Equal treatment and opportunities for all	S1-1, S1-2, S1-3, S1-4, S1-5, S1-6, S1-8, S1-9, S1-10, S1-14, S1-16, S1-17
ESRS S2	Workers in the value chain	- Working conditions - Other work-related rights	S2-1, S2-2, S2-3, S2-4, S2-5
ESRS S3	Affected communities	Communities' economic, social and cultural rights	S3-1, S3-2, S3-3, S3-4, S3-5
ESRS S4	Consumers and end-users	Personal safety of consumers and/or end-users (Product safety)	S4-1, S4-2, S4-3, S4-4, S4-5
ESRS G1	Business conduct	- Corporate culture - Protection of whistleblowers - Corruption and bribery	G1-1, G1-2, G1-3, G1-4, G1-5

Changes in material matters compared with previous reporting periods

The validation of the materiality assessment for 2025 led to a reassessment of the following sustainability matters. IROs for water was deemed under the materiality threshold, see below. Energy consumption and waste in own operations were added as material impacts. It was also clarified that use of Substances of Concern and of Substances of Very High Concerns are material in the value chain but not in own operations.

Selected matters not considered material

Epiroc's materiality assessment is regularly revisited. Below, we provide explanations for three sustainability matters that have been assessed as non-material this year.

Biodiversity

The most significant biodiversity impact linked to Epiroc's value chain stems from the activities of our customers and to some extent suppliers further up the supply chain, particularly related to mine openings. Although selling mining equipment does indirectly contribute to biodiversity impacts, the major effects come from mining operations. Since our products and operations have minimal influence on decisions regarding mine openings or closures, our direct impact on biodiversity is assessed as low. Consequently, we assess our impact on biodiversity as medium and not material. We recognize the importance of continuing to monitor and expand our understanding of this topic moving forward. We continue to work with solutions that lead to less impact on biodiversity for our customers, such as our automation solutions that help with more precise drilling.

Climate change adaptation

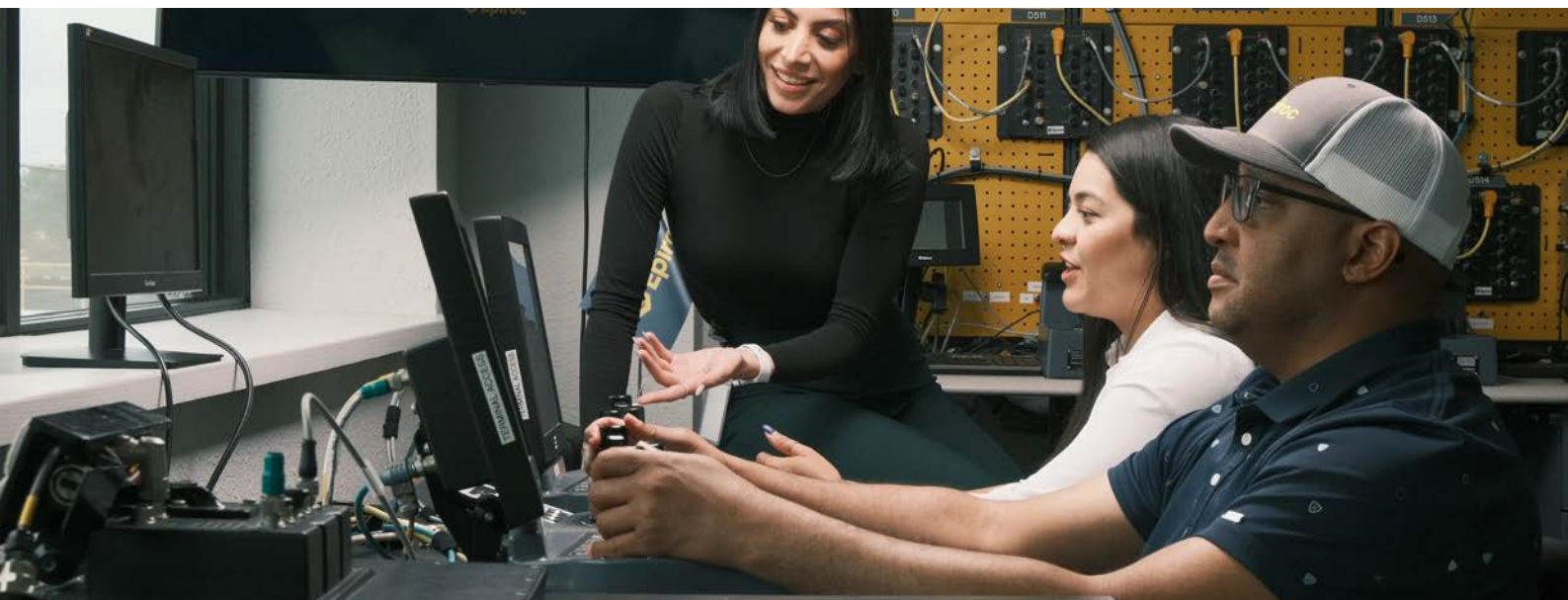
Epiroc views impacts on climate change adaptation as supporting or preventing adaptation efforts—areas deemed less relevant for our operations.

From a financial perspective, climate adaptation is primarily seen as being impacted by physical risks, while transition risks is reported under the broader 'climate change' sub-topic. To identify climate adaptation-related IROs, we used insight from our qualitative scenario assessment in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which identified some long-term physical risks. In the DMA, those risks were evaluated considering Epiroc's diversified supply chain and the location of major production sites in low-risk areas. Altogether the financial impact was not considered significant enough to be material.

Water

Epiroc's use of water in own operation is low and primarily used for sanitation. Water dependency for production purposes is in general low and risk of financial effects due to water scarcity is low even if they exist in certain locations. Selected water withdrawals in water-stressed areas are monitored throughout the Group. For more information on water use in own operations see www.epirocgroup.com/en/sustainability.

The most significant water impacts linked to Epiroc's value chain stem from the activities of our customers and to some extent suppliers further up the supply chain. Mining operations have significant impacts on several water issues like high water consumption, risk of pollution of water and could affect access to water for surrounding communities. Since our products and operations have minimal influence on decisions regarding mining operations, our direct impact on water is assessed as low. However, if water issues are not managed properly, it could hinder mining operations and influence customers license to operate. Epiroc is therefore exposed to the general industry risks associated with water in mining. At this point, risks are not assessed as material, but they could increase in the long-term. We continue to work with solutions that lead to lower water use for our customers.



E1 Climate change

Disclosure requirement	Section	Page
SBM-3, IRO-1	Climate change impacts, risks and opportunities	93
E1-1	Transition plan for climate change mitigation	96
E1-2	Policies for climate change mitigation	99
E1-3	Actions and resources	100
E1-4	Targets relating to climate change	102
E1-5	Energy consumption and mix	105
E1-6	GHG emissions	105
E1-7	GHG removals and carbon credits	108
E1-8	Internal carbon price	108

Climate change impacts, risks and opportunities (SBM-1, IRO-1)

The assessment of material climate-related impacts was based on our value chain carbon footprint analysis from 2021 and latest emissions data. Our climate change resilience analysis conducted in 2021 included a qualitative scenario assessment for physical and transition climate-related risks and opportunities across the value chain. Climate-related risks, such as physical risks for own operations or in relation to suppliers, or transition risks connected to products, are assessed at the divisional level and are, if deemed relevant, included in the annual Enterprise Risk Management process. An aggregated analysis of the identified risks is presented to Group Management annually.

The results of the identified climate risks and opportunities from these analyses were incorporated into our Double Materiality Assessment.

Climate change resilience analysis

During 2021, a qualitative scenario assessment was performed for physical and transitional climate-related risks and opportunities in short- (5-10 years), medium- (10-30 years) and long-term (30-50 years) time horizons. A physical and transition risk mapping and

scenario analysis was conducted in line with the Taskforce for Climate-related Financial Disclosures recommendations, to explore the potential future states and their impacts. Physical climate risks arise from physical events, and transition risks result from changes arising from society adapting to a low-carbon economy. The results of this qualitative scenario assessment are considered relevant and reflect a range of risks and uncertainties that could reasonably affect our operations over the assessed time horizons, as they are based on scientific understanding and relevant industry data.

The physical risk mapping of Epiroc's production facilities, distribution centers, and significant suppliers was conducted using an external climate risk tool that categorizes risks associated with specific geographical locations. The following physical risk factors were used:

- Acute physical risks: coastal flood hazard, drought hazard, extra-tropical cyclone hazard, flood hazard, landslide hazard, severe storm hazard, tropical storm and cyclone hazard, and wildfire hazard.
- Chronic physical risks: climate change exposure, cooling degree days, heating degree days, heat stress, sea level rise, climate model uncertainty, and water stress.

These risks were linked to our operations and our significant suppliers' operations, to identify potential impacts. The data and risk mapping was also used to analyze how physical climate risks might affect the end market and aftermarket services. Based on the physical risk mapping, identified risks were prioritized, partly by using climate scenarios. A physical risk scenario from the International Panel for Climate Change (IPCC) was combined with input from several transition scenarios, to predict the development of transition risks in short-, medium- and long-term time horizons. Transition risks in the risk tool included:

- CO₂e emissions from energy use
- CO₂e emissions from land use change and forestry
- Carbon policy
- GHG targets
- Low-carbon economy
- Total GHG emissions

The resilience analysis includes uncertainties related to climate projections, regulatory developments, and market dynamics. Epiroc monitors these factors continuously and adapts its strategy and business model as needed, integrating climate considerations into investment decisions, innovation, and supply chain management.

In 2025, a revalidation assessment of the qualitative climate scenario risk and resilience analysis was conducted. The assessment examined any significant changes in business operations, such as mergers and acquisitions, entering or exiting markets, as well as geopolitical changes or changes in policy, law, or new data/information that could impact the analysis. The assessment concluded that no substantial new factors have materially impacted Epiroc's climate scenario risk and resilience analysis. Our climate scenario risk and resilience analysis disclosures will be further developed in the coming years.

Physical risks

Physical risks affecting suppliers or Epiroc's own operations, were identified as risks in a Business-As-Usual scenario by the IPCC (RCP 8.5 scenario), which would deliver a temperature increase of 4–5 degrees. The scenario includes severe physical impacts and increased frequency if the measures to prevent further climate change remain ineffective. One potential risk is difficulties reaching customer sites for our service personnel due to an extreme weather event. However, our service personnel are located at or close to customer sites, and the risk is viewed as limited. Another risk is supply interruptions, which could arise from shortages of raw materials and weather conditions affecting products or shipments, transportation disruptions or other factors beyond Epiroc's control. However, the impact for Epiroc is considered low due to possible mitigation measures, such as reducing single-supplier dependency, and strategic location of production facilities, distribution centers and suppliers.

Transition risks

For transitional risks the IPCC (RCP 2.6 scenario): Global warming of 1.5 degrees, Greenpeace Advanced Energy Revolutions and the IEA World Energy Outlook scenarios to 2040, among others, were used. One identified risk is reputational risk arising from Epiroc's ties to the mining industry, which is often seen as a high-risk industry in terms of climate and the environment. At the same time, it is important to remember that the mining industry and access to minerals such as copper will play a key role in the green transition. A stress test based on a 1.5-degree transition scenario, where several regulatory requirements are implemented to reduce emissions and to reach net-zero objectives, showed that coal mining could face higher carbon taxes or operating restrictions. Read about Epiroc's exposure to coal, which is non-significant, under the section Oil, Coal and Gas exposure in **Transition plan**.

Another risk connected to technology and product development is failure to develop new products or respond to technological development and customer demand for sustainable products. This could lead to substitution of existing Epiroc products and services with less emitting options from competitors. However, this risk is limited by Epiroc's strategic focus on innovation, digitalization, automation and electrification, as well as embracing new business opportunities.

Climate-related opportunities

The transition to a low-carbon economy presents significant climate-related business opportunities for Epiroc, as the mining and infrastructure industries are needed for this transition. Growing demand for sustainable infrastructure and electrification is driving increased demand for minerals such as copper, zinc and nickel, which account for a large part of Epiroc's revenues.

Epiroc continues to invest in R&D, acquisitions and partnerships to safeguard our position and to support customers' efforts to lower their emissions. Expected increased demand from customers for solutions with lower environmental impact, e.g., for battery-electric equipment and automation, aligns with Epiroc's leading position in electrification and automation, positioning us for growth in this area.

In preparation of the Group's financial statements, climate-related considerations have been applied. See **Note 2 Critical accounting estimates and judgments**.

Material impacts, risks and opportunities

CO ₂ e emissions in own operations		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
CO ₂ e emissions and energy consumption in own operations (Scope 1 and 2)	Actual negative impact		o		o	o	o

CO₂e emissions from our operations, mainly from our production facilities and company vehicles, contribute to the global warming. Although these emissions represent less than 1% of our total value chain carbon footprint, reducing them is important as only we can address them directly. This is why we have implemented initiatives such as our energy efficiency program and company vehicles program. Prioritizing access to renewable energy is an important consideration when selecting operational locations. A challenge is the unavailability of renewable electricity in certain geographies. We address this through initiatives such as increased energy efficiency in our processes and solar panel installations. This is also a way for us to contribute to the increasing need for renewable electricity.

CO ₂ e emissions from purchased goods and services and transportation		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
CO ₂ e emissions from purchased goods and services (Scope 3)	Actual negative impact	o			o	o	o
CO ₂ e emissions from upstream and downstream transportation (Scope 3)	Actual negative impact	o		o	o	o	o

CO₂e emissions from purchased goods and services represent a large portion of our total value chain carbon footprint. We have identified the relatively few suppliers that account for most of the emissions. The top emitting categories are raw material, weldments, hydraulics and powertrains. We gather input from our suppliers about their plans to achieve CO₂e emissions reductions and Paris Agreement goals. Preference is given to those engaged in the SBTi. Partnerships and collaborations with suppliers are also important to us.

Another part of our total value chain carbon footprint comes from the transportation of materials and components to our facilities, and the delivery of finished products and spare parts to customers. These transports include third-party transportation of goods by air, sea, train and road. Examples of how we have reduced these CO₂e emissions include establishment of regional distribution centers and an ongoing shift from air to sea freight. We also expect freight companies to transition to lower-emission options and rely on their continued progress.

CO ₂ e emissions in customer operations		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
CO ₂ e emissions from the use phase of sold products (Scope 3)	Actual negative impact			o	o	o	o
Failure to innovate emissions-free and energy-efficient solutions can risk market share loss	Transition risk		o	o		o	o
Customers' climate ambitions can drive demand for products that are electric and energy-efficient, and have lower embodied emissions	Opportunity		o	o	o	o	o
Customer caution in investing in electrification can reduce demand for battery/electric products	Transition risk			o	o	o	o

The majority of our CO₂e emissions occur in the use phase of our sold products. This includes total expected lifetime emissions of sold products at our customers' operation sites from all relevant products sold in the reporting year. We are contributing to these CO₂e

emissions by selling the products to the customers, but we are also enabling reduction of these emissions through our product offering and by engaging with customers.

Our customers' goals for CO₂e emission reduction and healthier workplaces are expected to drive demand for our emissions-free (see definition in **CO₂e emissions from use of sold products (scope 3)**) as well as our energy-efficient products and connected solutions, especially in regions with stringent regulations. However, failing to meet customer demand and expectations for these products could lead to loss of market share and result in lower revenue and profitability. Epiroc continues to invest significantly in R&D, acquisitions, and partnerships to support customers' climate goals. This can differentiate us in the market, strengthen customer relationships through alignment with their decarbonization goals, diversify revenue streams and increase revenue growth. At the same time, there is a risk that some customers' ambitions may not be put into action or not at the pace expected, which could result in our products not being prioritized. Delays and uncertainties in regulations from governmental bodies, investments needed in electric infrastructure, and limited access to renewable electricity could hinder customers' willingness to invest. Financial implications include potential revenue loss and increased customer support costs.

In the long-term, customers will likely expand their focus to Scope 3 emissions on their path to reaching net-zero. This will increase the demand for capital equipment with lower embodied emissions, for example equipment produced with less carbon-intensive steel. Product offerings with lower embodied emissions, can position Epiroc as a preferred supplier, driving market growth and new business opportunities. Our 2030 climate goal to halve CO₂e emissions from relevant suppliers and planned actions to meet this goal are contributing to lower embodied emissions in our products.

Transition to a low carbon economy, energy prices and failure to achieve climate goals		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Transition to a low-carbon economy can increase demand for key minerals	Opportunity			o	o	o	o
Increased energy prices as a result of geopolitical events can affect Epiroc's profitability	Risk	o	o	o	o	o	o
Failure to achieve 2030 goals can harm Epiroc's reputation	Transition risk	o	o	o		o	o

The transition to a low-carbon economy requires sustainable infrastructure and electrification, which in turn drives the demand for minerals like copper, zinc, and nickel, which are essential for electrification technologies. Our customers in the mining industry play a vital role in supplying these metals and minerals, and our products and services help extract them. By capitalizing on this transition, there is potential for higher sales volumes.

Geopolitical events can disrupt energy supplies and international trade. Increased energy prices would have an impact across operations and the value chain, affecting energy-intensive assets, fossil fuel inputs, and electricity prices. This would result in higher costs for transportation, materials, components, and our own production and service operations. Within our Equipment & Service business area, the main risk is higher material and component prices. The Tools & Attachments business area, with a more energy-intensive production, faces the risk of increased production cost. Both Business Areas are exposed to the risk of higher costs for transportation. We are investing in renewable energy, from the grid and on-site, and energy efficiency measures to reduce fossil fuel reliance. The actual and potential availability of renewable energy and cost of energy are considered when choosing locations for new production sites.

In 2020, we set ambitious long-term climate goals to halve emissions from operations, transport, products sold and relevant suppliers in 2030 compared with the 2019 base year. Failing to achieve these goals can harm Epiroc's reputation and negatively impact investors' and other stakeholders' view of us as a company. To address this risk, we continue taking actions, tracking our progress, and maintaining transparent reporting to stakeholders. If this risk materializes, it will necessitate a strategic realignment, with a heightened prioritization of our emission reduction efforts.

Transition plan for climate change mitigation (E1-1)

Epiroc's transition plan guides our shift towards a low-carbon, climate-resilient business model in line with a 1.5°C pathway, consistent with the Paris Agreement. Our transition plan is reviewed on an annual basis to ensure responsiveness to regulatory, scientific and market developments. These disclosures will be further developed in the coming years, as our work with our transition plan continues internally.

Alignment with overall business strategy

Leadership in automation, digitalization and electrification is a key element of our strategy and business model. Supporting our customers in their decarbonization journeys requires a transition to emissions-free machines (see definition in **CO₂e emissions from use of sold products (scope 3)**), access to renewable fuels, and enhanced energy efficiency across products and operations. We offer a range of solutions that can significantly reduce our customers' CO₂e emissions.

While fossil fuel dependency is likely to continue in our customers' industries for some time, the demand for lower or zero tailpipe emissions solutions is expected to grow over time as our customers electrifies their operations and as the offering of equipment with reduced or zero tailpipe emissions grows. Epiroc will continue to invest in R&D, acquisitions and partnerships to secure our position and support customers in their decarbonization journeys. We engage with customers to understand their evolving needs and regularly evaluate our strategy to remain aligned with market developments. This approach strengthens customer relationships by supporting their decarbonization journeys, diversifies our revenue streams, and contributes to long-term revenue growth.

GHG emission reduction targets

Our 2030 climate goals set the strategic ambition of our transition plan. They enable a long-term ambition of net-zero CO₂e emissions by 2050 and go hand in hand with EU's goal of a climate-neutral economy in 2050. Responsibility for delivering on these goals lies with the divisions, and progress is regularly reported to Group Management, Audit Committee and the Board. For more details on our 2030 goals and targets, see **Metrics and targets**.

Decarbonization levers and key actions

Our decarbonization levers and key actions focus on our material impacts which are own operations (scope 1 & 2) and scope 3 categories upstream and downstream transportation, purchased goods and services and use phase of sold products. More than 95% of our emissions are represented in scope 3, and Epiroc's decarbonization is thus largely dependent on the decarbonization in our entire value-chain. See an overview of our value chain CO₂e emissions in our base year (2019) in the illustration below. Non-material scope 3 categories are excluded in this illustration.



Our roadmap to achieve our 2030 goals is firmly anchored in the organization. Twice a year, roadmaps including decarbonization levers and planned actions are reported to Group Management. Key actions include actions within our direct operational control, as well as actions aimed at influencing customer and supplier operations. Some actions, particularly through R&D and supplier collaboration, may not immediately reduce CO₂e emissions, but are important to enable future reductions.

The successful implementation of our transition plan depends on several external factors, many of which are beyond our direct control. Key uncertainties include the pace of global grid decarbonization, demand for electric equipment, regional policy developments, and the availability and affordability of circular or fossil-free materials, which are subject to price volatility and supply chain constraints. Progress also depends on broader market and societal shifts, such as legislative timelines for circular economy adoption and the investment capacity of customers and suppliers, while technology development and local grid infrastructure upgrades remain critical enablers. Due to this, further analysis and prioritization will be needed to determine feasibility, timing, and impact of different actions. Implementation of actions will evolve as part of the ongoing planning and strategy development as well as by considering the technological feasibility and commercial suitability. Read more about our current actions in **Actions and resources**.

Our decarbonization levers and key actions for each of the 2030 climate goals are presented in the table below. We have calculated the CO₂e reduction potential of these actions and concluded that these levers with actions implemented could be sufficient to reach our 2030 goals. However, due to the implementation uncertainty and our high dependency on suppliers' and customers' action, these potential future CO₂e savings are uncertain and therefore not disclosed. All listed action types are currently active, except for the operations activities—switching to hybrid and electric company vehicles and switching processes to electric alternatives—which are still in the planning stage.

2030 climate goal	Decarbonization lever	Key actions
Own operations (Scope 1 & 2)	Energy and operational efficiency	- Energy efficiency in buildings, processes and transport efficiency - Optimizing and restructuring of sites
	Switch to fossil-free energy	- Installing own solar panels - Purchasing of renewable and fossil-free energy
	Electrification	- Switching to hybrid and electric company vehicles - Switching processes to electric alternatives
Transport (Scope 3, category 4 and 9)	Planning and optimization	Regionalization of distribution centers and consolidated goods
	Fuel and transport mode shift	- Using more sea freight and less air freight - Switching to renewable fuels
	Electrification	Shift to hybrid and electric operations
Relevant suppliers (Scope 3, category 1)	Suppliers' operations	Engaging with suppliers for CO₂e reduction
	Less carbon-intensive steel	Partnering with less carbon-intensive steel mills
	Recycled materials	Use of recycled material
	Product design	Designing products with lower embodied emissions
Use phase (Scope 3, category 11)	Electrification	Switching to electric products
	Energy efficiency	Improving product energy efficiency
	Fuel decarbonization	- Customers' switch to renewable fuels - Fuel decarbonization in the energy sector
	Electricity decarbonization	- Customers' switch to renewable electricity - Electricity grid decarbonization

Investments and funding supporting our transition plan

CO₂e-reducing initiatives and actions that involve capital or resource allocation are subject to the ordinary investment approval and budget processes in the divisions. In some cases, solutions that aren't yet ready for large-scale use are being tested in pilot projects to prepare for future deployment. This ensures alignment with divisional priorities and climate targets and supports readiness for scaling when conditions allow. Our internal carbon price policy, implemented in 2025, will guide Epiroc's decisions and investments toward lower-carbon alternatives. Read more in [Policies for climate change](#).

Our current major investments to support the transition in own operations (scope 1 & 2) focus on energy efficiency measures. In our value chain (scope 3), major investments target product development with an emphasis on emissions-free products (see definition in **CO₂e emissions from use of sold products (scope 3)**) and energy efficiency projects. To reach our 2030 climate goals, further investments in these categories as well as increased purchases of renewable transport fuels and less carbon-intensive steel will be needed. For more details, see **Actions and resources**. Details of future investments and their timing will be disclosed over the coming years as implementation progresses.

We have issued green bonds to support the implementation of our transition plan, where funds have been allocated to projects that directly contribute to our 2030 climate goals. In 2022 and 2023, we issued in total BSEK 4 in green bonds to fund projects within eco-efficient/circular economy, energy efficiency and sustainable water and wastewater management. Until 2024, a total of BSEK 1.4 has been allocated for battery-related products, including R&D, battery fleet, and test equipment and MSEK 60 for solar panels. This year's allocated funds will be presented in the 2025 year's Green bond report. These funds have supported the implementation of new technologies and solutions needed to reduce CO₂e emissions in both our own or customers' operations.

In 2024, we published a Sustainability-Linked Financing Framework including three climate-related key performance indicators, that will enable sustainability-linked financing. A ten-year MAUD 200 sustainability-linked loan was signed in 2024 with the Nordic Investment Bank (NIB). This framework provides financial incentives that will support the implementation of the transition plan.

Locked-in GHG emissions

We have performed a qualitative assessment of potential locked-in GHG emissions associated with our key assets and products. Locked-in GHG emissions refer to expected future GHG emissions generated over the lifetime use of assets or products already in use or planned to be in use.

Locked-in emissions within key assets could trigger the transition risk of not achieving the CO₂e emissions reduction in line with our 2030 climate goals and we risk negative reputational impact. Read more in **Climate change impacts, risks and opportunities**. We do not consider our GHG emissions from key assets as locked-in, as we can directly influence our own operations. In some cases, such as buildings and heating systems, significant investments may be required to enable phase-out. For leased assets, certain GHG emissions may be constrained by landlord agreements, limiting our ability to influence them directly. Capital projects are continuously monitored to minimize the risk of future locked-in emissions.

Every diesel machine that we place in the market will carry locked-in GHG emissions for the duration of its life, potentially jeopardizing our customers CO₂e reduction goals, and increase exposure to transition risks such as stranded assets and regulatory pressure. The lifespan of mining equipment can vary significantly depending on the type of equipment, usage and maintenance practices. In 2025, the average age of our equipment fleet in operation was 8.6 years and 38% of it was older than 10 years. Rarely, the life expectancy extends beyond 2050. This will enable a transition to equipment with zero tailpipe emissions to achieve net-zero operations in the future. Our key strategies to handle these locked-in GHG emissions are electrification of product portfolio, enabling conversion kits and enabling use of renewable fuels.

Exposure to coal, oil and gas

We have no significant CapEx amounts during the reporting period related to coal, oil and gas-related economic activities and are not excluded from the EU Paris-aligned Benchmarks.

Implementation of transition plan

For each 2030 climate goal, a council is responsible for establishing a roadmap. Divisions set divisional short-term targets and are responsible for the results. Twice a year, roadmaps that include current and planned actions and progress are reported to Group Management and discussed in detail. The progress on 2030 goals is reported to the Board quarterly. Read more about the goals under **Metrics and targets**.

In 2025, divisional transition plans were developed and subsequently consolidated at Group level. Each divisional plan was approved by the respective divisional management, and the consolidated plan was approved by Group Management. The development of the transition plans strengthened accountability for the 2030 climate goals and net-zero ambitions within the divisions, while also deepening the understanding of key gaps and the actions required to address them.

Implementation of actions in the transition plan relies on investment and funding. Read more in Investments and funding supporting our transition plan above.

Policies for climate change mitigation (E1-2)

Epiroc's **Sustainability Policy** outlines our role in society and our commitment to contributing to the sustainable development of society, considering both people and the planet. It states that we:

- Support and are committed to helping accelerate the implementation of the Paris Agreement and the UN Sustainable Development Goals.
- Develop products and services to meet sustainability requirements.
- Use a lifecycle approach to minimize environmental impacts, including climate impact, that our products and services may have when developed, distributed and used, as well as during end-of-life treatment.
- Reduce our climate-related impacts by continuously developing our processes, including collaborating with our stakeholders to find solutions for global sustainability challenges.

- Ensure the safety and well-being of everyone who works with and for us.
- Ensure that we manage our business and sustainability agenda in a legal, efficient and effective way and that we are certified according to ISO 14001.

The policy defines how we should approach multiple sustainability matters, covering all material topics either directly or by referring to our Code of Conduct and Business Partner Code of Conduct. It guides us in reducing our climate-related impacts and addresses our climate-related risks and opportunities. The policy is approved by the President and CEO. External stakeholders can access the policy on our website, www.epirocgroup.com/en/sustainability.

Epiroc Environmental Principles describe how we should act in relation to environmental material topics, including development of new products and technologies. They include principles to actively work to reduce our climate-related impacts by implementing strategies and activities to reduce CO₂e emissions from products, operations, suppliers and transport to reach our 2030 sustainability goals.

As an ISO 14001 certified company, we have defined our Environmental Principles based on the ISO standard as well as other internal and external requirements. The principles apply to all employees and govern all our work, regardless of location or position within our value chain. The principles are approved by Sustainability & SHEQ Council.

Epiroc Carbon Price Policy aims to guide decisions and investments towards lower carbon alternatives and ultimately net-zero in 2050. It gives the organization a tool to calculate and evaluate the financial impact of CO₂e emissions. The policy is applicable for investments, M&A, sourcing and other processes and is applied globally across all Epiroc entities and functions. Respective council is responsible for developing a guideline of how and when to apply the policy. The policy is approved by the SVP Controlling, Finance and Sustainability (CFO).

Epiroc's **Business Partner Code of Conduct** covers climate-related impacts from business partners. It specifies that our business partners must strive to choose fossil-free energy sources for their facilities and, if a business partner is particularly requested by Epiroc, have a plan in place for reducing their CO₂e emissions. They must control and implement actions to reduce CO₂e emissions, if relevant. Our business partners shall confirm their commitment to the development and promotion of environmentally friendly technologies in products, processes and design. Further, **Epiroc's Sustainable Sourcing Policy** states that suppliers with SBTi-validated targets, relevant ISO certificates or equivalent certifications will be preferred to conduct business with.

Our **Responsible Use of Resources Guidelines** (see E5) ensures that products and materials utilized by Epiroc are considered valuable resources and remain in the ecosystem at their highest possible resource value. It states that it is crucial that circularity and waste prevention are considered throughout the lifecycle of a product. Responsible use of resources also has climate impacts.

The policies apply to all employees within the Epiroc Group. Divisional Presidents, General Managers and Managers in the Group have operational responsibility for communicating and implementing the policies. They are responsible for ensuring adherence to the policies in planning processes, strategy, training, target setting and performance. All policies are reviewed regularly and available for all internal stakeholders in the Epiroc Way.

Actions and resources (E1-3)

This section outlines our current actions and the resources allocated for implementation. Action prioritization follows our internal CO₂e Emissions Reduction Hierarchy, which emphasizes avoiding emissions before reducing or replacing them, with "re-thinking" and optimization as preferred approaches.

Our decarbonization levers and key actions to achieve the 2030 climate goals are presented in **Transition plan for climate change mitigation**. CO₂e savings from implemented actions are reflected in the progress of our key metrics and commented below.

CO₂e emissions from operations (Scope 1 and 2)

CO₂e emissions from operations include emissions from on-site facilities and from company vehicles. In 2025, about 67% of emissions came from on-site facilities and 33% from company vehicles.

Since our base year 2019, CO₂e emissions have decreased 44%, which demonstrates that we are on track to reach our 2030 goal. The reduction is mainly explained by our energy-efficiency program, launched in 2019, which continued also in 2025. This program involves investments in renewable energy as well as in energy efficiency. In 2025, 24% of our production facilities had solar panels installed. Our recently launched company vehicle program aimed at reducing CO₂e emissions from our company vehicles, also continued throughout the year. In 2025, CO₂e emissions were maintained at the same level as in 2024, since above mentioned activities corresponded to the increased emissions from acquired companies.

Our energy efficiency program has resulted in OpEx and CapEx in renewable energy including solar panel installations, renewable electricity and fuels, as well as in energy efficiency in buildings and processes. To reach our 2030 goal, further OpEx and CapEx especially within our energy efficiency program and for the transfer to hybrid or electric service cars will be needed. See more details on OpEx and CapEx in **EU Taxonomy** and more about funding and investment in **Investments and funding supporting our transition plan**.

CO₂e emissions from purchased goods and services (Scope 3)

CO₂e emissions from purchased goods and services include the embodied upstream CO₂e emissions from our suppliers. Our top emitting categories are raw material, weldments, hydraulics and powertrains. In 2025, CO₂e emissions increased by 3%, mainly explained by increased purchased spend and currency effects. During the year, actions included supplier improvement plans, switching to less carbon-intensive steel suppliers and engaging suppliers to explore recycled, reused and low-emission materials.

Since our base year 2019, CO₂e emissions have increased by 12%, mainly explained by several factors such as increased spend, currency effects and inflation, due to our spend-based methodology. Despite the limitations of spend-based methodology, it has helped us understand what supplier emissions to prioritize and to define our decarbonization levers and key actions to reach our 2030 goal. A sourcing champion at each division supports the implementation of the transition plan, guided by Sourcing's own carbon price guideline and tools. Read more about our work to improve data in [Metrics and targets](#).

Since 2024 we have communicated the expectation for suppliers to commit to the Paris Agreement goals and actively work to reduce their emissions. We gather input on their plans and monitor whether they have aligned with the Paris Agreement goals. Preference is given to those engaged in the SBTi.

To reach our 2030 goal, further OpEx will be required, driven by increased spending on less carbon-intensive steel and recycled materials.

CO₂e emissions from transport (Scope 3)

CO₂e emissions from transport include emissions from upstream and downstream third-party transports throughout the supply chain from first tier supplier to end customer. During the year, key actions included transport mode shift from air to sea freight for some routes and the purchase of renewable fuels. However, in 2025, CO₂e emissions increased by 10%, mainly explained by higher use of air freight, and new transport routes due to tariffs and global trading constraints.

Since our base year 2019, CO₂e emissions have decreased by 24%, which demonstrates that we are on our way but not fully on track to reach our 2030 goal. The reduction is mainly explained by the shift from air to sea freight, established regional distribution centers, reduced freight, and the improved availability of parts and consumables, reducing the need for transportation.

There was some OpEx this year related to the pilot of purchasing renewable fuels for air and sea freight. Several of the other actions in 2025 were optimization measures and resulted in cost savings. To reach our 2030 goal, further CapEx and OpEx especially in transport efficiency measures and/or transport mode and fuel switch will be needed.

CO₂e emissions from use of sold products (Scope 3)

The use phase of our products accounts for over 80% of our value chain CO₂e emissions. We have a clear ambition to help our customers by providing multiple solutions, such as automation, electrification and service, to support them in their efforts to achieve their CO₂e emissions reduction targets, see illustration on page [Success based on sustainability and a strong corporate culture](#). All our underground drill rigs are powered by electricity during drilling operations. For surface operations, our range of electric and energy-efficient drill rigs significantly reduces CO₂e emissions and fuel consumption. Battery technology and cable-connected equipment are two important solutions that enable zero-emissions operations, provided renewable energy is available.

During the year, key actions included research and development and customer engagement contributing to electrification and energy efficiency of our machines.

- We launched the Scooptram ST10 G, our smallest battery-electric underground loader, designed for narrow drifts. With a 10-tonne payload, up to four hours of runtime per charge, and CCS-standard opportunity charging, it combines flexibility with safety.
- The diesel-electric Minetruck MT66 S eDrive was introduced to the Australian market and tested with Gold Fields. This innovation delivers up to 11% higher ramp speed and 7% lower fuel consumption, combining the cost-effectiveness of diesel with electric performance.
- We expanded our partnership with Jama, adding battery-electric scalers to our portfolio.
- We introduced the Pit Viper 271 XC E, Pit Viper 275 XC E, and Pit Viper 291 E blasthole drill rigs. With these releases we now provide electric alternatives for each drill in the Pit Viper series.

In 2025 we also secured the largest autonomous and electric fleet order in Epiroc's history.

We aim to offer a full range of emissions-free products by 2030. These are products that do not emit exhaust gas or other pollution from the onboard source of power, also referred to as zero tailpipe emissions, and that are direct alternatives to fossil-fuel-powered products and include battery-electric, cable-electric and trolley-electric solutions. At year end we reached 43% (42) reflecting current market demand. For more information on electrification, see [Electrification](#).

In 2025, CO₂e emissions decreased by 5%, mainly explained by a more favorable product mix. Since our base year 2019, CO₂e emissions have decreased by 6%, which demonstrates that we are currently not on track to reach our 2030 climate goal. Our 2030 climate goals was originally based on expectations of a faster shift to a low carbon economy, but the transition has progressed more slowly than anticipated. The reduction compared to base year is mainly explained by lower sales volumes compared to the exceptionally strong 2019 base year, along with a higher share of electrified products and energy-efficiency improvements. However, potential reductions from customers using renewable electricity or renewable fuels have not yet been reflected in the data.

Fossil-fuel dependency is likely to continue in our sector for some time, but a gradual shift to renewable fuels and increased demand for low- and zero-emissions equipment are expected in the coming years. While access to renewable electricity and fuel is currently a challenge for customers in many countries, we expect this to become less challenging over the long term. We develop tailor-made

solutions for customers facing electricity supply challenges, particularly for their electric infrastructure and optimizing energy management for battery electric vehicles.

Not all energy and CO₂e emissions reduction improvements involve electrification. One way is to enable the use of renewable fuels in existing machines. Several surface drill rigs produced from 2023, along with underground drill rigs, mine trucks and loaders and utility vehicles produced from 2022, have been verified to be compatible with HVO renewable diesel, and/or available as electric versions. These advancements significantly reduce greenhouse gases, particulates and other harmful substances. We have started to deliver machines filled up with HVO renewable diesel to encourage customers to transition from diesel to renewable fuels.

To achieve our 2030 goal, further OpEx and CapEx especially related to improving product energy efficiency and expanding our product offering with emissions-free alternatives will be required. During the year, a notable portion of R&D expenses was associated with the development of other low-carbon technologies and enhanced energy performance. See more in our reporting on eligible OpEx under the **EU Taxonomy**. However, the EU Taxonomy reporting does not provide a complete picture, as certain activities—such as aftermarket services and energy efficiency measures in diesel-driven equipment—are not included.

Metrics and targets

Targets relating to climate change (E1-4)

Our 2030 climate goals include four absolute reduction targets against the base year 2019.

- Halve CO₂e emissions in operations (SBTi validated)
- Halve CO₂e emissions from machines sold (SBTi validated)
- Halve CO₂e emissions from transport
- Require 50% reduction of CO₂e emissions from relevant suppliers

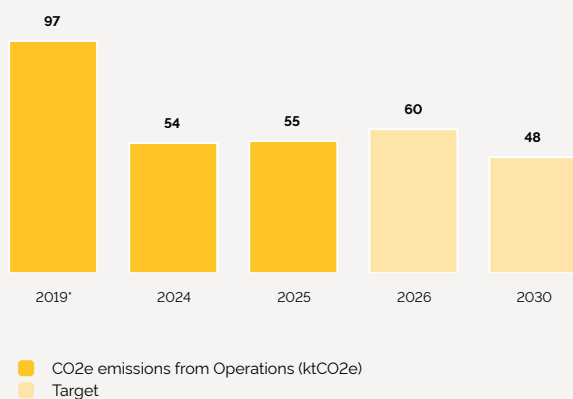
We have also set yearly targets to monitor progress toward our 2030 goals and the implementation of our transition plan. Progress goals and targets are reported quarterly to Group Management, Audit Committee and the Board. Twice a year, roadmaps with activities, progress and way forward, are reported by Councils to Group Management.

Science based targets

In November 2021, we received validation from the SBTi for two of our goals. These goals are well above the SBTi's minimum requirements, and in line with keeping global warming at a maximum of 1.5°C. This is consistent with the scientific assessments provided by the International Panel for Climate Change (IPCC) and in line with the Paris Climate Agreement.

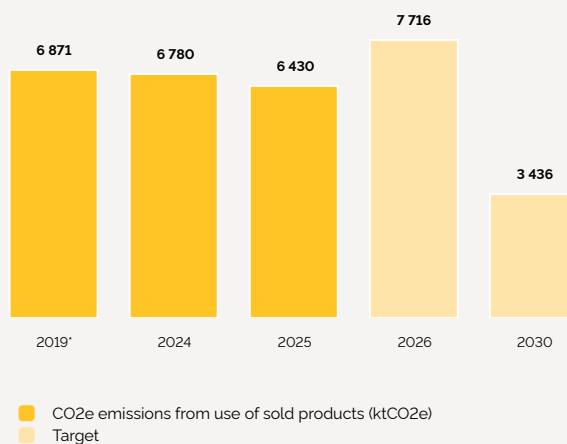
Progress on targets

CO2e emissions from operations (ktCO2e)



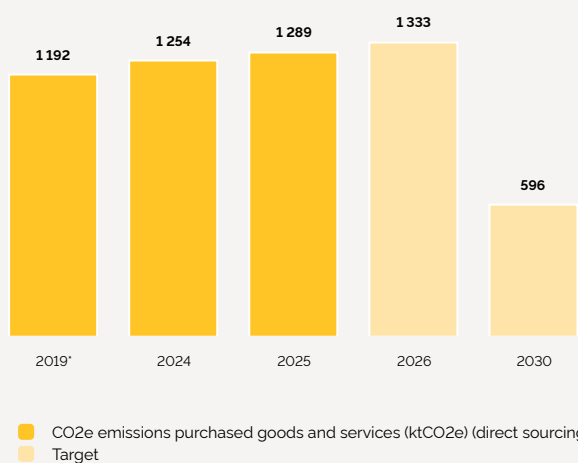
The 2025 target** was 60 ktonnes CO₂e, and the result was 55 ktonnes CO₂e. Target was achieved mainly by the switch to renewable energy and the implementation of energy-efficiency measures across our facilities and processes. The 2026 target has been set to meet higher expected production volumes and service activity before further reductions can be achieved.

CO2e emissions from use of sold products (ktCO2e)



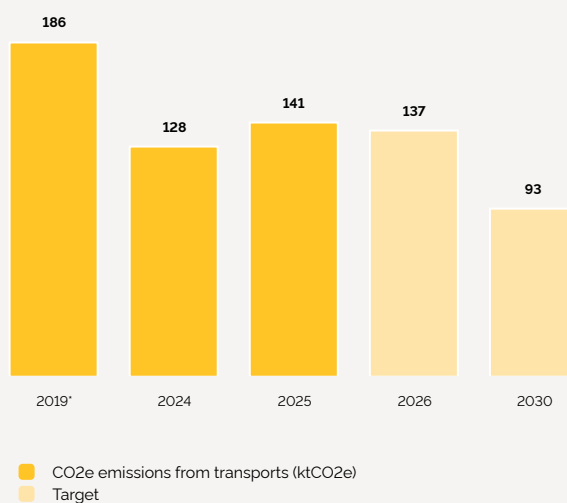
The 2025 target*** was 6 593 ktonnes CO₂e and the result was 6 430 ktonnes CO₂e. Target was achieved mainly by a more favorable product mix in 2025. The 2026 target has been set to meet organic growth and slow electric uptake in the short-term. Increased demand for low- and zero-emissions equipment is expected in the coming years.

CO2e emissions from purchased goods and services (direct sourcing) (ktCO2e)



The 2025 target** was 1 268 ktonnes CO₂e (direct sourcing) and the result was 1 289 ktonnes CO₂e. The increased result is explained by higher spend than forecasted. The 2026 target has been set to meet expected growth and limitations in the current spend based methodology.

CO2e emissions from transports (ktCO2e)



The 2025 target** was 141 ktonnes CO₂e and the result was 141 ktonnes CO₂e.

* The base year 2019 has been restated

** The targets for 2025 have been revised to align with the full reporting scope.

*** The target for 2025 has been revised to ensure alignment with calculation methodology changes.

Emissions-free product offering

The 2025 target was 47% and the result was 43%, showing a slight increase compared to 2024 (42%).

Our previous 2025 target of offering a full range of emission-free products underground has been postponed to 2030, reflecting a more gradual-than-expected industry transition and slower overall market adoption.

Renewable energy

The 2025 target was 58%, and the result was 55%. The lower result is explained by limited availability of renewable energy options.

Absolute emissions targets

Target scope	GHG scope/category	BY 2019 emissions (ktCO ₂ e)	2030 goal (vs. BY)	2025 (ktCO ₂ e)	2025 (vs. BY)	2025 target (ktCO ₂ e)	2026 target (ktCO ₂ e)	2030 goal (ktCO ₂ e)	2030 goal completion
Operations ¹⁾ (SBTi validated)	Scope 1 & 2 Market-based	97	-50%	55	-44%	60	60	48	87%
Transport ¹⁾	Scope 3 Category 4 & 9	186	-50%	141	-24%	141	137	93	48%
Machines sold (SBTi validated)	Scope 3 Category 11	6 871	-50%	6 430	-6%	6 593	7 716	3 436	13%
Purchased goods and services ¹⁾²⁾	Scope 3 Category 1	1 255	-50%	1 401	12%	1 268	1 446	627	0%

¹⁾ Estimations have been added to achieve full reporting scope and the 2025 target has been restated to align with the full scope. See more information on estimations in "GHG accounting methodology" below.

²⁾ 2030 climate goal: Require 50% reduction of CO₂e emissions from relevant suppliers. 2025 target is limited to direct sourcing only.

Other targets related to climate change mitigation

Target	Base year (BY)	Base year (%)	2025 (%)	2025 target (%)	2026 target (%)	2030 goal (%)
Renewable energy in own operations ¹⁾	2019	38	55	58	57	90
Offer a full range of emissions-free ²⁾ products	2021	35	43	47	47	100

¹⁾ Share of renewable sources incl. renewable of mix in total energy consumption. Limited to on-site energy consumption. Estimations have been added to achieve full reporting scope. See more information on estimations in "GHG accounting methodology" below.

²⁾ Emissions-free products include solutions that do not emit exhaust gas or other pollutions from the onboard source of power, also referred to as zero tailpipe emissions.

Target methodology

Target setting method: Our total value chain CO₂e emissions formed the basis for our target-setting, in line with criteria from SBTi. The absolute contraction approach method was used for the target-setting as no available sectoral decarbonization pathway is available for our sector.

Stakeholder involvement: Our 2030 climate goals were developed to align with external stakeholder expectations, however stakeholders have not been directly involved in target setting.

Target boundary: Operations covered by our targets are consistent with our GHG inventory boundaries, which cover the entire Group. At the entity level, targets are set for major contributors that report environmental data internally.

Base year selection: The base year 2019 was selected in the process of submitting our targets to SBTi, where the most recent completed past calendar year was selected. The base year is restated to ensure meaningful comparisons of CO₂e emissions data over time.

Read more about our restatement process and our GHG inventory boundaries in Greenhouse accounting methodology below.

Energy (E1-5)

Energy consumption, mix and intensity

(GWh)	2025 ³⁾	2024 ³⁾
Fuel consumption from coal and coal products	-	-
Fuel consumption from crude oil and petroleum products	86	98
Fuel consumption from natural gas	56	49
Fuel consumption from other fossil sources	4	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	53	44
A. Total fossil energy consumption	199	191
Share of fossil sources in total energy consumption (%)	62	61
B. Consumption from nuclear sources	4	1
Share of consumption from nuclear sources in total energy consumption (%)	1	0
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	8	3
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	100	112
The consumption of self-generated non-fuel renewable energy	8	6
C. Total renewable energy consumption	116	121
Share of renewable sources in total energy consumption (%)	36	39
Share of renewable sources incl. renewable of mix in total energy consumption (on-site) (%) ^{1/2)}	55	58
Total energy consumption (A+B+C)	319	313

¹⁾ Renewable of mix does not have any certificate or similar statement from the energy provider that assures only renewable energy sources are used for the electricity or district heating provided according to the contract.

²⁾ Our 2030 target of reaching 90% renewable energy in own operations includes on-site energy consumption only.

³⁾ Estimations have been added to achieve full reporting scope. See more information on estimations in "GHG accounting methodology" below.

Energy intensity

	2025	2024
Total energy consumption per net revenue (MWh/MSEK) ¹⁾	5.14	4.92

¹⁾ Net revenue is total revenues presented in the Consolidated income statement.

In 2025, 8 GWh of renewable energy was produced from solar power.

GHG Emissions (E1-6)

GHG emissions

(ktCO ₂ e)	Retrospective				Milestones and target years		
	Base year (2019)	2025	2024	% Yearly Change	2026	2030	2026 target / Base year (%)
SCOPE 1 GHG EMISSIONS							
On-site ¹⁾	19	14	12	14	15	9	-20
Company vehicles ¹⁾	22	18	21	-13	20	11	-10
Gross Scope 1 GHG emissions	41	32	33	-3	35	20	-15
SCOPE 2 GHG EMISSIONS							
On-site ¹⁾	56	23	21	5	25	28	-55
Company vehicles ¹⁾	-	-	-	-	-	-	-
Gross Scope 2 GHG emissions (Location-based)	62	37	38	-4	-	-	-
Gross Scope 2 GHG emissions (Market-based)	56	23	21	5	25	28	-55
SIGNIFICANT SCOPE 3 GHG EMISSIONS							
Purchased goods and services ¹⁾	1 255	1 401	1 354	3	1 446	627	15
Upstream and downstream transportation and distribution ¹⁾	186	141	128	10	137	93	-26
Use of sold products	6 871	6 430	6 780	-5	7 716	3 436	12
Gross Scope 3 GHG emissions – (significant categories)	8 312	7 971	8 262	-4	9 298	4 156	12
Total GHG emissions (location-based)	8 415	8 041	8 333	-4	-	-	-
Total GHG emissions (market-based)	8 409	8 026	8 316	-3	9 358	4 204	11

¹⁾ Estimations have been added to achieve full reporting scope and the 2025 target has been restated to align with the full scope. See more information on estimations in "GHG accounting methodology" below.

Biogenic emissions and GHG intensity

Outside of scopes

(ktCO ₂ e)	2025	2024
Biogenic emissions of CO ₂ from the combustion of biomass (Scope 1)	2	1
Biogenic emissions of CO ₂ from the combustion of biomass (Scope 3)	2	3

CO₂e intensity

(tCO ₂ e/net revenue)	2025	2024
Total GHG emissions per net revenue (location-based) ¹⁾	0.13	0.13
Total GHG emissions per net revenue (market-based) ¹⁾	0.13	0.13

¹⁾ Net revenue is total revenues presented in the Consolidated income statement.

Greenhouse accounting methodology

Greenhouse gas emission reporting is carried out in accordance with the GHG Protocol (www.ghgprotocol.org). The main greenhouse gases carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are included. In tables, the unit "ktCO₂e" is presented. Carbon dioxide equivalent (CO₂e) is a unit that standardizes the climate effects of various greenhouse gases.

Estimates

To ensure full emissions coverage across all reported CO₂e emissions scopes and categories, our data includes a proportion of extrapolated estimates alongside other data sources. For 2025 estimates cover 7% for scope 1 and scope 2, 29% for scope 3 category 1, 5% for scope 3 categories 4 and 9 and 0% for scope 3 category 11. Epiroc aims to increase the share of primary data over time. Estimations remain a necessary step to ensure total Group impact is presented, and the methodology is reviewed annually. Read more about the estimations methodology in **Basis for preparation**.

Reporting period exceptions

Certain reporting entities apply a lagging month approach, using the period December 1, 2024 to November 30, 2025. This is applied for data included in scope 1, scope 2, and for scope 3 categories 4 and 9. The same approach is applied for scope 3 category 11, where one product line applies the period January 1, 2025 to December 25, 2025, supplemented by an estimated average for remaining days.

Scope 1

The calculation of CO₂e emissions from direct energy, i.e., energy generated by the company for its own production or operation, comprises all fuels used on the sites, including diesel, gasoline, coal, propane, natural gas, methanol, HVO renewable diesel, biogas and bioethanol. Standardized emission factors published by DEFRA (UK) are used to calculate CO₂e emissions for direct energy.

Scope 2

The calculation of CO₂e emissions of indirect energy, i.e., energy purchased externally by the company, includes electricity, district heating and cooling used at the sites.

Market-based method: A market-based method reflects emissions from indirect energy (electricity and district heating) that an organization has purposefully chosen (or its lack of choice). Standardized country factors published by International Energy Agency are used to calculate CO₂e emissions for indirect energy when an emission factor has not been provided by the supplier. An emission factor of zero has been used for renewable energy connected with energy attribute certificate (EAC). In 2025, 36% of market-based GHG emissions were associated with unbundled EACs, such as I-RECs, GOs, and RECs.

Location-based method: A location-based method reflects the average GHG emissions intensity of grids on which energy consumption occurs, using mostly grid-average emission factor data. Standardized country factors published by International Energy Agency are used to calculate CO₂e emissions for all indirect energy.

Scope 3

Purchased goods and services (category 1): CO₂e emissions from purchased goods and services include all upstream emissions from suppliers but exclude certain categories such as transportation, capital goods, waste generated in operations and leased assets. In 2025, indirect sourcing's emissions were added as well as estimations to achieve full reporting scope. Indirect sourcing's portion represents 8% of the total CO₂e emissions, with the largest categories being professional services, packaging materials and manufacturing consumables and equipment. The calculation of CO₂e emissions from purchased goods and services uses a spend-based methodology, where spend-based data is multiplied by emission factors from Exiobase and Environmental Protection Agency. Emission factors have not been adjusted for inflation. Current gap in data completeness is explained by data accessibility issues due to recent large acquisitions. Estimations have been calculated based on assessing the spend coverage in the calculations and based on this, applied the average emissions per spend on the missing portion to achieve a full coverage. The spend-based methodology makes it difficult to distinguish actual emission reductions from inflation, currency fluctuations, and price changes. To improve accuracy, we are transitioning to a hybrid approach that combines spend-based, weight-based, and supplier-specific data, which may lead to restatements of historical figures as more precise data becomes available. Weight-based calculation methodology uses the actual weight of materials and components, while supplier-specific methodology uses precise data from suppliers.

Transport (categories 4 & 9): The calculation of CO₂e emissions of transportation includes all upstream and downstream third-party transports throughout the supply chain from first tier supplier to end customer. Third-party transports include transports in vehicles not owned or controlled by the Epiroc Group. Well-To-Wheel CO₂e emissions from the forwarders are collected. If this data is not available, calculation of CO₂e emissions is performed using an internal calculation tool, applying a distance-based method and emission factors from Network for Transport measures (www.transportmeasures.org). For biofuels, a fuel-based method has been mainly used.

Use phase of sold machines (category 11): Unique operation cycles for each product are defined. CO₂e emission from use phase is calculated based on diesel usage, electricity usage and life length. For diesel, a 100% mineral diesel emission factor from DEFRA (UK) is used. IEA national emission factors for electricity are used for CO₂e emissions from electricity use, where an average emission factor is used based on the countries where the products in each product family are sold. These IEA national emission factors include direct combustion as well as upstream emissions from fuels and emissions from transmission and distribution losses, this to reflect full life cycle emissions from electricity. In the reporting scope, all products carrying their own energy source on-board (diesel engine, electrical motor and compressor) are included. Products without their own energy source are excluded, such as drilling equipment with an external compressor and hydraulic attachments.

Other scope 3 categories: Only significant scope 3 categories are reported. Non-material scope 3 categories accounted for less than 4% in base year 2019, according to the value chain analysis from 2021.

Outside of scopes

Outside of scopes includes biogenic CO₂ factors that should be used to account for the direct CO₂ impact of burning biomass and biofuels. Standardized emission factors published by DEFRA (UK) are used to calculate outside of scope CO₂e emissions. Biogenic CO₂e emissions from scope 2 are currently excluded.

Base year recalculation

Recalculation of base year (2019) emissions is performed for significant structural changes, improvements in calculation methodology or data accuracy. Restatements for structural changes are not applied to other historical data; emissions instead reflect the entities under Epiroc's operational control in each respective reporting year. This year the following events triggered restatements of 2019 base year:

- Scope 1, 2 and 3 Transport: Acquisitions and estimation of previously excluded CO₂e emissions.
- Scope 3 Use phase of sold products: Methodology update resulting in more accurate energy consumption and life length and updated diesel CO₂e emission factor to reflect 100% mineral diesel. We are in the process of collecting more accurate data on products' useful lives which may result in restatements of base year data going forward.
- Scope 3 Purchased goods and services: Acquisitions and estimation of excluded CO₂e emissions including indirect sourcing.

GHG removals and carbon credits (E1-7)

No GHG removals and GHG mitigation projects were financed through carbon credits in 2025.

Internal carbon price (E1-8)

Epiroc applies an internal carbon price to include climate-related considerations in decision-making and incentivize the implementation of the transition plan. Read more about Epirocs Carbon Price Policy in **Policies for climate change**. This approach ensures that the cost of carbon is embedded in strategic and operational choices across the organization. The carbon price is based on a shadow pricing model which assigns a hypothetical monetary value to each tonne of CO₂e emitted. This shadow price is applicable for investments, M&A, sourcing and other processes and is applied globally across all Epiroc entities and functions. The shadow price calculation is limited to major investments and for decisions subject to significant climate impact, however we are not currently able to calculate the percent our carbon price is applied to our total emissions at this time. Relevant council is responsible for developing a guideline within their domain, ensuring relevance and effectiveness.

The carbon price is determined using scientific guidance from EU ETS and IEA scenarios. The pricing model has been used in recent investment cases to validate its impact and relevance. The carbon price applied is reviewed yearly.

E2 Substances of concern and of very high concern (Pollution)

Disclosure requirement	Section	Page
SBM-3	Impacts, risks and opportunities	109
E2-1	Policies for pollution	109
E2-2	Actions and resources	110
E2-3, E2-5	Metrics and targets	111

SOC and SVHC impacts, risks and opportunities (SBM-3)

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

The material sustainability matters related to pollution are management of Substances of concern (SOC) and Substances of very high concern (SVHC). The equipment we provide for our customers must endure extreme conditions and prolonged use, where selective inclusion of certain SOC and SVHC ensure reliability and longevity.

Substances of concern and very high concern		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
SOC and SVHC can be a risk to health and environment, and may hinder recycling or reuse	Actual negative impact	o		o	o	o	o
SVHC presence may limit sales due to increasing legislation and pressure for removal	Risk			o	o	o	o

To increase product performance and durability in the use phase, limited use of SOC and SVHC are incorporated into materials, parts and products. These substances pose risks to human health and the environment, primarily in our up-stream value chain. At the same time, removing the substances can reduce the lifespan of parts and materials leading to more waste and the need for more frequent repairs and servicing. Some SOC and SVHC hamper the recycling or reuse of products and materials. For Epiroc, lead is the most relevant example of a SOC and SVHC substance. Progress is followed to ensure substitution from hazardous chemicals to safer alternatives.

The presence of SVHC may limit sales opportunities in certain markets as there are increasing requirements and pressure on absence of such substances. Additionally, increasing regulations drive increased compliance costs and may necessitate alternative solutions and redesign of products to replace SVHC. Limited availability of alternatives may increase costs, affecting long-term planning and investment.

Processes to identify and assess material pollution-related impacts, risks and opportunities

The materiality assessment also considered other environmental impacts from pollution to land, air or water at different types of sites. At production sites and larger service centers impacts are often linked to the risk of leakage to nearby land and water bodies of, for example, oils, chemicals, and waste. These types of environmental effects from our own operations are local by nature and managed in accordance with local permits and regulations. Our ISO 14001 certified management system require active work to mitigate local impacts. Consultations with local stakeholders occurs as part of environmental permit processes or as part of regular meetings with different local stakeholders. This is part of normal business and no additional measures were introduced in the context of the double materiality assessment process. The assessment did not include a specific screening of all sites and business activities.

Policies for pollution (E2-1)

Our approach to pollution management is guided by expectations from key stakeholders, regulatory authorities, industry partners, and environmental best praxis and developed with the purpose of protecting people and planet from hazardous substances.

Epiroc's **Sustainability Policy** articulates that our products and services are developed to meet sustainability requirements. We use a lifecycle perspective to address and minimize the negative environmental effects that our products and services may have when developed, distributed and used, as well as during end-of-life treatment. In practice, this means that consideration should be given to SOC and SVHC as they impact products' reusability and recyclability. This is elaborated in Epiroc **Environmental Principles** which state

that we conduct our operations in a way that pollution to land, water and air is minimized to protect ecosystems and biodiversity. The principles guide substitution of hazardous substances from our products and processes, and that SVHC in our products are identified and communicated to stakeholders. Our **Guideline for Responsible Use of Natural Resources** aims to ensure that products and materials utilized by Epiroc are considered a resource and remain in the ecosystem at the highest resource value possible. In practice, this involves considering the presence of SOC and SVHC, as these affect the reusability and recyclability of products and materials. The guideline proposes a local metric to evaluate this by tracking whether the proportion of SVHC in products is decreasing.

Major Epiroc companies shall be ISO 14001 certified. By the end of 2025, 85% of Epiroc total workforce was working in an ISO 14001 certified company. Remaining part is either working in companies not in the ISO 14001 certification scope, or in newly acquired companies.

Our **Substance of Concern (SOC) Policy** and connected guidelines regulate identifying and phase out of SVHC in products, materials, and processes, internally and for suppliers. The objective is to meet legal and customer requirements, and that exposure to hazardous chemicals and materials is minimized. It clarifies expectations from Epiroc Group and is complemented by Epiroc's prohibited list and declarable list. The prohibited list includes substances that are regulated in, e.g., the Montreal and Kyoto protocols, other global conventions, RoHS, REACH Annex XVII. The declarable list covers substances that are to be declared and phased out, e.g. SVHC and PFAS. The policy covers products sold by Epiroc, items delivered to Epiroc by any of our business partners and production processes carried out by or outsourced by Epiroc. Epiroc's policy and lists of prohibited and declarable substances are published on Epiroc's website. Additionally, the lists are available as Epiroc standards, allowing suppliers to subscribe for information on updates. A Group-wide procedure further explains roles, responsibilities, tools etc. Divisional presidents and General Managers are responsible for implementation of the policies and ensuring there are processes in place to ensure that products and processes are complying with the lists.

The policies are reviewed regularly and approved by VP Sustainability and are available to all internal stakeholders in our management system, the Epiroc Way.

By signing **Epiroc's Business Partner Code of Conduct** (read more in **Polices for workers in the value chain**), suppliers confirm their compliance with Epiroc's prohibited list and declarable list. They agree not to use prohibited substances, to declare the content of any declarable substances, to follow updates of the lists, and alert Epiroc if any included substance poses a problem. The declarable list includes all SVHC, PFAS as well as the conflict minerals tin, tungsten, tantalum and gold as well as cobalt.

Actions and resources (E2-2)

Our key actions to manage SOC and SVHCs are through our due diligence programs and procedures on chemical management. This is continuous work that is integrated and part of our ISO 14001 certified environmental management system.

Due diligence programs

To identify and manage SVHC in our products suppliers are required to declare any content of SVHC. Items containing such substances are flagged in relevant business systems, and the data is used for reporting to authorities and customers. SCIP (the EU database for substances of concern) reporting is performed for all relevant products and parts sold into EU. Additionally, all customers receive a REACH declaration on the content of SVHC in purchased products. Information on performed SCIP registrations is shared on our intranet.

Our process to identify prioritized products is risk based, and in line with OECD guidelines. Dedicated due-diligence programs for prioritized product categories have been carried out during the year to ensure that the process is effective. In 2025, we expanded these efforts with a targeted initiative to map the presence of PFAS (per- and polyfluoroalkyl substances) in sourced products. Suppliers of products identified as "known or reasonably ascertainable" to contain PFAS were engaged to provide formal declarations. Confirmed PFAS-containing items were flagged within our business systems and integrated into substitution planning and regulatory reporting workflows.

The due diligence programs shows that the awareness of SVHC and PFAS has increased among our suppliers compared to prior years. Future actions include preparations to meet emerging requirements, for example related to EU Ecodesign regulation (ESPR) and its digital product passport (DPP). and upcoming global ban on PFAS.

Chemical management

Safety data sheets for chemicals used internally are stored in a common database, where chemicals containing SVHC are clearly flagged. We track and monitor the usage of hazardous chemicals, including products containing SVHC, and push for substitution to safer alternatives. The local procedures cover assessment and approval before purchasing new chemicals, as well as inventory and registration of chemicals handled within production and service. Compliance with these requirements is regularly checked through audits, safety rounds and chemical inventories.

These actions are not of a character that requires significant OpEx or CapEx.

Metrics and targets (E2-3, E2-5)

Epiroc has not set any targets for SOC or SVHC. In our own operations, it is part of our chemical management and integrated into processes along with actions to support substitution plans. Chemical management is followed-up by monitoring phase-out of hazardous products, and also part of ISO 14001 audits and other internal audits programs. In own operations, the presence of SVHC in chemicals remains low (639 of 11 211 products). Focus for SVHC has been on our upstream and downstream value chains to ensure that our processes to gather SVHC information from suppliers are effective, and that customers and authorities are informed on any such content. Dedicated due diligence programs for high-risk suppliers serve as a control that suppliers follow our SOC policy.

E5 Resource use and circular economy

Disclosure requirement	Section	Page
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Resource use and circular economy impacts, risks and opportunities (SBM-3)

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

Epiroc develops and provides equipment, such as drill rigs, rock excavation and construction equipment as well as tools for surface and underground hard-rock applications. We also offer service and other aftermarket support as well as solutions for automation, digitalization and electrification. The material impacts, risks and opportunities relating to resource use and circular economy is connected to Epiroc's business model and dependency of natural resources needed for its production and services.

Resource inflows		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Epiroc relies on non-renewable natural resources as input to our products	Actual negative impact	o	o			o	o
A circular approach can boost resource efficiency and reduce need for new components and materials	Opportunity		o	o	o	o	o
Resource scarcity and rising material prices can increase costs	Risk	o	o			o	o

Epiroc's dependence on steel and other non-renewable natural resources for the production of machines and consumables contribute to resource depletion and environmental degradation in the upstream value chain. Access to critical raw materials such as cobalt, tungsten, copper, tin and lithium, and several rare earth metals is important for several of our products. As some resources become scarcer in the future, we may face potential supply chain disruptions, rising material prices and production delays. The present geopolitical situation is also enhancing the risks. On the other hand, the increased demand for metals like copper, lithium and nickel, crucial for a sustainable transformation, presents business opportunities for us.

By developing circularity in our design, production and services and optimizing resource use, the need for new parts and materials can be reduced. It can also enhance profitability through improved resource efficiency and lower costs. To capitalize on this opportunity and mitigate risks, we are adapting our strategies to reduce reliance on primarily non-renewable resources. This includes sourcing sustainable alternatives, such as recycled steel, closed loop cycles of scrap material from production from selected raw material suppliers and remanufacturing of machines and components. Strategically, this will drive decisions towards more cost-effective sustainable sourcing and continuous improvement in resource efficiency.

Resource outflows		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Not all products and components may be feasible to service or repair	Actual negative impact	o	o	o		o	o
Lifecycle design and circular services can extend machine life, boosting profits	Opportunity	o	o	o	o	o	o
Failure to meet stricter regulations and customer demands may risk our market position	Risk		o	o		o	o

We design our products with a lifecycle perspective, striving for productivity, durability, efficiency, long service life, easy maintenance and recyclability. However, some products and components may be difficult to service or repair, or may contain materials that hinder reuse or recycling which leads to continuous resource depletion. As eco-design and waste management regulations tighten, we and our customers will need to extend circular practices and improve waste management.

Epiroc provides several circular solutions, with opportunities to expand further. A robust aftermarket demand throughout the equipment lifecycle creates a large and resilient service business with stable and predictable revenue and cash flow. Extending the circular approach and our circular offerings allows us to strengthen our market position and provide solutions with longer service life to customers. Additionally, it creates new revenue streams, e.g., from remanufactured products.

Waste		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Operations generating waste leads to resource loss and can harm the environment if sent to landfill or incineration	Actual negative impact		o		o	o	o

Waste generated in Epiroc operations contains metal scrap, process water, oils, packaging material etc. Waste is an unavoidable aspect of industrial operations, we therefore strive to minimize waste, especially waste that cannot be recirculated into the ecosystem but is directed to disposal. Waste management practices differ between countries and even between waste operators within the same region. For example, materials sent for recycling or energy recovery in one country may be directed to land fill in another, affecting both our environmental footprint and the potential for resource recovery. To address these challenges, we continuously explore new opportunities and partnerships that support improved waste handling.

Policies for resource use and circular economy (E5-1)

Epiroc's **Sustainability Policy** states that our products and services are developed to meet sustainability requirements. We use a lifecycle perspective to address and minimize the negative environmental impacts that our products and services may have during development, distribution, use, and end-of-life treatment. The policy specifically points out responsible use of natural resources. Epiroc **Environmental Principles** describe how we should act in relation to environmental matters. One of the principles emphasizes the importance of resource efficiency and circular economy, stating that we minimize our use of natural resources by moving towards a circular economy and promoting the continual use of material to prevent waste. This can be achieved, for example, by increasing the use of secondary raw material and using Life Cycle Assessment (LCA) as a tool to identify and communicate the environmental footprint of products.

Our **Guideline for Responsible Use of Natural Resources** gives guidance on how to ensure circularity and waste management priorities are aligned with global requirements. It explains that all Epiroc companies shall ensure responsible use of natural resources and that processes, including services, shall be optimized to minimize waste. Unavoidable waste shall, when possible, be seen as a resource and managed based on the waste hierarchy and the 9R circularity strategies. The guideline is to be considered throughout the product lifecycle, in design and optimization of the use phase, and covers activities throughout our value chain.

Managers at all levels are responsible for the implementation of and compliance with the policies. They are reviewed regularly and approved by VP Sustainability and available to all internal stakeholders in our management system the Epiroc Way.

Actions and resources (E5-2)

Our circular approach guide our key actions that spans throughout the whole life-cycle of our products. Efforts to enhance resource use and circularity are embedded within Epiroc's core operations and ongoing development work. Investments in resource efficiency and circularity are integrated into standard business processes and reflected in operational costs and investments, rather than being treated as standalone initiatives. Examples of such activities are circular design principles, lifecycle extension program, and circular business models.



"Epiroc provides several circular solutions, with opportunities to expand further. Today's circular offerings include, for example, Battery as a Service, scheduled maintenance and upgrades, and second-life upgrades of products and spare parts."



Circular design

Our lifecycle approach begins early in the design phase. Eco-design is integrated in our design review process when developing new products. We focus on making our products longer lasting and more energy efficient. This involves designing our machines to be lighter, more durable, and easy to disassemble, facilitating service and upgrades. We prioritize modularity to standardize models and minimize the number of articles.

We are also committed to increasing durability within our consumable assortment. The longer bit life means that fewer bits are required to drill a given number of meters, which in turn means that less raw material and energy is required. This also means less transport and less waste, leading to a smaller environmental footprint. As an example, our drill bits are available with both diamond coated buttons, PCD (polycrystalline diamond), and conventional cemented carbide buttons possible to sharpen. The PCD bits last longer than conventional bits, enabling customers to drill longer without interruption, increasing productivity, efficiency as well as safety for the operator. We are continuously working to increase the life length also for the conventional bits.

Many of our customer contracts are based on meters drilled, which means the longer our products last, the more value they provide to both our customers and us. This gives us a strong incentive to develop durable, long-lasting products. By focusing on longevity, we ensure that our equipment remains efficient and reliable over extended periods. Our portfolio offers several integrated planning and management solutions for intelligent operations – from mine to mill. By understanding the ore body, mining companies can plan and execute the whole mining process more efficiently. Utilizing the knowledge gained during exploration allows customers to drill in a more efficient way, thereby blasting and transporting less waste rock. This leads to higher productivity, lower cost and reduced emissions for the customer.

Materials

Our products consist to a very large extent of steel, which requires a considerable amount of raw material, water and energy to produce. To reduce the need for virgin materials, we actively collaborate with our suppliers to increase our use of recycled metals. Our production sites for rock drilling tools have come furthest thanks to working closely directly with smelters to continuously increase the rate of recycled material. On average, 85% of the steel used in these products is sourced from recycled materials. This enhances circularity and contributes to a lower climate footprint. Compared to virgin steel, recycled steel drastically reduces CO₂ emissions, energy consumption and water usage.

Access to critical raw materials like cobalt and tungsten is essential for our cemented carbide buttons. To use these resources responsibly, we use recycled carbide powder from used products that comes from both internal carbide powder production excess and drill bits collected through our recycling program for selected customers. For many of our other products, we purchase more semifinished components rather than raw material so there are intermediaries between us and the smelters, which slow down the shift to recycled materials. That said, we are actively working to increase the use of recycled steel also in components.

We actively collect data to identify parts and materials containing substances of very high concern, such as lead and PFAS, as they can have a negative impact on circularity, see more in **E2 SOC & SVHC**.

Waste management

The main waste streams come from our production sites and consist of metal scrap, process water, oils and packaging material like wooden pallets. At our production sites, we minimize waste by managing resources carefully in accordance with local regulations and infrastructure. Waste management is part of our ISO 14001 certification and followed up quarterly. When waste is unavoidable, it is sorted into waste streams. Our approach is guided by the waste hierarchy, which prioritizes prevention and reuse over disposal, encouraging to remain materials in circulation. Applying these principles, we promote reuse and recycling as preferred options, reducing landfill and other non-recyclable waste streams. Whenever possible, valuable metals are reused within our own operations or sold back to the smelter. Parts and materials that cannot be reused within Epiroc are reported as waste and include activities such as recycling and incineration.

An achievement during the year was the successful reclassification of ferrous slag from landfill waste to resource by one of our entities. This shift not only reduces environmental impact but also enables materials previously destined for land fill to be reintegrated into the value chain as reusable materials. Other waste reduction activities include local engagement to find alternatives to repurpose the waste, such as turning corrugated cardboard from incoming goods to packing material or converting broken wooden pallets into wood chips.

Use of products

For many years, we have focused on product efficiency and lifetime extension through our service and maintenance offerings to ensure that products and materials remain valuable and are utilized for as long as possible. With well-performed maintenance and service, the availability and productivity of the machines increase, early replacements of parts are limited, and the lifetime of the equipment is prolonged. This not only benefits the environment by reducing the use of materials but also lowers our customers' total cost of ownership. We offer a range of service agreements and products tailored to meet diverse customer needs. We work in a close relation with our customers for service and maintenance planning, ensuring high productivity, availability and performance of the tools and machines for as long as possible. Our circular machine and component offerings can be found on our **circular solutions website** which aims to promote and boost demand for our life extension and reuse solutions.

Business models like renting and leasing allow us to maintain ownership and control over the reuse of materials and parts in our products, extend product life and strengthen our aftermarket business. An example of a circular business model is our Batteries as a Service (BaaS). BaaS gives our customers all the benefits of electric power without the need for them to own the batteries. Through BaaS, we take full responsibility for the batteries, monitoring battery performance, and replacing batteries when necessary. This lowers the investment barrier for customers to invest in battery-electric vehicles, and it secures recurring revenue streams for Epiroc. At the end of life, batteries can be repurposed for other vehicles or energy storage, allowing customers to use more of their own installed renewable energy before the batteries are recycled.

The opportunities for improved use of resources are also facilitated by new technology and digitalization. Collecting and analyzing real-time machine status provides, for example, possibilities of improved planning and more efficient service, with pre-maintenance and prolonged machine and component lives. Our customer platform, My Epiroc, offers instant access to machine data, helping to identify service needs and ordering spare parts. Software-based automation functionality is another example of how technology can increase the uptime of machines. By integrating advanced automation solutions, Epiroc ensures that machines operate more efficiently and with fewer interruptions from unexpected breakdowns.

Prepare for second life

We offer customers the option to retrofit, repair and rebuild. Together, we minimize the use of new resources and reduce waste, resulting in lower economic and environmental costs. Our large portfolio of circular offerings includes remanufacturing of components such as axles, rock drills and cylinders. Through our offerings where customers can repair, return, remanufacture and service their products, we reuse as much as 80% of the steel and deliver reused components to the same quality as new. Our midlife services, a service solution that extends machine lifespan by repairing and replacing worn-out components and parts, can provide similar results. During a midlife service, machines can also be upgraded with the latest technology to increase productivity and safety. Machines can also be converted from diesel-powered to battery electric. This not only reuses steel but also lowers carbon emissions.

We offer tailored solutions to collect and recycle used products at drill sites from customers, including both steel and cemented carbide materials. The program has rendered a positive response from our customers. We cooperate with local and regional recyclers to ensure that the metals are effectively reused, reducing the need for international transports. This helps retain valuable resources in the ecosystem while significantly lowering carbon emissions associated with transport.

Metrics and targets

Targets related to resource use and circular economy (E5-3)

Epiroc has a Group target on waste management.

- The target for 2025 was to keep more than 80% of the generated waste in the ecosystem by reuse, recycling or other recovery activities.

In 2025, the outcome was 84% and the target was met by a small increase compared to 2024 (83%). The objective of the target is to foster effective waste management practices that adhere to the waste hierarchy and circularity principles, as established in our policies. By applying the waste hierarchy, we promote keeping valuable resources in circulation, with reuse and recycling as preferred options, reducing landfill and conserving resources. The methodology and definitions are described under waste metrics below.

Even though Epiroc has no separate Group target on resource inflows, steel footprint is largely addressed by the 2030 goal to halve carbon emissions from relevant suppliers, see ESRS E1 **Metrics and targets**. Increasing the share of recycled steel keeps valuable materials in circulation, lowers environmental impact, and supports our climate goals.

Resources inflows (E5-4)

Steel is the dominant material in Epiroc's products, making it the most relevant metric for assessing resource in flow. On average, Epiroc machines consist of 90% steel by weight, while consumables such as attachments and tools range from 70-100% steel; making steel our key material and a critical indicator of both material usage and environmental impact. Given its prevalence and recyclability, steel serves as a strategic lever for Epiroc to reduce CO₂e emissions, enhance resource efficiency, and meet our 2030 sustainability targets.

We source both raw material steel directly from tier 1 steel suppliers and semi-finished steel components from different manufacturers. Approximately 26% of the steel comes from tier 1 suppliers. We have been working together with our tier 1 steel suppliers to increase the rate of recycled steel for several years. To better understand the full environmental footprint of our steel usage, a detailed mapping of the origin of the steel in our semi-finished products is ongoing. This process is complex as the steel smelters are several tiers from us. The mapping of our steel materials will enable us to identify opportunities to increase the share of recycled material, a key activity that significantly supports our climate goal of halving CO₂e emissions from purchased goods and services. Use of recycled steel can save approximately 60-70% of the energy required to produce steel from raw materials.

Steel

	2025	
	tonnes	%
Total weight of steel	200 322	
Steel from tier 1 suppliers	51 420	26
- whereof recycled steel from tier 1 suppliers	34 321	67

Methodology

Total weight of steel data was collected using two complementary methods: the majority of steel volumes and suppliers were sourced from the main ERP system, while additional data from key steel-consuming companies was included to ensure comprehensive coverage. Steel from entities that do not report primary data has been estimated and included in the table to reach full scope.

Estimates are based on data from reporting entities with primary data. For these entities an average has been calculated based on the amount of procured steel per FTE, within each group of our entity types (customer centers, distribution centers, and product companies). The average for each group is then multiplied by the number of FTEs for entities where we do not have primary data. These calculations are performed within their respective groups and then consolidated into a total weight for the entire Epiroc Group. The estimated portion of the steel data corresponds to 34%.

The collection of steel data is to a large extent manual and requires significant time and resources as well as quality assurance. Therefore the disclosure for 2025 steel procurement is based on data from 2024 in accordance with the above methodology.

The information on the steel-making processes from each raw material suppliers (tier 1) was mapped. Weight of certain purchased steel products only sits with suppliers and creates complexity in obtaining complete coverage. Data on recycling rate from semi-finished steel components is currently not available to us.

Resource outflows (E5-5)

We aim to limit the production of waste from our operations. When waste is unavoidably generated in our operations, it is separated into waste streams which aims at keeping it at as high resource value as possible. Epiroc tracks its performance and effectiveness related to waste through the annual target and the key metrics reported and followed up.

Waste

	2025 (tonnes)	2024 (tonnes)
Total amount of waste generated (non-hazardous and hazardous)	37 413	34 918
- Non-hazardous waste	33 846	29 784
- Hazardous waste	3 567	5 134
Waste diverted from disposal (non-hazardous and hazardous)	31 548	28 853
- Reuse	1 060	995
- Recycling	28 741	25 045
- Other recovery operations	1 747	2 813
Waste directed to disposal (non-hazardous and hazardous)	5 865	6 065
- Incineration	1 103	1 250
- Landfill	4 615	4 618
- Other disposal operations	147	197

The total amount of non-recycled waste was 8 672 tonnes, equivalent to 23% of total waste. The majority of waste created in our operations consists of metals, wood, cardboard, and other materials with strong, established recycling streams. Our high recycling rate, 77% of the total waste, demonstrates responsible resource management while reducing climate impact and the need for virgin raw materials. The reasons for waste directed to disposal is to a large extent depended on local regulations and available waste management practices in different countries.

The amount of total waste in tonnes increased slightly in 2025 compared to 2024 despite several efforts to reduce waste. This increase is due to more accurate reporting from several relatively newly acquired entities. A higher reduction was seen for total hazardous waste, which decreased from 15% to 10% of our total waste. This is mainly due to a dedicated project in Australia to reclassify their by-product ferrous slag from waste to a resource. Not only does this reclassification enable reuse of the resource, it also has a positive impact on Epiroc waste result.

Methodology

Waste data primarily from direct measurement is reported quarterly by major contributing entities. To ensure a 100% scope estimates for non-reporting entities have been added in accordance with our methodology and assumptions described in **Basis for preparation**. The share of estimates is 3% of total waste, ranging between 1-7% of different waste streams. The breakdown of Hazardous waste and Non-hazardous waste is only available for total waste generated. Waste metrics are not validated by any other body.

Definitions for our waste reporting are in line with the definitions in ESRS. *Reuse* is where the waste material is reused in its present form. *Recycling* is where the waste is treated or transformed to a usable state. *Other recovery operations* include repurposing and refurbishment. That is when discarded products or parts are used in a new product with different function or when an old product or part of product is restored and brought up to date. It can also be repair and maintenance of defect products so it can be used with its original function. *Incineration* includes waste sent for burning under controlled way at high temperatures.

Products and materials

Due to the lack of a common standard for calculating durability, repairability and recyclability for our type of products, each company must establish its own criteria. This results in non-comparable information between companies. Consequently, we do not have metrics or targets for these areas yet.

Durability

We have a large fleet of machines around the world and due to the high quality of the equipment in combination with our aftermarket offering, the average fleet age is continuously increasing. For example, we have surface drill rigs that operate at high utilization rates, even though they are more than 20 years old. At year end, the average age of our equipment fleet in operations was 8.6 years and 38% of it was older than 10 years.

Durability was one aspect considered when developing our diamond coated Powerbit X. The diamond coated bit is up to 25 times as durable as our conventional carbide buttoned bits. The longer durability of the bit means less changing of drill bit. This improves safety and productivity when drilling, in addition to the savings of natural resources and carbon emissions.

Repairability

All our machines are designed to facilitate repairability of worn-out parts to maximize the overall lifetime and use phase. We have a continuously growing range of life-prolonging services and upgrades of both machines and spare parts, which increase our aftermarket profitability. These offerings would be fewer and less profitable if the products were not designed with repairability in mind.

Recycled material

Common for Epiroc products is that they mainly consist of steel. The proportion of recycled steel is the same in our products sold as in the sourced inflow materials and can be seen in table above.

EU Taxonomy

Reporting in line with Article 8 of the EU Taxonomy Regulation

The purpose of this note is to present disclosures in line with the requirements set out in the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation as amended by the Commission Delegated Regulation (EU) 2026/73. In accordance with the amendment, Epiroc has used the simplified templates and reported all non-material activities in the summary template, providing explanations for their non-materiality.

This year, a continued conservative approach is adopted in the disclosures.

Disclosure 2025 – Summary KPIs

Financial year	2025														
KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3)	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities						Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy aligned activities in previous financial year 2024 (15)	Proportion of Taxonomy aligned activities in previous financial year 2024 (16)
					Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)					
	MSEK	%	MSEK	%	%	%	%	%	%	%	%	%	%	MSEK	%
Turnover	61 998	0.0%	0	0							0	0	4.2%	0	0.0%
CapEx	3 633	0.0%	0	0							0	0	6.0%	0	0.0%
OpEx	1 646	15.5%	0	0							0	0	0.0%	0	0.0%

Assessment of eligibility

As previous year, an assessment has been made against all 6 objectives (*Climate change mitigation/adaptation, Sustainable use and protection of water and marine resources, Transition to a circular economy, Pollution prevention and control, Protection and restoration of biodiversity and ecosystems*) and both eligibility and alignment are reported for the activities in scope.

The description of EUST activity 3.6 Manufacture of other low carbon technologies, contains the following: "Manufacture of technologies aimed at substantial GHG emission reductions in other sectors of the economy, where those technologies are not covered in Sections 3.1 to 3.5 of this Annex". Epiroc has chosen to define this as products that have zero tailpipe emissions, and that are direct alternatives to fossil-fuel-powered products. Based on that, specific products have been identified as eligible. Eligible equipment includes battery-electric underground machines, cable-electric underground loaders and surface drill rigs. In addition to activities related to EUST activity 3.6, Epiroc is to a small extent involved in assembly of batteries, and thus also covered by the activity 3.4 Manufacture of batteries.

The description of EUST activity 4.1 Provision of IT/OT Data driven solutions contains the following: "(a) software and IT/OT systems, including artificial intelligence (AI) based solutions, built for the purpose of remote monitoring and predictive maintenance". Epiroc has chosen to define this as products that increases durability, reparability, upgradability and reusability of equipment with a product-as-a-service model with the aim to keep equipment at their highest utility value for as long as possible. Eligible IT/OT systems include EarthTrack Payload Management systems for excavator and loaders, IOT enabled Smart Get and Drill Guidance. Although Epiroc contributes to a circular economy with for example the Reman Centers (remanufacturing), an analysis for EUST activities 5.1 – 5.4 shows that Epiroc does not fulfill the criteria for substantial contribution, resulting in no eligibility for 2025.

Materiality Assessment and reporting approach

In line with the 2025 amendment, Epiroc has applied the 10% materiality threshold for each KPI (Turnover, CapEx, OpEx). Economic activities that cumulatively account for less than 10% of the denominator for a given KPI are considered non-material and are reported separately as such. This approach is intended to focus reporting efforts on activities that are financially significant to the business, while maintaining transparency for all activities.

Turnover materiality

The majority of Epiroc's turnover is derived from activities that are not Taxonomy-eligible. The company's core business remains in mining and infrastructure equipment and related services, which is not currently included in the Taxonomy. Taxonomy-eligible but not aligned activities (3.6 Manufacture of other low carbon technologies, 3.4 Manufacture of batteries, and 4.1 Provision of IT/OT Data driven solutions) collectively account for 4.2% of total turnover, which is below the 10% materiality threshold and are therefore considered non-material for the purposes of Taxonomy reporting.

CapEx materiality

Capital expenditure related to 3.6 Manufacture of other low carbon technologies, 3.4 Manufacture of batteries and 4.1 Provision of IT/OT Data driven solutions, represent less than 10% of total CapEx and is therefore considered non-material for Taxonomy reporting. Most CapEx is allocated to general business operations and infrastructure.

OpEx materiality

Taxonomy-eligible activities collectively account for 15.5% of total OpEx, which is above the 10% threshold. Therefore, these activities are reported in detail as per the Taxonomy requirements. In 2025 the proportion of OpEx-related expenditures for eligible activities increased to 15,5% (12,5%) mainly due to data quality improvements.

Disclosure 2025 - KPI OpEx

Reported KPI		OpEx											
Financial year		2025											
Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx) (3)	Taxonomy aligned KPI (monetary value of OpEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx) (5)	Environmental objective of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
					Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)			
		%	MSEK	%	%	%	%	%	%	%	E	T	%
Manufacture of other low carbon technologies	CCM 3.6	6.7%	0	0							E		
Manufacture of batteries	CCM 3.4	8.1%	0	0							E		
Provision of IT/OT data-driven solutions	CE 4.1	0.6%	0	0							E		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.1%	0	0							E		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.0%	0	0							E		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	0.0%	0	0							E		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.0%	0	0							E		
Sum of alignment per objective													
Total KPI		15.5%	0	0							15.5%		

Accounting policy and calculations

The revenues, capital expenditure (CapEx) and operating expenditure (OpEx) denominator and numerator are based on the definitions 1.11, 1.12, and 1.13 as specified in Annex I in the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation.

Calculation of turnover KPI

The denominator includes total revenues in the consolidated income statement. The numerator includes revenues from the sale of products, batteries and accessories that fulfill the eligibility criteria for EUST activities 3.6, 3.4, and 4.1. Revenues from aftermarket, service and Tools & Attachments are excluded, due to the uncertainty in definition. Under contextual information additional calculations are provided, which include revenues that are excluded from the formal disclosure, but still contribute to reducing CO₂e emissions. Eligible revenues and additional revenues include equipment revenues only and do not include revenues from aftermarket. Aftermarkets represent around 2/3 of total revenues.

Calculation of capital expenditure (CapEx) KPI

The denominator includes the total additions and acquisitions of businesses as reported in **Note 13 Intangible assets** and **Note 14 Property, plant and equipment**. The CapEx plan to allow Taxonomy-eligible activities to become aligned, is not included. The following four categories of capital expenditure were not included due to the uncertainties in scopes, definitions and available reporting guidance: 1) Capital expenditure related to assets or processes that are associated with the overall functioning of the company, 2) the purchase of output from taxonomy-eligible activities (except 7.3-7.6), 3) R&D into GHG reductions of non-eligible products and 4) climate change adaptation measures.

Calculation of operational expenditure (OpEx) KPI

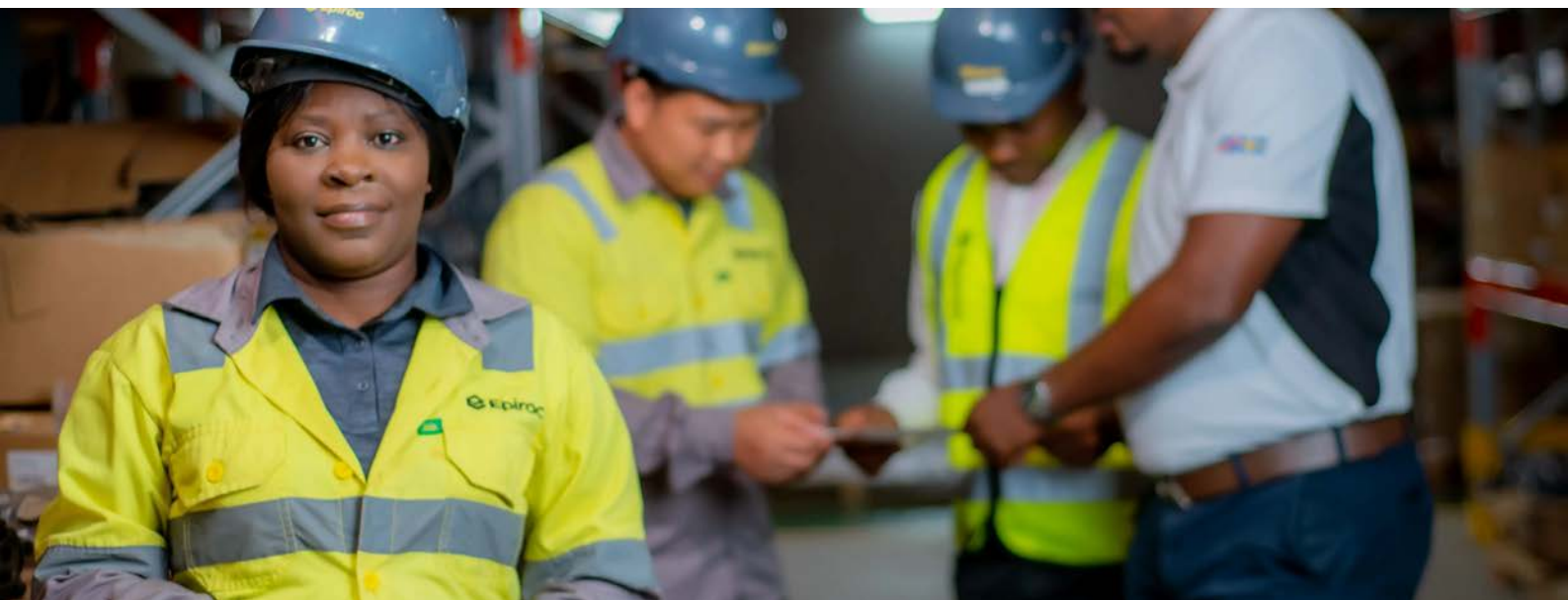
The denominator includes operating expenditures associated with maintaining the value of the asset: a) Research and development expenses, b) Building renovation measures and c) Maintenance and repair. Excluded from the denominator are amortization, impairment and capitalized costs. Short-term leases and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment, have been excluded due to the uncertainties in scopes, definitions and available reporting guidance. The scope of categories b) and c) has been limited to only include the reporting entities representing the largest share of these types of expenses. This to balance the cost against the value of the data collection. The numerator includes operating expenditures that relate to an asset or process that is associated with the eligible equipment under EUST activity 3.6, EUST activity 3.4 and EUST activity 4.1. This includes, for example, operating expenditure in production facilities, production equipment, and in R&D. For assets or processes that are also associated with non-eligible products, an allocated share of the operating expenditure, based on the expected use/output of the asset or process, has been included. Operating expenditure related to EUST activities 7.3 to 7.6 from the Climate Delegated Act has also been included, based on point c in the definitions in 1.13. These are operating expenditure related to energy efficiency and renewable energy.

Contextual information

A conservative approach to the disclosure has been adopted due to uncertainty regarding several aspects of the EU Taxonomy. However, this section provides additional disclosure of revenues that contribute to reducing CO₂e emissions, but are excluded from the formal disclosure:

- Revenues from all underground drilling equipment which uses electricity via cable while drilling.
- Range of surface drill rigs with significantly lower fuel consumption compared to other surface drill rigs.

Taxonomy-eligible activities and additional revenues amount to 12.0% (13.1%) of total revenues 61 998 MSEK (63 604 MSEK).



S1 Own workforce

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Own workforce impacts, risks and opportunities (SBM-3)

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

Epiroc is dependent on a skilled and motivated workforce and had over 19 000 employees and 1 600 external workforce in more than 60 countries at the end of 2025. Impacts on the company's own workforce primarily arise from the nature of Epiroc's core activities, production of equipment and services to customers. These impacts are further shaped by industry-wide challenges on health and safety as well as diversity and linked to regions with higher risks relating to labor rights and decent working conditions. Mitigating the material potential and actual adverse effects on the workforce will also help to avoid the associated financial risks arising for example from accidents or productivity loss. It also helps pursue opportunities linked to competitive advantage and an engaged and innovative workforce. The potential failure to attract and retain key teams and employees could hinder Epiroc's ability to sustain or expand certain Business Areas. This is an underlying risk for identified material IROs. We do not consider that our climate transition plan have any material adverse effects on workers. Nevertheless, we are committed to supporting our employees through targeted training and skills development to meet evolving requirements, for example those related to electrification.

Epiroc's entire workforce, including employees and external workforce, is included in the scope of identifying material impacts. Employees are directly employed by an Epiroc company, and external workforce includes both self-employed people and people employed by a third-party company but working for Epiroc. The total workforce includes people working in areas such as service, supply chain, production, administration, marketing, sales and support, and research and development.

Health and Safety		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Epiroc's own production, and services to customers, can be associated with health and safety risks	Actual negative impact		o		o	o	o
Safety and health challenges and a weak safety culture can lower productivity and negatively impact Epiroc's brand	Risk		o		o	o	o

Epiroc's own production and provided services to customers are associated with health and safety risks that could result in injuries and ill health of our employees from incidents and accidents. A majority of our employees work in our aftermarket business, often at customer sites. Many are service technicians, a group particularly exposed to work in harsh conditions, heavy equipment and time on the road. Safety and health challenges can lead to lower productivity, increased cost, lower investor and customer confidence, and can negatively impact the Epiroc brand.

Safety is a strategic priority in own operations as well as for product development, it is a fundamental part of our license to operate and is ensured with long term goals and annual targets. Procedures for risk assessments, incident reporting, and safety inspections aims to prevent and mitigate impacts. Emergency preparedness programs are in place, such as routines and first aid measures to limit the effect of injuries and ill-health in case of any accident. Employee and customer safety is a key focus for our automation and digitalization solutions and we provide many different products to increase safety, for example, safety nets and rock reinforcement solutions. For more information, see **ESRS S4**.

Inclusion and diversity		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Inequality and diversity issues can lead to discrimination, affecting pay, training and hiring	Potential negative impact		o		o	o	o

Gender diversity is a challenge – not only to us at Epiroc, but for the entire mining and construction industry. There is a potential risk that shortcomings in recruitment processes, unequal pay, harassment, and other forms of discrimination occur that may have negative impact on workers. Risks may vary in regions with differing standards or for different groups, such as women, minorities and lower-wage roles, or they may arise from individual incidents. As a result, workplace diversity may be affected, with a risk of reduced morale and motivation, decreased attractiveness to external talent, and increased employee turnover. This can lead to operational inefficiencies and pose reputational risks.

Fostering an inclusive workplace is strategically crucial for operations, reputation, culture, and facilitating workforce changes. The increasing focus on automation, digitalization, and electrification requires new skillsets. These areas attract talent with experience and skills that are different from and complement what we already have, providing an opportunity to enhance diversity.

Working conditions		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
If Epiroc fails in employment standards, this can impact employees	Potential negative impact		o		o	o	o

While Epiroc currently maintains strong employment standards, there is a potential risk of negatively impacting the workforce through inadequate employment conditions and salaries, or limitations on freedom of assembly and collective bargaining rights. These labor issues can be systemic, especially in regions with weaker labor laws, or arise as individual incidents. Epiroc has employees in regions where challenges exist in terms of labor rights and decent working conditions, such as adequate employment conditions and the rights to freedom of assembly and association. These challenges occur across all types of operations. Regions particularly vulnerable to these issues include parts of Asia, the Middle East, Africa, South America, and Latin America. However, forced labor and child labor have not been identified as salient issues within our own workforce. Failure to address inadequate employment standards and unresolved labor issues could hinder recruitment, retention, productivity, and damage Epiroc's reputation.

To mitigate these impacts, our response involves having fair labor policies, conducting regular salary reviews, adhering to collective bargaining rights, monitoring labor conditions, enhancing employee engagement channels, and continuously improving labor practices. Proactively addressing labor issues is strategically crucial for core operations, reputation management, and fostering a positive workplace culture. We have established communication channels for employee feedback and grievance mechanisms to identify and resolve labor-related concerns promptly.

Policies for own workforce (S1-1)

Our **Code of Conduct (CoC)** (read more in **G1**) guides our approach to working conditions, health and safety and human rights to meet the expectations from our employees and other key stakeholders:

- We are committed to conduct our business in accordance with the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGP), International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, OECD's Guidelines for Multinational Enterprises, and other conventions.
- We aim for a respectful, safe, and healthy workplace, complying with health and safety laws, with a vision of zero injuries.
- All kinds of discrimination on the basis of race, religion, gender, age, nationality, disability, sexual orientation, gender identity, marital status, pregnancy, ethnic background, union membership and political opinion, are prohibited. We believe in equal opportunities, inclusion and diversity, striving to be the preferred employer.
- We support continuous learning and development and support employees in maintaining a positive work-life balance.
- We respect employees' rights to union representation without risk of discrimination.
- Pay and terms shall be fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher. Working hours shall comply with applicable international and local laws and regulations.
- Under no circumstances will modern day slavery, such as forced, bonded or compulsory labor or human trafficking, be employed or used in our operations and we are strictly against child labor and other forms of exploitation of children.

We are committed to addressing and integrating human rights across our business operations in accordance with the UNGP. Human rights, including labor rights for our employees, are embedded in our company culture. We work with open communication and have many communication channels to engage with our own workforce. We take a proactive stance on addressing any issues and strive to continuously improve our practices to ensure well-being and rights of our employees. The Legal and Compliance Board monitors compliance risks and incidents, including human rights issues.

Epiroc's **Sustainability Policy** (read more in **E1**) states that we work to ensure the safety and well-being of everyone who works for and with us. It is a core element of every activity. Therefore, we arrange consultations and we try to involve employees and/or employee representatives in important questions. We eliminate hazards and reduce occupational safety and health risks, this is further elaborated in Epiroc **Safety and Health Principles**. These principles outlines our safety culture and aim to prevent accidents, injuries and illness by promoting safe behaviors and conditions, and supporting our way towards an injury-free workplace. We are committed to identifying, assessing, and mitigating risks regularly, and we never compromise on safety. To prevent injuries and ill-health, it is required to report and act on all safety and health risks and incidents. The Safety and Health Principles are based on the ISO 45001 standard that Epiroc is certified in, as well as other internal and external requirements.

Our **Inclusion and Diversity Guideline** reinforces and communicates our beliefs that a diversity of cultures, nationalities, ethnic origins, and gender balance, contributes to better business. Inclusion and diversity create broader perspectives, increase innovation and creativity, and enhance the employer brand, leading to better results. For procedures that prevent discrimination, see **Actions - Inclusion and diversity**

Epiroc's **Global Parental Leave Policy** applies to all Epiroc employees in countries with less than 12 weeks of paid parental leave. The policy covers all parents and legal guardians, regardless of sexual orientation or sexual identity. It aims to help employees achieve a

healthy work-life balance throughout their employment with us. Employees taking advantage of the policy are protected against discrimination, and parental leave will not impact their salary review or career opportunities upon return to work.

The interests and views of workers have been reflected in these policies, see further under Interest and views of stakeholders in **Strategy and business model**. All policies are reviewed on a regular basis by respective responsible function. Divisions and General Managers are responsible for implementation. All policies, documents and processes are available in our management system, the Epiroc Way, which all employees have access to. No significant changes of policies took place during 2025.

Policies for workers in the value chain are found in **S2**.

Processes for engaging with own workforce (S1-2)

Worker representation

Epiroc engages with its workforce both directly and through workers' representatives, to gain perspectives and inform its decisions and activities aimed at managing actual and potential impacts for all workers including people that may be particularly vulnerable or marginalized. Our decentralized organization empowers workers to impact their workplace. A key part of this structure is the inclusion of labor representatives on the Epiroc Board, which ensures that employee perspectives are directly represented in strategic decision-making and targets related to our own workforce. Through this governance structure, employees are actively involved in setting and monitoring these targets. Additionally, employees are informed about relevant targets by local company management. Workers' representatives participate in all Division Business Boards, where target setting and performance follow-up are regularly discussed, ensuring ongoing engagement in identifying lessons and opportunities for improvement.

Epiroc has a formal agreement with the European Works Council (EWC), which provides a structured framework for employee representation and consultation across its European operations. This agreement ensures that employees are informed and consulted on significant business matters affecting multiple countries within the Group. Through the EWC, union clubs within the EU discuss common focus areas and interact directly with Group Management.

To strengthen our work to achieve zero injuries and highlight the importance of safety and health Epiroc has a Safety and Health Board consisting of leaders from operations. The Board's mission is to champion safety and health within the Group and to lead, inspire and promote the organization towards an injury-free workplace. The board was active during part of 2025, currently awaiting further development. Employee safety representatives are involved in occupational health and safety decisions and activities. Local safety committees are also organized in various entities. Epiroc Safety Day is held annually for all employees, 2025 year's theme was shaped by local safety challenges. During Safety Day, employees reviewed local survey results, addressed concerns, and developed action plans tailored to their specific locations. Senior management from divisions participated in seminars centered on safety leadership and culture.

Information and communication

Epiroc has several information and communication channels to ensure that information is identified, captured and communicated in a way and within a time that enables employees and managers to fulfill their responsibilities. These channels include the Group's intranet, the Epiroc Way, business reviews and training.

Epiroc regularly holds a summit for all senior leaders in the Group, with themes aligned with the company strategy. After the summit, local workshops are arranged to identify short- and long-term improvement initiatives. The last summit was held virtually in March 2024 covering topics such as culture, geopolitics and digitalization.

Direct engagement and employee surveys

My Voice, our employee survey, conducted at least once a year across Epiroc Group, measures employee satisfaction as well as leadership. This anonymous and confidential survey helps us understand employee perceptions on how we act, supporting continuous improvement in our culture and leadership. Managers are responsible for the survey outcomes, action planning, and execution. Local General Managers, local human resources teams, the different business lines and functions, regularly follow up to ensure effective implementation of the action plans.

The My Voice 2025 survey included 21 questions covering key elements related to employee engagement. The effectiveness of the survey is reflected in its strong response rate of 84%, with more than 16 000 responses and 4 200 employee comments collected. The results were analyzed and benchmarked against both previous years' data and external company benchmarks. Overall, the engagement score remained high with an 83% favorability rate, while the leadership Index reached 75%. Compared to the previous year, results improved in 17 areas, with no declines in any scores. Key strengths identified include safety, purpose and the engagement Index. Opportunities for improvement were noted in collaboration and decision-making speed. Additionally Epiroc have introduced a question on diversity and inclusion. With a 78% favorability rate, the vast majority of employees reported that they "feel respected and included" in their workplace. The survey feedback provides a solid foundation to understand our current position and define clear focus areas for future improvement. It also provides insight into the perspectives of different demography and of those who may be under represented.

Direct engagement also includes regular, structured communication with employees at all levels. During the year, 79% (84) of employees had performance development talks with their managers.

International collaboration

As a member of the International Council of Swedish Industry, we promote sustainable and responsible business practices, participating in initiatives like the Swedish Workplace Programme, which uses social dialogue to improve and strengthen relationships

between management and employees.

Processes for remediation and channels to raise concerns (S1-3)

Epiroc has several channels for its workforce to raise concerns directly with the company. An employee who wants to report concerns, which only relate to the employee's own working or employment conditions shall report to the employee's manager or the manager's manager. If this is uncomfortable, inappropriate or for other reasons not possible or practical, the employee can contact Human Resources, Legal or the Compliance function.

For behavior or actions that are, or may be perceived as, violations of laws or the Epiroc CoC, the Epiroc Speak Up system can be used. It is a third-party tool that enables anonymous reporting in local languages via the internet. For employees without internet access, there is also the option to report by phone. Local phone numbers for each country are clearly displayed on Speak Up posters at each workplace. To assess awareness and trust in these reporting structures, Epiroc uses the employee engagement survey My Voice. The survey includes a specific "Whistleblower" question asking employees to rate the statement: "I can report unethical behavior without fear of retaliation." The results showed a 79% favorability rate, while indicating a general confidence in the reporting mechanisms and is above industry benchmark, it also highlights the need of increased awareness. Read more about whistleblowing and Speak Up in [ESRS G1](#).

Procedures for remediation are integrated in various processes. For example, health and safety concerns are addressed through established safety protocols and our health and safety management system, while issues related to working conditions follow labor relations and employment procedures. Remediation actions may include corrective measures, compensation or other steps to restore affected parties and prevent recurrence.

Actions for health and safety (S1-4)

Ensuring the safety and well-being of everyone who works for and with us is always a top priority. Safety is a key focus for our electrification, automation and digitalization solutions which not only benefits our customers but also our own workforce.

Epiroc has implemented a range of actions to manage material impacts related to health and safety and the associated material risks. Our health and safety management is based on ISO 45001 criteria, however it can also exceed these standards. Operating entities with a lower risk are exempt from external certification but must still follow Group procedures. In total there are 69 ISO 45001 certified entities. Out of our total workforce, 84% are covered by an external certified health and safety management system. Key actions are described below. To ensure the effective implementation of these measures, dedicated resources are allocated both at central and local levels within the organization. Resource allocation includes both personnel within health and safety and expenses enabling continuous development and follow-up of the actions. This includes, among other things, safety equipment, health and safety initiatives and training programs, and systematic processes to monitor the working environment. Health and safety measures are integrated in the daily operations and not in the form that requires significant CapEx or OpEx.

The effectiveness of actions and initiatives is continuously tracked and assessed through our goals and targets as well as other metrics. Epiroc also holds regular meetings and solicits feedback from the workforce, for example through the safety pulse and discussions with workers' representatives, to ensure that our actions are yielding the desired outcomes. We also perform internal audits on all operations covering health and safety, and external and internal ISO audits on certified entities that gives us feedback for continuous improvements.

Hazard identification, risk assessment, and incident investigation

All entities must have procedures in place for risk assessments, incident reporting, and safety inspections, as required by our management system and ISO 45001. All employees are encouraged to report safety and health risks. We encourage entities to use our preferred system for risk reporting, to e.g., report risk observations, near-misses and injuries, investigate and mitigate risks. Work-related injuries are reported and followed up at entity, divisional and Group level. All injuries and safety incidents result in investigation, root cause analysis and corrective action. The root cause analysis is important to ensure that own practices do not cause or contribute to incidents. Lessons learned are shared within the company to prevent similar incidents.

When working in the field at a customer site or similar, employees are trained to perform their own risk assessments, like Last Minute Risk Assessment, and are required to follow local regulations and procedures. If they still face a risk situation, they are empowered to stop work and not put themselves in a hazardous situation. Risk assessments and incident reports inform action taking to prevent and mitigate negative impacts on health and safety, at both local level and at Group.

Health and safety training and culture

We have a behavior-led approach to engage everyone in our health and safety efforts. In 2025, we implemented several initiatives to raise awareness, address potential hazards and further improve safety across the company. During 2025, Epiroc introduced a new e-learning course, Introduction to Safety and Health. The course provides essential knowledge on maintaining a safe and healthy workplace, emphasizing individual responsibility and is designed for all employees. The training is included in onboarding for new hires and is recommended for all staff, especially those in high-risk roles. Training will be monitored regularly to support continuous improvement in safety and health standards across the company. We also continue to offer additional training to workers that may be exposed to higher risk, such as service technicians.

The ActSafe project was initiated during 2025 and will be rolled out in 2026. ActSafe is our new global initiative on safety and health. ActSafe unifies Epiroc's many safety and health programs into a practical toolkit to be used across sites and roles. Our ambition is to grow our Epiroc safety culture by connecting existing safety programs and tools into one overall strategy.

Occupational health services

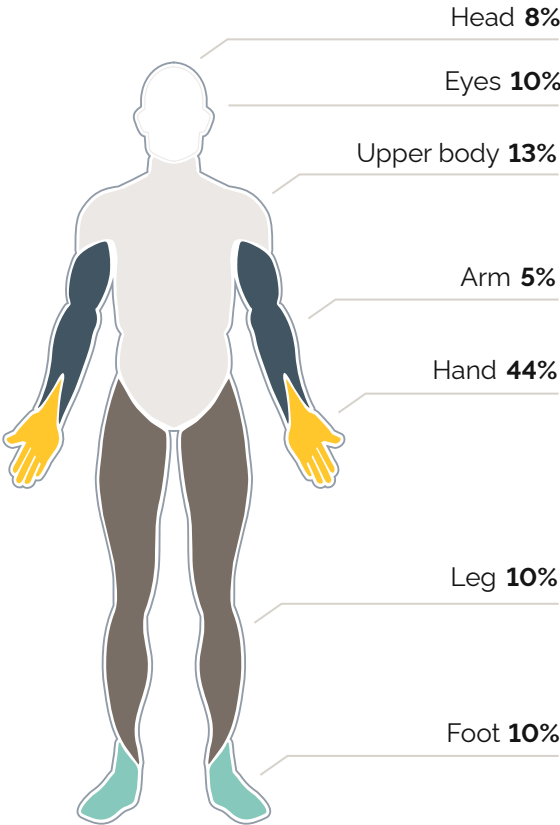
Occupational health services are provided to employees at most units and vary by country depending on local needs and legislation, and the level of health service available. Services include doctors, nurses, psychologists, physiotherapists and ergonomists. Employees or employee safety representatives participate and are consulted in occupational health and safety decisions and activities as part of the requirements in ISO 45001. Health promotion is mainly local, with some locations allowing exercise during working hours. All health promotion services and programs are voluntary.

Injury management

At Epiroc, we support employees who suffer workplace injuries by providing alternative or restricted duties during treatment and rehabilitation. Our medical practitioners ensure appropriate remedies to facilitate recovery. For those unable to return to their pre-injury duties within 24 hours, we develop a Return to Work Plan. This plan outlines and monitors the tasks the injured employee can perform. We also offer the option to work from home when feasible. Additionally, we implement local initiatives for remedy and rehabilitation and ensure our employees are covered by insurance according to each country's regulations.

The work-related injuries continued to decrease in 2025 compared with 2024. There are few severe injuries, and hand injuries represent a high share of the total injuries. We are taking numerous actions to further improve safety and reduce injuries. Examples are improved onboarding training, mentorship programs, dedicated task forces for certain entities, Epiroc Safety Day, as well as safety campaigns. We are developing new measurements and tools to track our progress. We continued to implement our internal Epiroc safety commitments during the year. These are reminders of how we should act and behave according to our internal safety rules to protect our co-workers and ourselves.

Injury by body part



Safety and Health Award

The Epiroc Safety & Health Award promotes good examples in the Group and was awarded to Epiroc Mining Tag in Chile. Mining Tag develops and implements sensor-based solutions that allow monitoring, automation and process improvement of mining operations. Mining Tag won due to its long-standing commitment and successful work to avoid loss time incidents. Success factors was a highly committed team and activities such as regular nutritional control, active breaks, safety campaigns involving families, recognition of best practices, and regular safety meetings with management.

Metrics and targets on health and safety

Health and safety targets (S1-5)

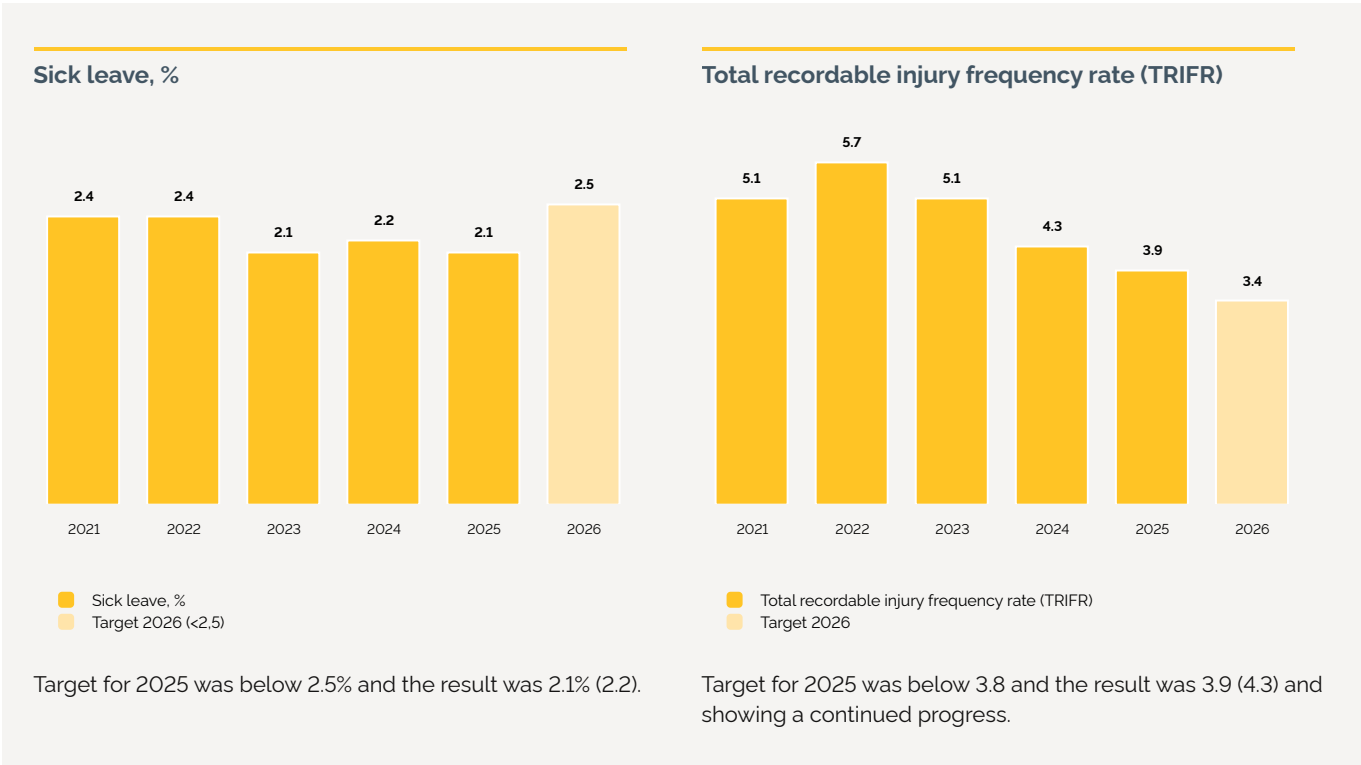
Our health and safety goal for 2030 is guided by the principles outlined in Epiroc's health and safety guidelines, reflecting our firm commitment to fostering a safe and healthy working environment across all operations. Our goal is:

- Have no work-related injuries in 2030.

We also set yearly targets to efficiently measure and follow up on milestones needed to reach our 2030 goal. We measure this using Total recordable injury frequency rate (TRIFR).

For information on stakeholders involvement in the target process, see [Processes for engaging with own workforce](#).

Progress on targets



Health and safety metrics (S1-14)

Work-related injuries

	2025	2025 target	2024	2023	2022	2021
Number of fatalities as a result of work-related injuries	0	0	0	1	0	0
Whereof employees	0	0	0	1	0	0
Whereof non-employees	0	0	0	0	0	0
Number of total recordable work-related injuries (TRI)	154		170	193	192	155
Whereof employees	142		159	168	168	135
Whereof non-employees	12		11	25	24	20
Total recordable work-related injury frequency rate (TRIFR)	3.9	<3.8	4.3	5.1	5.7	5.1
Whereof employees	3.9		4.4	4.9	5.5	4.8
Whereof non-employees	4.0		3.4	7.4	8.0	8.0
Number of high-consequence injuries (HCI)	5		2	5	4	6
Whereof employees	5		2	4	4	6
Whereof non-employees	0		0	1	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, related to employee	1 060		1 978	1 743	1 857	1 731

Ill health

To strengthen our control and monitoring of occupational health and safety we have implemented new reporting measures related to ill health (health problems caused or aggravated by working conditions or practices) during 2025. This will be included in our monthly reporting and tracked at the entity, divisional, and Group levels to ensure comprehensive follow-up going forward and can be included in our reporting in the upcoming years.

Methodology

TRI include: fatality, injury resulting in absence from work, restricted work, medical treatment, loss of consciousness or significant injury diagnosed by a physician. TRIFR is calculated per million hours worked. High-consequence injuries (HCI) are also reported. These are injuries where the worker cannot or is not expected to recover fully to pre-injury health status within 6 months. If expectation of recovery changes, the HCI is to be restated. If HCI is confirmed after year-end (within 6 months), the HCI is reported in year 2. Fatalities are excluded from our calculation of high-consequence work-related injuries. Number of days lost to work-related injuries and fatalities from work-related accidents, related to employee, is calculated on working days and not calendar days.

Sick leave is calculated by total number of sick leave days/total number of working days.

Actions for inclusion and diversity (S1-4)

By ensuring equal opportunities regardless of age, gender, ethnicity, or other characteristics, our ambition is to attract a diverse and skilled workforce and assign the most suitable individuals to appropriate roles. This stimulates innovation, improves employee retention, reduces recruitment costs, and enhances Epiroc's employer brand, which contributes to long-term success and financial performance.

Our policy commitments are supported by specific processes and actions globally and locally to prevent discrimination, in recruitment processes and trainings. Our senior managers represent 37 (39) nationalities and we promote an inclusive culture where people feel safe and are encouraged to be themselves. This is supported by training for leaders, mentorship programs, and policies that promote inclusion and diversity. During the year, we continued to focus on processes on how we attract, recruit, onboard and retain employees based on merit and competence, with an increased focus on employer branding. We have a data-driven approach to identify how we can be a more attractive employer to the talent we seek. Resource allocation includes both personnel and budgets within human resources enabling continuous development and follow-up of the actions. There is no significant CapEx or OpEx for these actions.

We track progress in a number of areas, including nationality, age and gender. Since 2019, when we set our ambitious 2030 sustainability goals, we've zeroed in on gender diversity, a clear and common gap across the Group. One 2030 goal is to double the number of women in operational and managerial roles, complemented by annual targets. However, our recruitment process continues to be based fully on merit and competence, choosing the best candidate for each role; it's about having the right person for the right job at the right time. We also measure perceptions of belonging and wellbeing as part of our annual employee survey, as well as our Leadership Expectations Index – which shows the effectiveness of our leadership style in terms of inclusion and employee support, providing clear insights into what leadership looks like at Epiroc. Voluntary employee turnover levels are also monitored. Progress is reviewed in business review meetings and as part of our annual talent review process.

Epiroc also holds regular meetings and solicits feedback from the workforce. The results inform appropriate actions to be taken. Inclusion and diversity activities are overseen by the Inclusion and Diversity Board, chaired by the Group's President and CEO. While our inclusion and diversity actions aim to prevent potential negative impacts such as discrimination and inequality, the programs and mentorship initiatives we have in place also actively deliver positive impacts for our own workforce. These efforts foster a more inclusive culture, enhance employee development, and contribute to greater innovation and engagement across the organization.

We have also increased the number of women apprentices in programs in our customer centers, such as the service academy in India for female service technicians, which began in 2021. It focuses on building innovative skills, expanding talent, and developing women engineers in the mining sector. In February 2025, the "High Voltage Women" training program was launched. The program aims to empower young female technical students in South America from underrepresented communities. The program will provide essential skills, mentorship, technical expertise, and hands-on experience needed to thrive in mining operations. The training program is ongoing, next step is to assess and improve the program for next version.

Metrics and targets related to inclusion and diversity

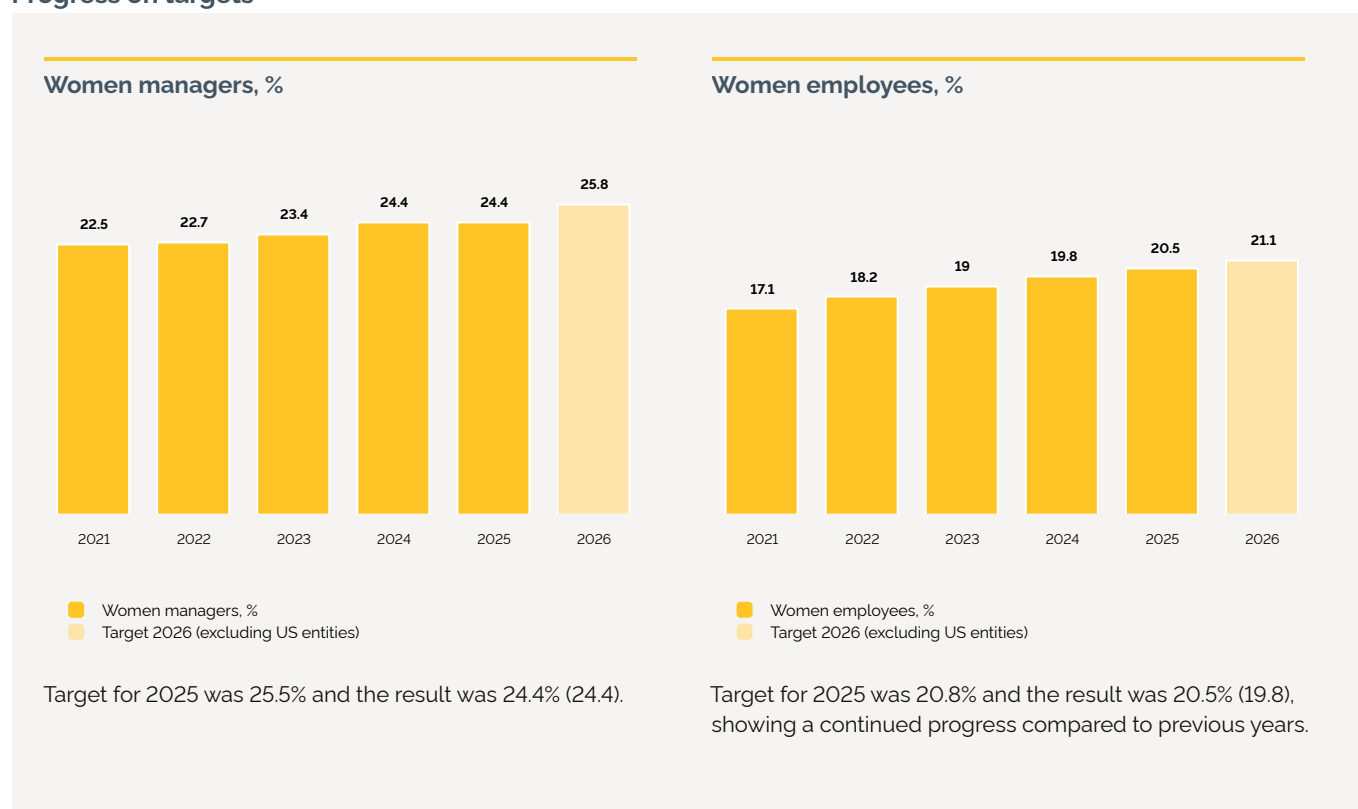
Inclusion and diversity targets (S1-5)

Two of our goals are designed to reflect the ambition set forth in Epiroc's diversity guidelines and to ensure that our recruitment process and career development continues to be based fully on merit and competence. Our goals are:

- Double the number of women in operational roles, increasing the share from 11% in 2019 to 22% in 2030. Operational roles are those in R&D, marketing and sales, manufacturing, logistics and service.
- Increase the total number of women managers and employees, to increase the share of women managers to 40% and women employees to 30% by 2030.

We also have yearly targets established to efficiently measure and follow up on milestones needed to reach our 2030 goals. For information on stakeholders involvement in the target process, see **Processes for engaging with own workforce**.

Progress on targets



Diversity metrics (S1-9)

Women employees in operational roles

Operational role	Women employees 2025, %	Women employees 2024, %	Women employees base year 2019, %
Research and development (R&D)	16.8	17.7	11.8
Marketing and sales	24.6	20.8	14.8
Manufacturing	12.4	10.9	10.3
Logistics	35.3	34.4	29.3
Service	8.0	8.5	5.1
Total	15.7	14.5	11.2

The share of women in operational roles continues to increase. However, in certain job categories it is more challenging to achieve our long-term goals. For example, in service, where the current pool of women with relevant background and interest is low. In addition, social norms and conditions need to be challenged to make a difference.

Gender distribution at top management level

Top management consist of two women (33%) and four men (67%), see also **Note 5 Employees and personnel expenses** in the Group financial information. For calculating diversity metrics in Note 5 Employees and personnel expenses, top management is defined as Group Management, which includes the President and CEO and five other members.

Age distribution

Age group	2025
	Number of employees
Under 30 years old	2 845
Between 30-50 years old	10 700
Over 50 years old	3 341
USA employees ¹⁾	2 169
Total number employees (FTE), December 31, 2025	19 055

¹⁾ Epiroc companies in USA only report the total number of employees and the reported figure for 2025 is 2 169 employees. Employees in USA is excluded from age distribution.

Actions on working conditions (S1-4)

Our key actions to maintain strong employment standards and live up to our Code of Conduct involve having fair labor policies, conducting regular salary reviews, adhering to collective bargaining rights, monitoring labor conditions, enhancing employee engagement channels and continuously improving labor practices. Our strong focus on leadership as well as training and development are enablers for our efforts.

To ensure the effective implementation of these measures, dedicated resources are allocated both at central and local levels within the organization. Resource allocation includes both personnel within human resources and budgets enabling continuous development and follow-up of actions. This includes, among other things, investments in skills development, leadership programs, and systematic processes to monitor employee engagement. There is no significant CapEx or OpEx for these actions.

The effectiveness of actions and initiatives is continuously tracked and assessed through our goals and targets as well as other metrics, see **Metrics and targets**. Epiroc also holds regular meetings and solicits feedback from the workforce, for example through the annual employee survey. We perform internal audits on all operations, at least every fourth year. In this formal process, compliance with CoC is verified. Human rights, fair pay, training and development, working hours, work-life balance and union rights are all part of the audits.

Courageous leaders

Epiroc's global leadership programs are part of our strategy to attract and develop leaders. The Challenger Program encourages employees to challenge the organization to accelerate innovation. The Influencer Program enhances leadership capabilities to inspire collaboration and increase performance. The Navigator Program focuses on experienced managers who want to lead by example and develop authenticity in their leadership.

We also prioritize internal mobility to broaden perspectives and support growth, including international assignments. 133 (125) employees (including 18 women) from 40 (36) countries work on long-term international assignments. Our internal Career Week connected employees with career mentors for advice and guidance. We also hosted open events where we showcased how we work with career and professional development in the Group.

Fair pay

Our CoC states that pay and terms shall be fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher. Our view and practices around compensation and benefits align with our inclusion and diversity agenda, ensuring that all employees can reach their full potential without prejudice or discrimination. We strive to be fair, transparent, and equitable in our processes to ensure pay equity. This means offering equivalent total reward packages for the same work or work of equal value, considering market differences and individual performance.

We are running a project that builds on our principles for total rewards, with the objective to enhance Epiroc's capabilities in managing compensation and benefits by improving data available for analysis across the Group. We aim to employ structured methods to ensure fairness, with procedures based on transparent, objective criteria to address any inequalities in total rewards. Salaries are normally reviewed once a year.

Training and skills development

Training and developing employees' skills and capabilities is key to our success. This includes providing clear responsibilities, education, and continuous, responsible feedback. We have launched a skills framework, which helps us better align learning with role-specific competencies and track progress more effectively. To further strengthen our approach, we have introduced the measurement of training hours. This data collection is currently conducted internally and provides us with valuable insights into learning engagement within the organization. Epiroc plans to report this data next year.

Examples of training initiatives throughout the year include a continued focus on the transition from diesel to electrification, renewable fuels, and automation as well as expanded training efforts on AI.

Metrics and targets related to working conditions

Targets (S1-5)

A key objective for 2030 is to ensure full signature and compliance with our Code of Conduct by all employees. We set annual targets for signed and confirmed CoC compliance for managers. Read more under **ESRS G1**.

Characteristics of employees (S1-6)

Employees by gender

Gender	2025
	Number of employees (FTE)
Male	15 154
Female	3 901
Other	-
Not reported	-
Total	19 055

Employees by country

Country ¹⁾	2025
	Number of employees (FTE)
Sweden	3 564
Australia	2 201
USA	2 169

¹⁾ Includes number of employees at the end of the year in countries where Epiroc has at least 50 employees representing at least 10% of our total number of employees.

Employees by contract type and gender

Type of employee (FTE)	2025				Total
	Female	Male	Other	Not disclosed	
Number of employees	3 901	15 154	-	-	19 055
Number of permanent employees	3 858	15 019	-	-	18 877
Number of temporary employees	43	135	-	-	178
Number of non-guaranteed hours employees	21	141	-	-	162
Number of full-time employees	3 812	15 042	-	-	18 854
Number of part-time employees	89	112	-	-	201

Employees by contract type and regions

Type of employee (FTE)	2025				
	North America	South America	Europe	Africa/Middle East	Asia/Australia
Number of employees	4 188	1 409	4 840	2 693	5 925
Number of permanent employees	4 171	1 399	4 797	2 606	5 904
Number of temporary employees	17	10	43	87	21
Number of non-guaranteed hours employees	106	1	9	31	15
Number of full-time employees	4 164	1 389	4 755	2 677	5 869
Number of part-time employees	24	20	85	16	56

Employee turnover

	2025	2024	2023
Employee turnover ratio (%) ¹⁾	12.3	15.0	6.9
Employees who have left Epiroc (FTE)	2 346	2 826	1 221
New hires (FTE)	2 464	3 098	2 431

¹⁾ 2023 figures show voluntary employee turnover while in 2024 and 2025, the measure includes both voluntary and non-voluntary turnover. For comparability, the voluntary turnover ratio was 6.8% in 2024 and 6.2% in 2025.

Methodology

All data related to the number of employees presented as headcount is estimated based on FTEs. All data related to number of employees is collected in FTEs. However, the relationship between FTEs and headcount is essentially 1:1. The definition of "full-time employee" is based on recommendations of the Swedish Accounting Standards Board. The "fulltime equivalents" (FTE) method is used, where one employee corresponds to the normal full working hours in the company, i.e., assuming 40 hours per week - an employee who is contracted to work 20 hours a week is 0.5 FTE.

Gender information is self-reported by employees, collected at the end of the reporting year.

Epiroc companies in USA only report on total number of employees.

Employees with non-guaranteed hours are included under permanent employees or temporary employees depending on the type and duration of their employment contract.

All figures are for the end of the year. For more information on employees and personnel expenses, see **Note 5 Employees and personnel expenses** the Group financial information.

Collective bargaining coverage and social dialogue (S1-8)

All employees have the right to choose whether they wish to be represented by a trade union or not. In 2025, 41% (37) of our employees were covered by collective bargaining agreements. For those not covered, we aim to provide terms and conditions of employment fully aligned with market practices. 96% of employees in Sweden are covered by workers' representatives. ¹⁾ To read about Epiroc's work with the European Works Council, see **Processes for engaging with own workforce**.

Collective bargaining coverage and social dialogue

Coverage Rate	Collective bargaining coverage		Social dialogue
	Employees - EEA (for countries with >50 empl. representing >10% total empl.)	Employees - Non EEA (estimate for regions with >50 empl. representing >10% total empl.)	Workplace representation - EEA only (for countries with >50 empl. representing >10% total empl.)
0-19%		North America	
20-39%		Africa & Middle East, Asia & Australia	
40-59%		South America	
60-79%			
80-100%	Sweden	Europe	Sweden

¹⁾ Calculation of figure: number of employees working on establishments with workers' representatives/number of employees in Sweden. This is only reported for Sweden, as it is the only country in EEA where Epiroc has significant employment, i.e. at least 50 employees representing at least 10% of the company's total employees.

Adequate wages (S1-10)

Epiroc's employees receive fair and reasonable compensation in accordance with applicable laws and industry standards. We conduct regular internal controls to ensure compliance and perform an annual review to confirm that all employees receive pay aligned with prevailing reference salaries in each country of operation. To define the adequate wage, Epiroc relies on either: statutory minimum wages, minimum wages set by collective bargaining agreements, or a minimum wage benchmark. We are currently evaluating other appropriate benchmarks to deepen our understanding of adequate wages in different locations of our operations.

Compensation metrics (S1-16)

The ratio of remuneration for highest paid individual (President and CEO) to average total compensation for average employees for 2025 is 35.4 (30.7). Calculations are based on the information in **Note 5 Employees and personnel expenses**.

The unadjusted gender pay gap for 2025 is less than 1% in favor of women, this is mainly due to the higher proportion of women in high income countries and white collar roles. The unadjusted pay gap is based on the average hourly pay including base salary, guaranteed cash payments and maximum short term variable compensation. Data is based on information in the global HR system which excludes some recent acquisitions as well as employees in Germany that have not yet been included in the system. Further, employees who work on a commission basis are excluded, as their variable compensation data is not yet comparable with other regular employees' data. Given that the data covers majority of employees and includes representation from all Epiroc countries except Germany, we do not consider the excluded data to have a significant impact on the overall result. As this is the first year of reporting the pay gap we will continue to work on improving the data access and quality of the data during 2026.

Furthermore, Epiroc is committed to work with the adjusted pay gap, which addresses the topic on a more local and comparable basis.

Incidents, complaints and severe human rights impacts (S1-17)

Throughout the year, 69 complaints in relation to work-related discrimination, harassment and human rights violations have been reported via the Speak Up line. A total of 22 complaints have been fully or partly confirmed and in 2 cases employees have been dismissed. In the 22 fully or partly confirmed complaints, no fines, penalties, or compensation for damages were paid as result of violations regarding work-related discrimination, harassment or human rights. No cases of serious impacts or incidents related to human rights, such as forced labor, human trafficking, or child labor, or other cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises have been reported under 2025.

For more information, see **ESRS G1**.

S2 Workers in the value chain

Disclosure requirement	Section	Page
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Workers in the value chain impacts, risks and opportunities (SBM-3)

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

Epiroc is dependent on materials, components and services that may origin from countries with potential risks for workers in these value chains. The risks are more prominent in certain industries and sourcing categories. We identify risk markets using environmental, human rights and corruption criteria from a third-party risk analytics firm. Examples of risks covered are labor standards, child labor and modern slavery. Epiroc is committed to uphold high ethical standards and conduct business responsibly in accordance with UN Guiding Principles on Business and Human rights and other international standards. Our sourcing practices and the development of our due diligence processes aim to identify, prevent and mitigate negative impacts for workers in the value chain.

The scope of workers in the value chain includes:

- Workers operating and servicing our equipment in our downstream value chain. Product safety is described more under **ESRS S4**.
- Workers included in our upstream value chain consist both of those who produce materials and parts, which we source for our production or operations, as well as those who provide services to us, such as temporary labor in our production or cleaning.

Other workers that are not directly related to the use or service of our equipment but may be affected by customer operations are included in the scope of affected communities in **ESRS S3**.

Working conditions - upstream		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Poor working conditions among suppliers can harm workers and infringe on labor rights	Potential negative impact	o			o	o	o
Rapid electrification may push Epiroc to source from countries with a heightened risk for human rights issues	Potential negative impact	o			o	o	o
If poor working conditions occur among suppliers, it can harm Epiroc's reputation or lead to fines	Risk	o			o	o	o

We have a global supply chain where there may be systemic risks of poor working conditions like health and safety issues, inadequate wages or insecure employment conditions, excessive working hours and restrictions of labor rights, especially in lower tiers, as transparency is limited, and informal or temporary labor can be more common. Systematic human rights and labor rights issues are especially prevalent in regions with weak legal frameworks or less stringent labor and human rights standards. Identified higher-risk regions are parts of Asia, the Middle East, Africa, South America and Latin America. Epiroc's local presence and sourcing locally can carry heightened risks of negative human rights impacts in certain regions. However, it also provides benefits, including stronger relationships with business partners and a reduced carbon footprint from transportation. For Epiroc, the risks are heightened during acquisitions, as the acquired company's suppliers may not have been screened according to our standards. Furthermore, agency and temporary workers within our own and suppliers' operations run a higher risk of exploitation.

The extraction of metals and minerals such as tantalum, tin, tungsten, gold, cobalt and mica is a high-risk supplier area due to possible extraction in conflict-affected and high risk areas. Workers in these supply chains, often from marginalized or vulnerable communities like migrant workers and indigenous peoples, face increased risks of exploitation, poor working conditions, and inadequate wages. Other human rights challenges include land rights and access to water. These minerals are needed in some of our products, like batteries and electric components, and we use our dedicated conflict minerals, cobalt and mica program to ensure responsible sourcing. Existing and emerging legal requirements to ensure respect for human rights across value chains require companies to strengthen their risk management practices. Failure to demonstrate compliance can damage our reputation, lead to customer loss, penalties, and fines.

Working conditions - downstream		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
If poor working conditions occur downstream, it can harm workers and infringe on their labor rights	Potential negative impact			o	o	o	o
Electric mining equipment improves worker health for customers	Actual positive impact			o	o	o	o
If poor working conditions occurs and human rights are not respected downstream, it can harm Epiroc's reputation	Risk			o	o	o	o

Workers downstream in our value chain may face hazardous work environments and may be deprived of their ability to fully exercise their labor rights, such as the right to a safe workplace, fair wages, and reasonable working hours. If poor working conditions were to occur downstream, and if Epiroc were to unknowingly support operations with human rights violations, this could result in reputational damage for Epiroc. This can lead to customer loss, stock devaluation, penalties and fines. Read more in **ESRS S3**.

Electrification of mining equipment improves working conditions for Epiroc customers in mines by reducing diesel fumes, noise level and vibrations, leading to a healthier work environment. We also provide numerous solutions to improve the safety of those using our products through automation, electrification and digitalization. Read more in **ESRS S4**.

Policies for workers in the value chain (S2-1)

For managing potential impacts on workers in our value chain, Epiroc has four key policies: **Code of Conduct (Coc)**, **Business Partner Code of Conduct (Coc BP)**, **Critical Minerals Due Diligence Policy** and the **Responsible Sales Assessment Policy**. Our approach to product safety is described in **Policies on product safety**.

Our **CoC** describes that we strive to be a good and reliable corporate citizen. We support all internationally recognized human rights and respect those rights in conducting our operations throughout the world. We are committed to implementing the UN Guiding Principles on Business and Human Rights throughout our business operations. Read more in G1 **Policies and corporate conduct**. Epiroc's **BP CoC** outlines requirements for business partners, based on applicable laws and internationally recognized principles for how companies should conduct business responsibly. Further, it defines Epiroc's general approach to respecting human and labor rights. Epiroc promotes equal opportunities, diversity, and inclusion, and aims to provide a respectful, safe, and healthy working environment.

Epiroc is a signatory to the United Nations Global Compact and the CoC and the BP CoC are based on the following internationally recognized standards:

- UN Guiding Principles on Business and Human Rights
- UN International Bill of Human Rights
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work and subsequent core conventions
- UN Global Compact Ten Principles
- UN Convention against Corruption
- OECD's Guidelines for Multinational Enterprises
- The Rio Declaration on Environment and Development

Business partners must follow the applicable national laws and regulations. Epiroc's requirements may go beyond the requirements set out in national law, in which case the business partner must comply with the stricter Epiroc requirements. The BP CoC specifies the first step in Epiroc's due diligence process for managing potential negative impact to workers in the value chain upstream and for indirect sales channels downstream, by being clear on Epiroc's policy commitments and requirements.

Our business partners must:

- Prohibit all kinds of discrimination.
- Respect employees' rights to freedom of association.
- Safeguard safety by guaranteeing appropriate processes and procedures.
- Ensure that their workers are free to communicate openly with their management to resolve workplace and compensation issues.
- Under no circumstances should child labor or modern slavery, including forced labor or human trafficking, be used. The policy prohibits activities that could lead to forced labor, such as requiring employees to lodge money, identity papers, or original documents with the business partner, and charging employees for personal protective equipment or uniforms.
- Comply with regulations regarding working hours.
- Perform due diligence according to UNGP and OECD guidelines for multinational enterprises when dealing with conflict minerals.

Further processes and mechanisms to ensure compliance with UNGP are described in our Responsible Sourcing Due Diligence Framework, under **Actions for workers in the value chain**.

Our definition of business partners includes suppliers, distributors, contractors working on behalf of Epiroc, and intermediaries. Intermediaries are persons or organizations appointed and paid by Epiroc to represent Epiroc in a particular matter. It may be, for example, agents, consultants, representatives and brokers. The BP CoC is reviewed regularly by VP Sustainability and VP Group Compliance Officer and approved by CEO. It is available in 13 languages and is published on our corporate website and communicated to our business partners.

Epiroc's Conflict Minerals Policy was updated in 2025 to Epiroc's **Critical Materials Due Diligence Policy** to expand the scope. It aims to ensure that exploitation and trade of tin, tungsten, tantalum and gold (3TG) in Epiroc products does not originate from sources that support finance to armed groups or security forces in resource rich areas. It also lays the ground for transparency and risk management in our upstream supply chain related to the extraction or sourcing of many minerals, materials and their derivatives — essential in our production— such lithium, natural graphite, cobalt, nickel, natural rubber and mica. It aims to ensure sustainable and responsible business operations and to advance ethical business practices and regulatory compliance. The policy applies to significant suppliers whose products contain or are likely to contain any of the critical materials in scope. Those suppliers are required to identify and declare the origin of such materials in the products and components sold to Epiroc.

Epiroc Divisions are responsible for deploying and implementing this policy and are assigned responsibility to oversee the supply chain due diligences process. The policy is reviewed regularly by Group Responsible Sourcing Team and approved by VP Sourcing. It is available for all internal stakeholders in the Epiroc Way. External stakeholders can access the policy on our website.

Epiroc's **Responsible Sales Assessment (RSA) Policy** aims to enhance our understanding of customers and identify potential risks with regards to human rights, including working conditions for workers in downstream value chain, corruption, and environment in markets where Epiroc is present and find mitigation measures for these potential risks. The policy supports our CoC commitment to support all internationally recognized human rights and respect those rights in conducting Epiroc's operations throughout the world. See more in **Policies for affected communities**.

All policies, documents and processes for how Epiroc conducts business are available on the intranet in the Epiroc Way which all employees have access to.

Engagement, remediation and channels to raise concerns

Engagement with value chain workers (S2-2)

Epiroc engages with upstream value chain workers primarily through social audits of suppliers and third-party audit programs. While direct engagement during Epiroc-led audits has historically been limited, we recognize that speaking directly with workers is the most effective way to identify potential impacts. To strengthen this, Epiroc initiated a third-party audit pilot in 2024, which was expanded to a program with more audits in 2025. These audits include on-site interviews and surveys with workers across all groups, including women, minorities, migrants, and workers with disabilities, ensuring that marginalized voices are heard.

Although these engagements do not provide a complete picture of labor and human rights conditions in the supply chain, they offer valuable insights into potential risks and inform remediation actions. For workers in lower tiers of the supply chain, Epiroc relies on external sources such as NGO reports, risk assessments and research to gain additional perspectives.

There is no single person responsible for engaging with value chain workers, instead operational responsibility is managed by different functions involved in sourcing. At Group level Responsible Sourcing reports activities on stakeholder engagement to the Sourcing Council and proposes actions for improvements.

For downstream value chain workers (e.g., at customer sites), Epiroc has not established a formal engagement process. However, we use multiple channels, including the Responsible Sales Assessment (RSA), to understand potential impacts and customers' practices related to worker rights, see more in **ESRS S3**.

Remedy and grievance mechanisms for value chain workers (S2-3)

There are several channels to raise concerns.

- **Third-party audit program:** Workers can raise concerns during interviews and through anonymous surveys accessed via QR codes, ensuring accessibility and confidentiality.
- **Local forums and grievance mechanisms:** In 2025 a pilot project in India identified existing forums where external workers at Epiroc facilities can raise concerns. The pilot showed that there were many good practices fitting to the concept of a grievance mechanism already in place. Based on this, a local Grievance Mechanism Policy and global guidance were developed. The entity now reports quarterly to Group Responsible Sourcing on grievances received at the local level. So far, there has been none reported. Over time, we plan to expand this pilot to other facilities around the world, following a risk-based approach.
- **Epiroc Speak Up system:** The Speak Up channel is open for external parties for confidential and anonymous reporting, but use is limited. Epiroc's Speak Up policy includes safeguards against retaliation for individuals who report concerns to Epiroc. No severe human rights issues and incidents connected to Epiroc's upstream and downstream value chain have been reported through the Speak Up channel. Details are provided in **ESRS G1**.

Epiroc is committed to providing or contributing to remedy where we have caused or contributed to material negative impacts. For impacts that we are linked to by business relations in our upstream or downstream value chain, the responsibility for remediation lies primarily with the supplier or business partner that have caused the violation. Epiroc supports grievance mechanisms at supplier workplaces through our audit programs. When issues are identified through audits or grievance channels, we analyze findings, identify root causes, and work with suppliers on corrective actions to prevent or mitigate harm. Effectiveness is assessed through follow-up reviews and closure of corrective actions.

Actions and resources for workers in the value chain (S2-4)

We are committed to uphold high ethical standards and conduct business responsibly in accordance with UN Guiding Principles on Business and Human Rights.

Workers in upstream value chain

Our key actions for workers in the upstream value chain are set out in Epiroc's Responsible Sourcing Due Diligence Framework (DD Framework), with the main elements described in the following sections. It is designed to identify, assess and manage both actual and potential material impacts on value chain workers upstream, including service providers like cleaners and security personnel, as well as factory workers in our supply chain. Epiroc strives to develop and maintain long-term relations with preferred suppliers for mutual benefits to enable sourcing teams to shift from reactive, transactional buying to proactive, strategic supplier management, driving value across cost, quality, innovation, and sustainability. Such practices allow for better planning and cooperation which may also lower the risks for workers in the value chain.

Epiroc sourcing process



Responsible Sourcing Due Diligence Framework

The primary purpose of the DD Framework is to consolidate and enhance Epiroc's efforts in identifying and reducing harm to workers and the environment within the supply chain. It focuses on human rights and labor rights, including forced labor, child labor, human trafficking, health and safety, working hours, wages and freedom of association. Epiroc distinguishes between direct suppliers who provide goods to produce Epiroc products (e.g., steel supplier), and indirect suppliers who provide goods and services for Epiroc's operations (e.g., workwear and security personnel).

Key personnel in Epiroc divisions and entities are responsible for adhering to and implementing the procedures described in the DD Framework, supported by Responsible Sourcing team. Resources dedicated to responsible sourcing are not tracked independently; instead, they are incorporated into the overall expenditures and budgets of relevant functions, reflecting the integration of key actions into regular operations at both the Group and entity levels. There is no significant CapEx or OpEx for these actions.

The effectiveness of actions and initiatives is continuously tracked and assessed through our goals and targets, see **Metrics and targets** as well as other measures and sources of information such as audit results and stakeholder engagement.

Business Partner Code of Conduct compliance

Epiroc's local management is responsible for evaluating their suppliers according to the BP CoC requirements. All business partners must sign and adhere to the policy. If a supplier refuses, they will be contacted for dialogue, and failure to sign may lead to contract termination. First-tier business partners are responsible for ensuring that their sub-suppliers comply with the BP CoC principles. If requested, business partners must inform Epiroc of their sub-suppliers. To identify potential negative impacts, Epiroc requires collaboration and access to business partners' premises. In case of a material breach of the BP CoC, Epiroc reserves the right to terminate the relationship or allow a period for the business partner to address the breach.

Compliance with the BP CoC is tracked for all significant suppliers, i.e. those with the largest purchasing spend. The threshold for purchasing spend is lower for suppliers operating in high-risk countries. High-risk countries are defined using criteria from a third-party risk analytics firm, covering issues such as environmental, labor standards, child labor, modern slavery and corruption.

Risk analysis

Risks associated with high-risk products or geographical areas will vary over time. According to our DD Framework, all regions will be evaluated from a risk-based perspective including human rights and labor breaches. The risk analysis is a key part of our second step in the due diligence process for suppliers, aimed at identifying negative impacts. Our due diligence efforts will focus on those suppliers, materials, products, and/or services identified as higher risk through this assessment. We perform risk assessments and place heightened due diligence efforts on products containing conflict minerals, cobalt, mica, and natural rubber and will do so for batteries too. Our risk analysis will be continuously updated based on changes in our supply base, external developments on inherent potential negative impacts for geographies, and/or materials, and other new information.

In 2024, a high-level risk analysis was conducted for indirect sourcing categories, identifying potential negative impacts on upstream value chain workers and flagging higher-risk products and services in specific regions. Solar panels is a high-risk goods category. A review of our solar panel suppliers was done and the Solar Panels Purchasing Guidance was released to mitigate the risk. Services like cleaning, canteen, and security in high-risk countries are also noted as high risk and will be targeted in further due diligence efforts in coming years.

Own audits for new and existing suppliers

The Responsible Sourcing team supports Epiroc's local purchasing teams in performing Epiroc's own audits for new suppliers. All new suppliers must undergo these audits. The Responsible Sourcing Team also selects a number of sustainability audits for the existing supply base each year.

The supplier evaluation process examines:

- Labor issues: Rejection of forced, compulsory or child labor, elimination of discrimination, safeguarding of employee health and safety, fair wages, decent working hours, collective bargaining rights.
- Environmental performance: Managing waste, minimizing emissions, and reducing consumption of natural resources.
- Human rights issues: Respect for human rights in operations.

In 2025 we strengthened our pilot program for third-party audits and incorporated it as an important component in our due diligence processes for responsible sourcing. We plan to continue developing this program internally and with selected suppliers. For both our own sustainability audits as well as the third-party audits, we have a corrective action plan process for addressing any findings and to ensure the effectiveness of our actions.

Conflict minerals procedure

To support our policy regarding sourcing of minerals that may originate from conflict-affected or high-risk areas, we have a procedure to provide practical guidance on conducting due diligence to ensure Epiroc products are conflict-free. The procedure provides instructions and tools on how to carry out and document a supply chain due diligence review in order to comply with relevant and applicable legislation, regulations and other obligations. The tools and related conflict minerals procedure are built on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as on the tools of the Responsible Minerals Initiative (RMI) of which Epiroc is a member. This procedure includes identifying suppliers of commodities likely to contain 3TG, requesting these suppliers to complete a conflict mineral reporting template, and evaluating their responses. Supplier responses are accepted based on specific conditions. Information about the presence and origin of 3TG in Epiroc products is consolidated and shared with interested parties. Suppliers are also required to exercise due diligence following the OECD guidelines according to our BP CoC.

Sourcing due diligence training

In 2024, a process was established to train all newly acquired companies on Epiroc's sourcing due diligence processes and supplier requirements. This training will be conducted regularly. Additionally, the Responsible Sourcing team plans to offer due diligence and human rights training to relevant internal and external stakeholders. This training started in 2025 and will be held regularly to ensure all stakeholders involved in implementing our DD Framework can effectively identify, prevent, mitigate, and stop any negative impacts on upstream value chain workers.

Workers in the downstream value chain

Responsible sales assessment and indirect sales partners due diligence

Our key actions to manage impacts and risk relating to downstream workers are part of our Responsible Sales Assessment and due diligence processes for indirect sales partners (IDS partners). The RSA policy requires the customer centers and divisions to carry out a risk assessment and find mitigating measures if potential risks within human rights, corruption and environment are identified. Before

engaging with any IDS partner, entities must perform a compliance screening. Only IDS partners that have successfully passed the compliance screening may be approved for engagement and is continually monitored. Read more in **ESRS S3 Affected communities**

Improved working conditions in mining and construction

To support our customers and their workers downstream in our value chain, we provide solutions that improve productivity, health and safety. We have a long history of autonomous and remote-controlled equipment, making it possible to remove operators from dangerous areas in the mine or at the construction site. Read more about our work with product safety in **ESRS S4 Product safety**.

Battery-electric underground equipment generates less heat, noise and vibrations when in use. This significantly improves working conditions for people on site. Read more about our work with battery-electric products in **ESRS E1 Climate change**.

Metrics and targets

Targets related to workers in the value chain (S2-5)

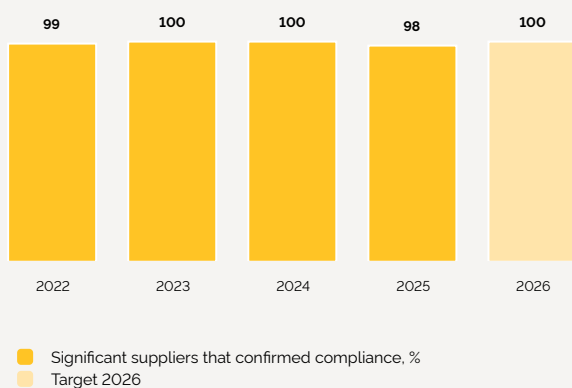
Two of our long-term 2030 goals relate to workers in the value chain:

- Have all business partners comply with our BP CoC.
- Responsible Sales Assessment process implemented, see **ESRS S3 Affected communities**.

We also have yearly targets established, to measure and follow up, to track effectiveness of policy and actions. The targets are integrated into our annual target-setting process. Workers in the value chain have not been involved in target setting or process for tracking performance.

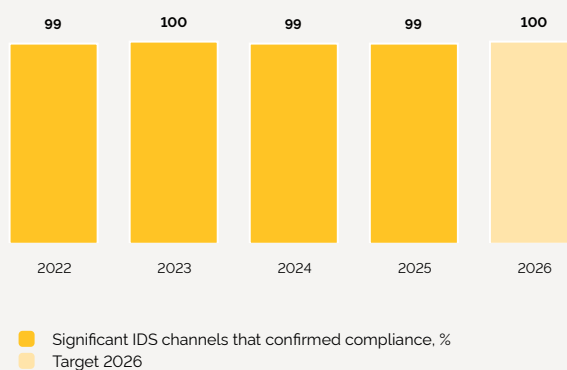
Progress on targets

Significant suppliers that confirmed compliance with Business Partner Code of Conduct, %



In 2025 the target was 100% and the outcome was 98%. By the end of the year 64 significant suppliers had not confirmed compliance with the BP CoC, actions are ongoing to ensure progress.

Significant indirect sales channels (IDS) that confirmed compliance with Business Partner Code of Conduct, %



In 2025, the target was 100% and the outcome was 99%.

Significant suppliers

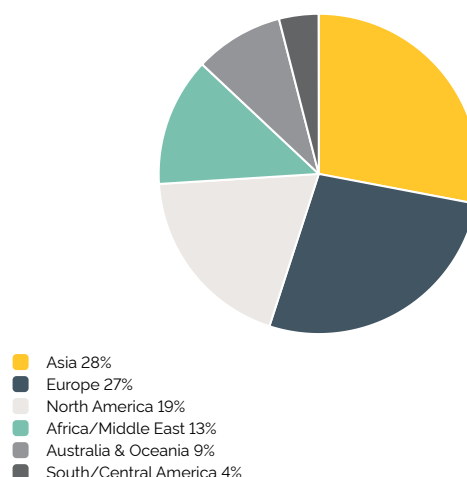
	2025	2024
Significant suppliers, number	3 001	2 401
Significant suppliers asked for commitment to the Epiroc BP CoC, number	3 001	2 401
Significant suppliers that confirmed compliance with the Epiroc BP CoC, number	2 937	2 391
Significant suppliers that confirmed compliance with the Epiroc BP CoC, %	98	100

We work with over 3 000 significant suppliers globally, excluding 56 suppliers phased out, or planned to be phased out at year-end.

Significant suppliers includes all suppliers of goods and services, direct and indirect, with a purchasing value above EUR 100 000. Suppliers are also deemed significant when they are located in high-risk countries and have a purchasing value above EUR 12 500. Purchasing values are based on 12 months values from January to December prior year excluding VAT.

Epiroc requires all business partners to commit to follow our BP CoC. We plan to phase out direct suppliers who have not signed the BP CoC. Indirect suppliers, mainly landlords, are harder to phase out due to long contracts and relocation impracticalities which also include negative impacts on other sustainability areas, such as increased resource use and emissions when adapting facilities.

Significant suppliers, geographical spread , %



Sustainability audits

	2025	2024
Total audits	350	270
Performed on-site	279	222
Performed digitally	71	48
Approved	307	245
Conditionally approved	33	24
Not approved	10	1

The sustainability audits are managed by the Responsible Sourcing team and covers safety, health, social, and environmental issues. By assessing our suppliers' performance in these areas, we work to ensure that the principles in our BP CoC are upheld. Based on spend data, each facility is assigned a number of audits to be performed at their suppliers. 20% of these audits per facility shall be decided by the Responsible Sourcing team, who make their selections based on their social and environmental risk assessment.

Conflict minerals, cobalt and mica

	2025		
	3TG	Cobalt	Mica
Suppliers asked	582	582	582
Suppliers responded	345	345	345
Smelters identified in supply chain	674	107	30

In 2025, a review of products in scope was carried out leading to an increased number of suppliers being included in the due diligence program for conflict minerals, cobalt and mica. The purpose is ensuring that products does not origin from sources that helps finance armed groups and security forces in resource rich areas. 582 (207) relevant suppliers were requested to declare the origin of 3TG present in their products. 59% (58) of the suppliers of products containing 3TG responded, identifying 674 (430) smelters of 3TG, none of which finance armed groups in the Democratic Republic of Congo. In 2025, 582 (39) suppliers of products including cobalt and mica were asked to declare the origin of cobalt and mica included in the products, to get an understanding of supplier awareness and increase transparency. About 59% (41) of the suppliers asked responded.

During 2025 the total number of identified smelters increased. Epiroc will continue to engage with suppliers that did not respond in order to increase response rates and transparency. A new process is being developed and will be released in 2026.

S3 Affected communities

Disclosure requirement	Section	Page
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Affected communities impacts, risks, and opportunities (SBM-3)

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

As a global company with customers active in mining and infrastructure sectors, as well as sourcing of metals and minerals in our upstream value chain, we acknowledge the possible risk that our operations, products, services, and business relationships may impact local communities. In our double materiality assessment, we considered all communities that may be materially impacted by our operations or value chain activities, including communities of indigenous peoples.

The identified material impacts concern local communities living near our customers' sites or those affected by their mining operations, especially in high-risk countries with elevated human rights risks. Risk markets are defined using environmental, human rights and corruption criteria from a third-party risk analytics firm. Examples of risks covered are land, property and housing rights, and indigenous peoples' rights which provides insight about impacts on affected communities in different locations.

Affected communities		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
In high-risk areas there is a risk that human rights are not respected and that local communities are negatively impacted by customers' activities	Potential negative impact			o	o	o	o
If communities in high-risk areas are negatively impacted by customers' activities, it can harm Epiroc's reputation	Risk			o	o	o	o

We have customers in around 150 countries, and they are required to perform their operations, conduct land acquisitions, manage security and handle environmental impacts in a manner that respects human rights and the well-being of local communities, including indigenous peoples that require particular consideration as they may be disproportionately vulnerable due to their close ties to land and natural resources. Potential challenges and negative impacts include community displacement, access to clean water and natural resources, and health issues from chronic pollution. These may arise from systemic problems or isolated incidents, such as environmental accidents or a business partner's disproportionate security response to protesters. Our Responsible Sales Assessment process (RSA) inform us if there are affected communities with particular characteristics, contexts or activities that may be at greater risk of harm.

If communities are negatively impacted by mining and infrastructure activities and human rights are not respected, it can affect our business by damaging our reputation, leading to customer loss and stock devaluation. Geographically, these risks are primarily located in conflict-affected areas and high-risk regions with a heightened risk of human rights violations.

Ensuring that our operations and customers adhere to human rights standards is important for maintaining our market position and customer confidence. As Epiroc is one of many suppliers at a mine site our possibilities and means to use leverage is limited. However,

doing business ethically is important for us and considerations on actual and potential impacts, including risks in specific geographies, have informed our business practices and the development of our due diligence processes such as the RSA process.

Policies for affected communities (S3-1)

Our **Code of Conduct** as well as our **Sustainability Policy** forms the basis of our approach to sustainable development and the respect of human rights. As a signatory to the UN Global Compact we fully support the 10 principles in the areas of human rights, labor, environment, and anti-corruption. We are also committed to implement the UN Guiding Principles on Business and Human Rights (UNGPs) throughout our business operations. Our **Business Partner Code of Conduct (BP CoC)** states that Epiroc strives to be a good and reliable corporate citizen and expects our business partners to be the same. This includes that our business partners in relation to affected communities must:

- Respect all internationally recognized human rights standards including the International Bill of Human Rights and the principles in the international Labor Organization's Declaration on Fundamental Principles and Rights at Work and subsequent core convention.
- Exercise due diligence following the OECD due diligence guidelines if providing parts, products or raw materials that contain one or more conflict minerals, and source from conflict-affected and high-risk countries.

Epiroc's **Responsible Sales Assessment Policy** is a tool for complying with the CoC commitment to support all internationally recognized human rights and respect the same in conducting Epiroc's operations throughout the world. The scope of the RSA is i) to know our customers, ii) to understand potential risks with violation of human rights, corruption and environmental impact and iii) to find mitigation measures for these potential risks.

The policy outlines how to implement our RSA process, which requires our customer centers to identify and mitigate potential risks. Specific criteria allow us to determine when the process is required. These are:

- Country: our third-party risk analytics firm ranks countries according to risks, such as labor standards, child labor, modern slavery, impacts on land rights and indigenous people, environment as well as corruption.
- Customer: type of customer and project.

The responsibility for implementing the RSA policy rests with the divisional Presidents and General Managers for customer centers, while the VP Sustainability is responsible for updating the policy and communicating any changes. The Marketing Council is responsible for following up the implementation of the policy. An E-learning training for the RSA policy and process is available.

For information about policies relating to affected communities in our up-stream supply chain, see Epiroc's Responsible Sourcing Policy and Policy for Critical Minerals Due Diligence in **Policies for workers in the value chain**.

Engagement, remediation and channels to raise concerns

Engagement with affected communities (S3-2)

Epiroc's material impacts related to communities occur primarily in the downstream value chain, linked to mining activities. Direct engagement with affected communities is therefore limited. To address the material impacts, Epiroc primarily engages with affected communities through communication with credible proxies such as NGOs, industry networks, and multi-stakeholder initiatives. We also have to rely on customer having a thorough process in accordance with international standards. We seek to incorporate the perspectives of affected communities through:

- **Responsible Sales Assessment (RSA):** Conducted before onboarding new customers and regularly for existing customers. RSA incorporates questions how customers engage with affected stakeholders, including indigenous communities, and identifies risks related to human rights, corruption, and environmental impacts.
- **Public Information and collaboration:** We monitor reports from NGOs, industry associations, and multi-stakeholder forums to gain insight into community concerns, including those of vulnerable groups.

Broader stakeholder input is gathered through ongoing participation in industry initiatives; however, there is currently no fixed frequency for this type of engagement. Insights from RSA and external sources inform decisions related to customers and mitigation measures.

There is no single person on Group level that is responsible for engagement with affected communities. Effectiveness is assessed through RSA outcomes and participation in collaborative initiatives.

We also engage and support our local communities in different ways. Our Sponsoring and Community Engagement Policy includes guidance on how to engage in community activities, charity or sponsoring projects locally. We encourage learning and development through cooperation with local communities and believe that this will help to maintain the sustainable development of our business and contribute to developing communities. We have selected three focus areas of engagement; i) mining and construction solutions, ii) education and iii) skills development. Selected projects should always comply with the ethical guidelines and principles outlined in our CoC and additional principles should be followed when we are selecting which community engagements to support.

Remedy and grievance mechanisms (S3-3)

We encourage customers to maintain accessible and trusted grievance processes. The RSA incorporates how customers have set up grievance processes. Currently, Epiroc does not have a systematic process to monitor the effectiveness or trust of the customer grievance channels.

Epiroc's Speak Up system is open for external parties for confidential and anonymous reporting, but use is limited. Epiroc's Speak Up policy includes safeguards against retaliation for individuals who report concerns to Epiroc. No severe human rights issues or incidents connected to affected communities have been reported through the Speak Up channel. Details are provided in **ESRS G1**.

Epiroc is committed to remedying situations where our own activities have caused or contributed to adverse human rights impacts, in line with the UNGPs. For impacts linked to mining operations in our downstream value chain, the responsibility for remediation lies primarily with mining companies. Epiroc takes this into consideration through the responsible sales process which considers customers' practices for stakeholder engagement and remediation.

Actions and resources for affected communities (S3-4)

The Responsible Sales Assessment (RSA) and the Due Diligence process for Indirect sales channels are our key actions to support Epiroc's commitment to the Code of Conduct, particularly the principle of supporting all internationally recognized human rights.

Responsible sales assessment

According to the UNGPs, our responsibility is to ensure that we do not cause or contribute to adverse human rights impacts through our own activities. We should also seek to prevent or mitigate adverse impacts that are directly linked to our operations, products, or services by our business relationships. With regard to where in our value chain our material IROs are placed, our customers have significant responsibilities. However, our company still has a role to play in ensuring that human rights are respected throughout our value chain.

Our RSA process enables us to gain insights about our direct customers, their reputation, and their standing within their local communities. We investigate concerns and potential risks related to the violation of human rights, corruption, and environmental impact, as well as their effects on the communities where they operate. Identified risks and issues are addressed by implementing mitigating actions. Epiroc does not enter a business relationship if significant risks are identified during the assessment. We also terminate a business relationship if significant risks are identified or reported during a relationship. Going forward we will continue to focus on strengthening the process and its quality including increased awareness and trainings.

Indirect sales due diligence

All indirect sales (IDS) channels, including but not limited to distributors, resellers, wholesalers, retailers, traders, catalogue houses, agents, sales representatives, and consultants promoting sales, are required to adhere to our BP CoC. We evaluate our IDS channels through a comprehensive due diligence process. For significant IDS channels, which represent the largest share of sales volume and operate in high-risk countries, we ensure they have confirmed compliance with our BP CoC. We apply stricter criteria for those operating in countries with the highest risk of corruption, environmental, and human rights violations. These are identified using a third-party risk analytics firm. In 2025, the total number of significant IDS channels was 294 (273).

Resources dedicated to the RSA or IDS due diligence process are not tracked independently; instead, they are incorporated into the overall expenditures at Group and entity levels. These actions do not require significant OpEx or CapEx. For actions related to affected communities up-stream in the supply chain, see information about Epiroc's Responsible Sourcing Due Diligence Framework in **Actions for workers in the value chain**.

The effectiveness of actions and initiatives is continuously tracked and assessed through our goals and targets, see **Metrics and targets** as well as other qualitative measures and sources of information, for example from the RSA process and stakeholder engagement.

Metrics and targets

Responsible Sales Assessment target (S3-5)

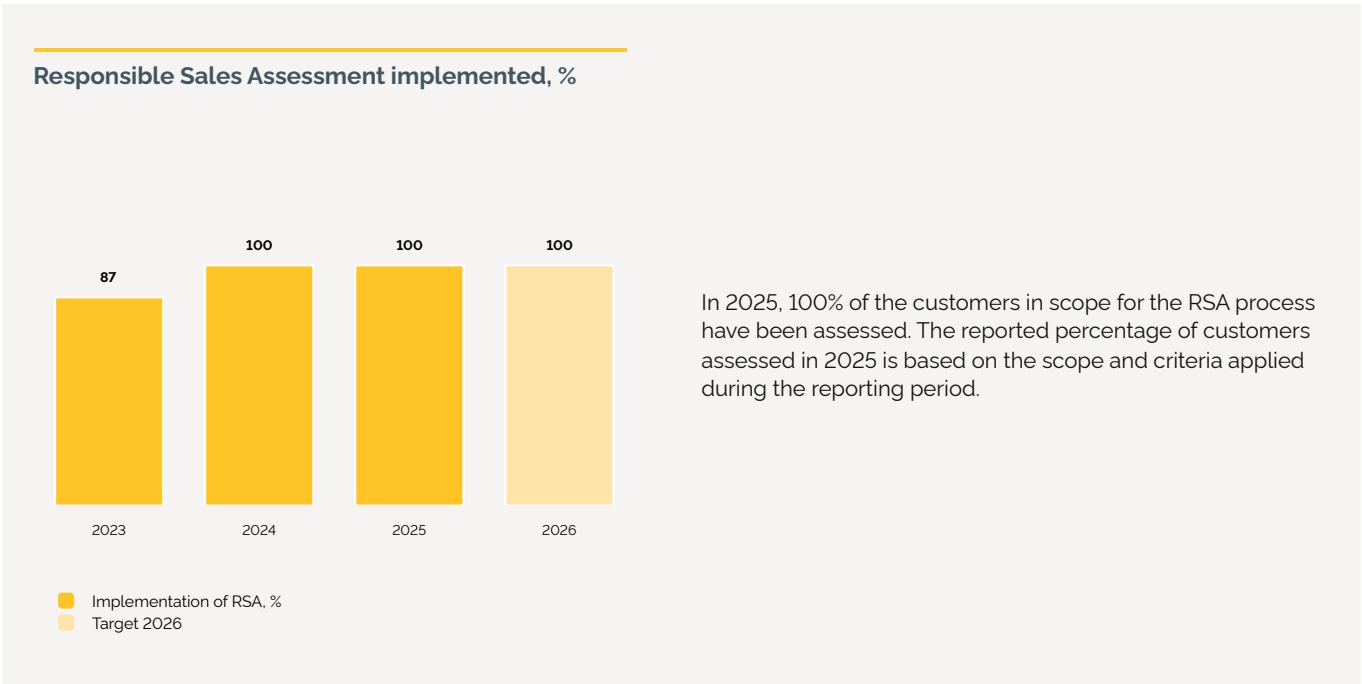
One of our 2030 goals relates to affected communities downstream:

- 100% implementation of the Responsible Sales Assessment (RSA) process.

To track effectiveness of policy and actions, the target measures the share of customers in scope for the RSA process that has been assessed during the year. We also have a yearly target on significant IDS compliance with BP CoC, see **ESRS S2**.

The RSA process is applied to customers based on a combination of country-specific risk classification and a defined sales volume threshold. This ensures that the assessment focuses on the customer relationships where the potential for material impact is greatest. During 2022, a baseline was established to measure our progress toward the 2030 goal of having the RSA process fully implemented. In 2025, Epiroc strengthened the RSA policy and criteria, broadening the scope of customers subject to assessment. The number of customers assessed will therefore increase going forward. Stakeholders from affected communities have not been involved in target setting or process for tracking performance.

Progress on targets



S4 Product safety (consumers and end-users)

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Product safety impacts, risks and opportunities (SBM-3)

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

Safety is of paramount importance for our customer within mining and infrastructure. As a business-to-business manufacturer of mining and infrastructure equipment, our products and services directly impact professional end-users operating our equipment in the mining and construction industries. These end-users can be exposed to potential health and safety risks and it is critical to support customers to improve safety and wellness for the operators and their colleagues. They are dependent on accurate and accessible product- and service related information, such as manuals and product labels, to avoid potentially damaging use.

Through customer dialogues, we develop an understanding of how different end-user groups may face greater product risks. All materially impacted end-users are included in the scope of our disclosures. These users are employed by our customers or Epiroc. For more information about our own employees, see **ESRS S1 Own workforce**. Identified material IROs in this section only covers the area of product safety.

Product safety		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Misuse of products and defective products can risk customer health and safety	Potential negative impact			o	o	o	o
Defective products can risk liability and lead to reputational damage	Risk			o	o	o	o
Safe solutions can increase Epiroc's competitiveness and stakeholder satisfaction	Opportunity			o	o	o	o

Customers expect maximum productivity. The operators and technicians work in challenging conditions that can pose safety risks. To support our customers in meeting their productivity targets while prioritizing safety is a key part of our strategy. We consider product safety in every aspect of the product lifecycle, from design and development to production, testing, services, and customer support. Despite all safety measures, accidents can still happen. We investigate and act on every individual incident communicated to us.

Defective products can result in liabilities such as recalls, legal action, injury compensation, and higher insurance costs, negatively impacting Epiroc's reputation, profitability and customer confidence. To avoid negative impacts and mitigate this risk, we work closely with customers on risk management, accident and incident reporting, training and change management. Safe solutions with a focus on preventive measures uphold our commitment to deliver high-quality and reliable equipment designed for safe operations in challenging environments. These measures preserve customer confidence while enhancing Epiroc's competitiveness, business opportunities, and stakeholder satisfaction.

Policies for product safety (S4-1)

Our **Code of Conduct (CoC)**, **Sustainability Policy** and **Epiroc Safety and Health Principles** set out our commitment to provide innovative, safe, and sustainable solutions and that customer safety is a top priority. Therefore, all products and processes shall be evaluated from a quality, safety, health, and environmental perspective to meet the demands of our customers, reflecting our commitment to ensure product safety across the value chain. Our approach to product safety encompasses the entire lifecycle, from the development of new products to addressing issues with products already in use. These principles guide our actions and decisions regarding product safety. Our commitments and approach to human rights, which stated in our CoC and Business Partner CoC, are the same for our customers, own workers as well as workers in our downstream value chain. For more details, see **Policies for own workforce** and **Polices for workers in the value chain**. No severe human rights issues and incidents connected to end users have been reported through the Speak Up channel. Details are provided in **G1 Business conduct**.

Epiroc's **Product Safety and Liability Policy** establishes procedures to incorporate safety best practices, regulatory requirements, and lessons from incidents and audits into product design and manufacturing. It aims to ensure product safety while optimizing functionality, sustainability, and cost-effectiveness across all divisions, with the overall goal of producing safe, efficient, and compliant products. The policy also includes steps to follow in the case of an incident or accident involving or relating to Epiroc equipment. It applies to all products designed, manufactured, assembled, imported, exported, shipped or supplied by, or on behalf of, any company within the Epiroc Group.

SVP General Counsel has the overall responsibility for ownership of the policy, while each divisional President is responsible for implementing it within their division and ensure reporting of performance to the Group every year. At a local level, General Managers for each legal entity are responsible for ensuring that local procedures are in place, well known, followed and maintained to fulfill the guidelines and procedure in the policy.

As an ISO 9001 certified company, we adhere to internationally recognized standards that serve not only as a reference for product and service quality, but also as a comprehensive framework for structuring, managing, and continuously improving our internal processes, resources, and leadership. By applying this standard, we ensure that our quality management system and related policies are aligned with the interests of our customers and stakeholders, with a strong emphasis on safety and reliability.

All policies are available for all internal stakeholders in the Epiroc Way.

Engagement, remediation and channels to raise concerns

Processes for engagement (S4-2)

Epiroc has sales in around 150 countries and local teams in customer centers in more than 60 countries, that are the key points of contact for customers. This regionalized approach allows Epiroc to stay responsive to specific risks in different markets and pursue opportunities for local partnerships and innovation.

Epiroc consistently engage with customers to understand their business needs, the associated risks and local safety and regulatory standards and targets. This engagement allows us to develop or customize products that help the customers meet their productivity targets while prioritizing their safety. We gather regular feedback through ongoing dialogues, annual surveys and customer experience forms, which helps us continuously improve. These customer touch points not only help us focus on product safety, but they also inform us about our efforts in areas such as responsible business practices and climate change.

Remediation and channels to raise concern (S4-3)

There are several channels through which customers can reach out or raise concerns about product safety or other issues in the interest of end users. Our global network helps address local safety and regulatory requirements. Our customer centers are in close contact with customers and their employees to understand their concerns and to provide quick solutions when possible. We rely on our customers dialogues and their channels for employees to raise concern and have not identified the need of specific channels for end users to raise concerns directly with us. There is no single person responsible for engaging with customers on product safety at Group level, instead this responsibility lies with each General Manager on a local level.

Epiroc ensures that any concern about product safety is addressed through formal investigations and corrective actions. Our Product Safety and Liability Policy outlines processes for remediating negative impacts and allowing our customers to raise concerns. Each division, product company and customer center has a product safety committee with the responsibility of coordinating and guiding efforts to prevent and correct risk of injury to persons when using products. The committees are cross-functional and organized with members having authority to take decisions. Any incident in the field, indications of inappropriate design (including non-compliance with local safety laws), manufacturing or workmanship, would trigger the product safety committee to act as per the defined process. In case of significant incidents (e.g., serious injury, death, or substantial property damage), the divisional President and the legal and Insurance function gets involved. Remediation measures and assessment of their effectiveness would be determined on a case-by-case basis and according to the local context. Remediation can include implementing corrective actions and ensuring knowledge-sharing to prevent similar cases from arising in the future. During this product safety process, if urgent information needs to be communicated to a customer to prevent further incidents, an appropriate document is immediately drafted in consultation with the legal team. These notices are given the highest priority. When Epiroc takes necessary corrective actions in the field, such as recalls or upgrades to affected products, customers are notified of these actions and can engage with Epiroc for further information or assistance. Safety information is communicated to customers through safety notices, technical service news bulletins, campaigns, or recalls, prioritizing cases with risks of critical incidents.

Epiroc has zero tolerance for hindering reporting and retaliation if the reporting person has reasonable grounds to believe that the information on breaches reported is true.

Actions and resources related to product safety (S4-4)

Our product safety approach spans the entire lifecycle, from development of new products to ensuring the safety of those already sold. Our key actions consists of developing solutions that improve safety and close customer cooperation.

Our ISO 9001 certified quality management system supports us in establishing clear and effective processes for quality management across all functions, conducting systematic evaluations that drive continuous improvement, and consistently meeting customer requirements and expectations with a high level of professionalism and reliability. This integrated approach reinforces our commitment to excellence and ensures that safety is embedded in every aspect of our operations and mitigate potential risks that our own practices lead to negative impacts for the end users.

Electrification, digitalization and automation solutions for safer mining and construction operations

Employee and customer safety is a key focus for our electrification, automation and digitalization solutions. It's a key part of our strategy to develop solutions that improve safety and avoid high-risk incidents, such as automated drilling, loading and hauling, and to remove operators from hazardous processes. Read more in **Accelerate the productivity and sustainability transformation in our industry**. Actions are identified through innovation and by driving systematic improvements. Some of our key actions towards achieving measurable safety gains are described below. Additionally, all equipment is delivered with comprehensive safety instructions and warnings. Throughout the years, we have invested in product development and acquired several companies to further enhance our product safety offerings. However, we are currently unable to isolate and define significant OpEx or CapEx specifically attributable to product safety. Research and development costs are embedded within broader innovation and product development budgets, and acquisition-related investments are reported at a consolidated level without detailed allocation to safety-related activities.

Automation

By automating critical manual tasks, Epiroc reduces human intervention, minimizing the risk of errors and accidents. Our advanced automation solutions integrate software, hardware, and services to deliver a comprehensive system that not only boosts efficiency but also enhances safety by removing operators from hazardous environments. We offer remote control systems, which allow operators to control machines from a safe distance. This reduces operator fatigue, prevents repetitive stress injuries and provides added protection in high-risk areas. One example is a remote control system where machine operators are relocated to a secure control room.

We also offer fully autonomous solutions for both drilling, loading and haulage, both for surface and underground applications. We are collaborating with our customers to develop our solutions further. One collaboration with Boliden, Algoryx and Örebro University is pioneering a project with the goal of achieving fully autonomous mining. In 2025, Epiroc achieved a significant safety-related milestone in autonomous haulage when two retrofitted MT65 Autonomous Minetrucks successfully performed a fully autonomous meet-and-pass maneuver on a shared single-lane ramp. This advancement improves operational safety by reducing the risk of vehicle-to-vehicle interaction.

Digitalization

Most mines have no system in place to indicate where people or machines are located. Epiroc offers solutions that provide real time situation awareness of people and machines which increase safety. Digitalization provides valuable insights by gathering and managing data generated across operations in different systems. Some key digital solutions and their impact on product safety include:

Situational awareness offers situational awareness for both personnel and assets through real-time data and 3D visualization. Personnel in the control room can visualize the whole mine or tunnel and improve daily mine safety by making it possible to send zone-based messages. With this heightened awareness, faster reactions are possible. One example is the mobile safety solution project, a collaboration between LKAB and Epiroc, involving both existing products from Epiroc and new development.

Titan Collision Avoidance System enhances safety in mining operations by addressing collision risks involving vehicles, obstacles, and pedestrians. It detects and alerts vehicle operators and pedestrians of each other's presence, and ultimately it stops vehicles to avoid collisions with people and other vehicles.

Blast support is a digital decision support tool to ensure improved personnel safety at blasting. It uses 3D visualization with open space positioning, giving the control room an overview of everyone's location. Hazardous areas, such as blast areas, zones with a risk of falling rocks or with a risk of land slide, can be defined on the 3D map.

Electrification

Our electrification solutions keep people from fumes, noise and heat and improve working conditions. The battery-electric equipment and batteries are designed with modularity and safety in mind, allowing each battery component to be monitored and controlled separately. Their stable design makes them ideal for harsh environments.

There are some general concerns that batteries can be unsafe and unreliable, which might discourage some customers from choosing battery products. To mitigate these concerns, we have developed a battery solution with advanced safety features, and we continuously invest in R&D to further enhance battery safety as well as perform training to teach customers about the safety of

battery-powered equipment. Our safety precautions for batteries include protection against internal and external fires, electrical protection and rock fall protection. In 2025, one battery pack in a South African mine caught fire. The thermal management system, which functions as the lid of the battery system, had been removed, leaving the battery exposed to dust and water.

Live Work Elimination

Epiroc proactively identifies material risks during the product design phase, ensuring compliance with the highest safety standards and environmental regulations. Epiroc has been running the Live Work Elimination (LWE) program since 2020. This initiative is a collaborative effort involving our customers, R&D and service teams. The program strives to eliminate live work using technology such as remote tools for diagnostics and other tasks, thereby making operations safer for both customers and employees. In 2025, we further expanded our LWE product portfolio with a tool for remote breaking allowing maintenance teams to stay away from a running machine.

Customer training and feedback

We work closely with customers on learning and change management to promote best practices among equipment operators and service technicians to avoid incidents and accidents and mitigate the associated risk. We provide equipment training for operators and service technicians, and we have developed a learning portal for customer operator training. For example, our Rig Control System (RCS) trainer allows a user to start and stop RCS-simulation software on a desktop. It enables preparation and training on different machine types and options without having to access the machine, saving valuable production time.

At Epiroc, customer feedback is a vital part of our commitment to service excellence and continuous improvement. It is also a main input to identifying actions and assess the effectiveness of our actions. We gather input through customer surveys, on-site discussions, follow-ups, formal complaint systems, performance reviews, and digital channels. This feedback is assessed in our Field Situations Meetings and if deemed as product safety the case is managed by the divisional Field Quality function, reporting to the Product Safety Committee. The divisional Field Quality function documents, categorizes, and assigns tasks to responsible owners across departments. We analyze recurring themes, implement corrective actions, and ensure customers are informed and satisfied with the outcomes. This structured approach strengthens our focus on safety, responsiveness, and long-term improvement.

Customer training and feedback is operated on a continuous basis and enhanced year after year. Resources are allocated at entity level. There is no significant CapEx or OpEx for these actions.

Metrics and targets

Targets related to product safety (S4-5)

We have no Group target for product safety.

Our approach is to work with product safety throughout the entire lifecycle, from developing new products to ensuring the safety of those already sold. Our quality management system is regularly audited by third party auditors and processes related to product safety are followed up in internal audit programs. At the moment, there are no plans to set a Group target.

Metrics

Safety issues on already delivered products are tracked through safety campaigns consisting of appropriate actions and information. Incidents of non-compliance of voluntary codes are situations where a part needs to be replaced, or a program modified to enhance the safety of the product. 8 (9) incidents for non-compliance with voluntary codes concerning the health and safety impacts of products and services were reported for 2025. There were no incidents of non-compliance resulting in warnings, fines or penalties reported for 2025.



G1 Business conduct

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Business conduct impacts, risks, and opportunities (SBM-3)

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

Epiroc has sales in around 150 countries, where we adhere to laws and regulations, and uphold high ethical standards. Our growth strategy require us to ensure that the companies that we acquire uphold the same standards. The different geographical locations of our sites, suppliers, and customers provide different risk exposures as market complexities and varying environmental, social, and governance laws affect our exposure to sanctions, corruption, human rights risks, and environmental risks.

Epiroc may be affected by various government actions. In general Epiroc is not actively and directly engaged in lobbying actions related to governments. Instead, we are a member of selected industry trade associations and we are also member of certain government-led partnerships, notably in the EU, that aim to promote safety and energy efficiency within our industry. We continuously monitor regulatory developments relevant to our industry and operations.

Corporate culture		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Failure to protect whistleblowers' anonymity can lead to retaliation	Potential negative impact	o	o	o	o	o	o
Non-adherence to our Code of Conduct may harm employees or other stakeholders	Potential negative impact	o	o	o	o	o	o
Unhealthy culture could hinder talent attraction, productivity, and innovation	Risk		o		o	o	o

Upholding our Code of Conduct and protecting whistleblower anonymity and confidentiality is crucial for maintaining a transparent and ethical business environment. A potential risk is failing to effectively engage employees, especially those from newly acquired entities, in embracing our corporate culture, ethics, and adhering to our policies. This could harm employees, for example by unequal treatment and harassments, and our relationships with suppliers and customers. Failure to protect whistleblowers from retaliatory actions could foster a culture of fear and silence among employees. This may result in prolonged unethical practices affecting workplace safety and compliance, legal liabilities, fines, and reputational damage, while hindering the identification and prevention of wrongdoing.

These risks impact all levels of our value chain, particularly internal operations, and employee interactions, and may extend to our relationships with business partners who need to trust our commitment to ethical conduct and transparency. If not addressed, these issues could result in financial impacts such as reduced productivity, difficulties in talent attraction and retention, and reputational damage to the Epiroc brand.

To mitigate these risks, we implement comprehensive onboarding, integration programs and mandatory compliance training that emphasize our ethical standards and corporate culture. Acquired companies are given access to the Epiroc Way, which is the management system for Epiroc, outlining all documents and processes for how Epiroc conducts business. Acquired companies are normally also ISO certified within two years. To ensure whistleblower anonymity and confidentiality and to comply with applicable legislation, we have implemented our whistleblower system Speak Up. Our whistleblower policy and system are evaluated regularly to ensure protection of whistleblowers.

Corruption and bribery		Location in value chain			Time horizon		
		Up-stream	Own operations	Down-stream	Short-term	Medium-term	Long-term
Corruption or bribery can lead to legal consequences and hinder social development	Potential negative impact	o	o	o	o	o	o
Corrupt behavior may cause financial loss/fines and damage reputation	Risk	o	o	o	o	o	o

Corruption, bribery and any unethical business practices hinder economic and social development, erode trust in institutions and damage business environments. As a global company, we may face corruption risks across our value chain, particularly in regions with weaker institutions. Any instance of corruption could lead to legal and financial consequences, damage our reputation, and hinder social progress. Recognizing these risks, we maintain a zero bribery and corruption tolerance to protect our integrity, performance, and the communities we serve. Our commitment to ethical practices is stated in our CoC and Business Partner CoC and apply to all our operations worldwide. Certain roles such as managers, sales and sourcing employees, as well as interaction with third parties, have increased exposure to these risks. To mitigate these risks, we implement specific activities such as targeted training and risk assessments.

Business conduct policies and corporate culture (G1-1)

Code of Conduct (CoC)

Our CoC outlines the appropriate business conduct and expected behaviors we all must follow to live up to the high ethical standards and integrity we hold ourselves to. It is based on applicable law and internationally recognized principles for how companies should conduct business responsibly. It summarizes the policies that apply to all companies in the Epiroc Group. It sets out important principles and outlines the channels through which we can raise a concern or obtain guidance. It guides our relationships with stakeholders, helping us maintain our reputation, and to continuing to earn their trust every day.

Epiroc is a signatory of UN Global Compact (UNGC) and is committed to conducting its business in accordance with:

- UN Guiding Principles on Business and Human Rights (UNGP)
- United Nations International Bill of Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work and subsequent core conventions
- OECD's Guidelines for Multinational Enterprises
- UN Sustainable Development Goals (SDGs)
- UN Convention against Corruption
- The Rio Declaration on Environment and Development

These commitments are reflected in Group policies and procedures.

The CoC is designed to help all Epiroc employees, including everyone acting on behalf of Epiroc, to do the right thing. It is applicable to situations that may occur in our workday and sets out the principles for interactions with our stakeholders. A CoC E-learning, mandatory for all employees to conduct once every year, is available in twelve languages.

Group functions and councils are responsible for oversight within their respective areas, and our divisions and local management drive the implementation of our CoC and our compliance governance framework at local level. Each manager is responsible for the implementation, day-to-day reinforcement and follow-up. It is the responsibility of each employee to make themselves familiar with and follow the CoC and be committed to living our values.

The CoC is reviewed regularly by VP Group Compliance and VP Sustainability and approved by the President and CEO. External stakeholders can access our CoC via our Group website, <https://www.epirocgroup.com/en/sustainability/code-of-conduct>.

Speak Up Policy

The purpose of this policy is to describe the reporting channels that Epiroc offers for receiving reports with information on misconduct. It includes information about what can be reported, how reports are handled, who can report and how. Epiroc will not tolerate retaliation against any employee for reporting an ethics or compliance issue or for participating in an investigation in good faith. The Speak Up policy states that Epiroc will not hinder reporting persons from reporting information, nor retaliate against them, those assisting them, related third parties (like colleagues or relatives), associated legal entities, or for consulting with their labor union.

The policy applies to all Epiroc entities. The manager of each entity is responsible for translating the policy into the local language and sharing it with the organization by publishing it on the intranet and other relevant platforms. The policy is reviewed annually by VP Group Compliance and approved by SVP General Counsel.

The Speak Up policy is highlighted in the mandatory annual CoC training for all employees to support the effective use of this channel.

Anti-Corruption Policy

The purpose of this policy is to guide our employees in adhering to Epiroc's principles of abstaining from corrupt practices, never paying or accepting bribes, and competing fairly for business opportunities. It provides information about prohibited actions for employees and third parties, definitions of anti-corruption terms, procedures for reporting policy violations, and the consequences of non-compliance.

The policy applies to all Epiroc employees. Additionally, Epiroc expects its business partners to conduct themselves in an ethical manner consistent with the mandates in this policy and Epiroc's Business Partner CoC. The General Managers at each Epiroc entity, with support from divisions, are responsible for fulfilling applicable requirements in this policy and local legal anti-bribery and anti-corruption requirements, in their respective organizations.

The policy is reviewed annually by VP Group Compliance and approved by SVP General Counsel. Epiroc's internal policies and guidelines are published in the Epiroc Way.

Mechanisms for identifying, reporting and investigating concerns

Employees and external parties are encouraged to report violations of laws, regulations, or Group policies. To facilitate reporting, we have the Epiroc Speak Up system, managed by Group Compliance. This is a third-party phone and web-based reporting tool, allowing open or anonymous reporting of concerns in local languages. The Speak Up system can be used to report information, acquired in a work-related context, on misconduct in violation of applicable laws (including European Union law), other irregularities in respect of which there is a public interest, violations of the Epiroc CoC, Epiroc BP CoC or Group policies. For example, issues such as fraud and corruption, conflict of interest situations, non-compliance with environmental laws, health and safety issues, violations of human and labor rights, harassment, and diversity issues.

Reporting in Speak Up is open to all employees, business contacts, applicants, volunteers, trainees, self-employed persons, persons working under the supervision and control of customers, contractors, sub-contractors, suppliers or other undertakings or bodies, shareholders, persons who are members of administrative, management or supervisory bodies or available for such positions.

In addition to the Speak Up system, employees have other reporting channels available to them. They can directly approach their manager, their manager's manager, the local HR representative, or internal resources within Compliance or Legal departments. These internal channels are the most common way for employees to raise concerns.

In the Speak Up process, receipt of report will be acknowledged within seven days, and impartial investigator(s) will be designated to investigate reported issues and provide feedback to the reporting person on the outcome of the investigation and potential actions taken, preferably within three months, as was the case in 78% of closed cases in 2025. The Legal and Compliance Board is provided with an overview of the matters handled in Speak Up, the outcome of the investigations and any actions taken, on a quarterly basis. As

a learning organization, we embrace the lessons learned from the issues and concerns raised to us. Speak Up cases are reported to the Audit Committee once per year.

The system is widely recognized, with reports being received from all regions of our global operations. Information about Speak Up is displayed on posters at all sites and published on both the internal and external websites. For those without internet access, Speak Up can also be reached via phone, ensuring all employees have access.

In 2024, the system was upgraded to a new platform with enhanced features, such as better possibilities for statistics e.g. based on more detailed misconduct categories, additional outcome categories, etc. During 2025, the investigation process has been revised with Group Internal Audit and Assurance, alongside updates to the Speak Up Policy, Investigation Guidelines, and all regular investigators has received class-room training.

Epiroc is subject to the EU Whistleblowing directive (Directive 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law). By implementing the Speak Up Policy, the directive is adhered to.

Corporate culture

Epiroc's vision "Dare to think new" challenge our ways of working, thinking, and acting to find new, effective, and sustainable solutions. This vision is embedded in our value-creating strategy. Our values are integrated into our Hire-to-Retire processes - from recruitment and onboarding to performance development and leadership programs. We promote our culture through ongoing communication and collaboration events for all our employees, such as Epiroc Day and Career Days. We foster an inclusive environment where everyone can develop, grow professionally, and build a career. Read more in **ESRS S1 Own workforce**.

Our CoC, supplemented by other policies, for example our Sustainability Policy and Speak Up Policy, provides direction for making ethical decisions and maintaining integrity. Given the varying laws and conditions across our regions, the CoC guides ethical business practices, promotes positive social and environmental impact, and supports a Speak Up culture. Epiroc conducts an annual employee survey to measure engagement and capture employees' perceptions of our management. The survey includes a leadership index based on responses related to leadership expectations. Epiroc places a high focus on safety culture and behavior. Metrics such as sickness levels and employee voluntary turnover indicate how employees experience their environment.

By integrating these elements into our ongoing operations, Epiroc ensures that our corporate culture is continuously developed, promoted, and evaluated to align with our vision and strategic goals.

Actions and resources for business conduct (G1-3)

Our Group Compliance function is responsible for the design and roll out of compliance programs, including risk identification, policies, training, and digital tools, to manage compliance risks in all countries where we conduct business. This setup ensures an effective control structure within areas such as anti-corruption, third-party due diligence, anti-trust, trade compliance, and data privacy. To ensure comprehensive coverage, in-house lawyers and Regional Compliance Officers support entities with advice on corruption laws and regulations.

Throughout 2025, our primary focus has been on implementing and further developing our compliance programs and raising awareness through training, actions that is planned to continue. There is no significant CapEx or OpEx for these actions, resources are included as an integrated part of the relevant functions budgets.

Prevention and detection of corruption and bribery

As a global company, Epiroc must follow the anti-bribery and anti-corruption laws and regulations of every country in which we operate, such as the US Foreign Corrupt Practices Act (FCPA), the French Sapin II law, and the UK Bribery Act. We are an active member of the Swedish chapter of Transparency International. We have zero tolerance for corruption and bribery. This is stated in our CoC and Business Partner CoC. All our business partners are required to confirm compliance with the BP CoC. Firm actions will be taken on any violation.

The investigation process for allegations or incidents related to corruption and bribery is designed to ensure independence from the management chain involved in the matter. This independence is facilitated by the anonymity provided by the Speak Up system. Additionally, we have Regional Compliance Officers who are empowered to conduct compliance investigations. Furthermore, our Group Internal Audit and Assurance function has the autonomy to initiate any investigations they deem necessary, ensuring an unbiased and thorough examination of the issues.

Regional Compliance Officers monitor anti-bribery and anti-corruption compliance, report risks, incidents and breaches to local management and VP Group Compliance. VP Group Compliance then reports material risks, incidents and breaches to SVP General Counsel, a member of Group Management.

Responsible sourcing is important to Epiroc, and we use a risk-based approach. For our significant suppliers, we track compliance with our BP CoC. Our supplier evaluation process includes examination of our business partners' record of governance, ethics and stance against corruption. In addition, our indirect sales (IDS) channels are vetted in a due diligence process. We also have a responsible sales assessment process. Its purpose is to better understand and identify mitigation measures for potential risks with regards to human rights, corruption, and environment in markets, where Epiroc is present. See more about our due diligence processes on suppliers and other business partners in **S2 Workers in the value chain** and **S3 Affected communities**.

Training and awareness

Our key actions to ensure CoC compliance and promote ethical behaviors is a continuous focus on training and raising awareness throughout our decentralized organization. Each employee is responsible for familiarizing themselves with and adhering to the CoC. Translations, questions and answers, and other relevant materials are developed to support employees in understanding and adhering to our CoC. During 2025, the mandatory CoC E-learning was assigned to all employees. The training includes all areas in the CoC with ethical dilemmas, some inspired by actual situations in Epiroc, to deepen our employees' understanding and allow them to practice how to solve challenging situations. As part of completing the training, employees must also certify compliance with our CoC. Managers hold employees accountable for completing CoC training requirements. In addition to the CoC training, risk-based in-depth trainings e.g. on trade compliance, anti-trust, anti-bribery and data privacy was provided to relevant roles such as individuals in management, sales, and sourcing positions.

In 2024, mandatory global digital anti-bribery and anti-corruption training was rolled out for identified high-risk groups, including Group Management and all managers, sales staff, and sourcing teams. All high-risk functions are covered by the enhanced training, it aims to ensure that key personnel can identify and mitigate bribery risks in their daily operations and will take place every other year. In 2026 a new version of the training will be rolled out. In addition to the digital training, our Regional Compliance Officers are responsible for providing region-specific guidance and conducting anti-bribery and anti-corruption training. These officers work closely with local teams to address entity-specific risks and ensure compliance with both global policies and local legal requirements.

During 2026 an up-date of the CoC training is planned to further strengthen awareness and better meet the needs of the company.

Metrics and targets

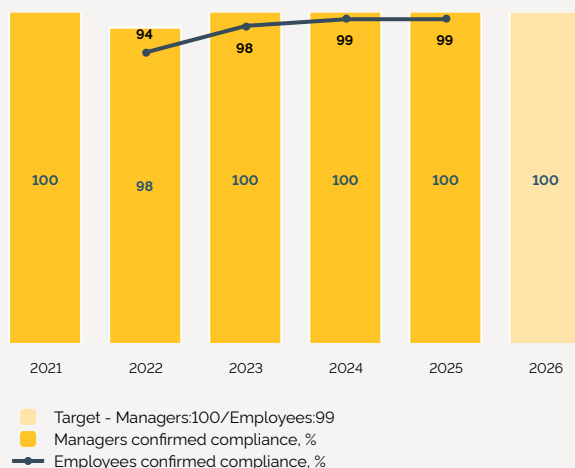
Targets related to business conduct (MDR-T)

- Our 2030 goal is to have all employees sign and comply with the CoC.

This is measured through mandatory CoC training, where employees sign and confirm their compliance upon completion. This is complemented by annual targets for both employees and managers. These targets reinforces the CoCs core objectives—upholding ethical behavior, transparency, and accountability. Annual training ensure progress toward embedding these principles into our culture, strengthening governance and stakeholder trust.

Progress on targets

Managers and employees that signed and confirmed compliance with our Code of Conduct, %



The levels of signed and confirmed compliance among managers and employees remain high. In 2025, the target for managers was 100% and the result was 100% (100). The target for all employees was 98% in 2025 and the result was 99% (99).

Confirmed incidents of corruption or bribery and other violations of Code of Conduct (G1-4)

In 2025, in total 214 (195) complaints were reported through Speak Up. 68 of these cases are still under investigation. Out of the total number, 59 complaints concern labor relations, 26 fraud and corruption, and 64 harassment. No cases during the year were deemed material (i.e. risk of regional or Group impact). There are no confirmed incidents where employees were dismissed or disciplined for corruption. Additionally, during the year, no convictions or fines for violation of anti-corruption and anti-bribery laws have been reported through our Speak Up line. A breach of our Anti-Corruption Policy or law is always considered an incident.

All Speak Up cases are investigated in accordance with specific procedures. Based on the results of the investigation, the lead investigator will recommend appropriate actions to the business organization, which may include disciplinary action, corrective action, or legal action. If breaches of anti-bribery or anti-corruption requirements are identified, disciplinary actions will always follow. Through the Speak Up platform, categorization, outcomes and implementation of disciplinary actions can be followed up by Group Compliance.

Speak Up cases

Reported potential violations, number	2025	2024
Fraud and corruption	26	20
Labor relations	59	63
Health & Safety	15	7
Discrimination and Human Rights	5	6
Harassment	64	57
Conflict of interest	21	19
Breach of data privacy	1	1
Security	1	0
Other	22	22
Total	214	195

Methodology

The data is based on reported incidents in the Speak Up system. Classification is done by Group Compliance. If there are any material cases which are reported through other channels, these are added manually to the Speak Up system, hence they will be included in the Speak Up data.

List of disclosures

Disclosure requirements in ESRS covered by the undertaking's sustainability statement

List of ESRS disclosure requirements

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BP-1 General basis for preparation of sustainability statements	81-82
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GOV-1 The role of the administrative, management and supervisory bodies	83-85
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	83-85
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SBM-1 Strategy, business model and value chain	87-88
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List of data points in cross-cutting and topical standards that derive from other EU legislation

The table below illustrates the datapoints in each ESRS that derive from other EU legislation, indicating where they can be found in the sustainability statement and whether they are assessed as material or not material.

Disclosure Requirement and related datapoint	SFDR	Pillar 3	Benchmark Regulation	EU Climate Law	Page / Not material
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	x		x		60
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			x		60
ESRS 2 GOV-4 Statement on due diligence paragraph 30	x				85-86
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	x	x	x		99
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	x		x		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	x		x		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			x		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				x	96-99
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		x	x		99
ESRS E1-4 GHG emission reduction targets paragraph 34	x	x	x		102-104
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	x				105
ESRS E1-5 Energy consumption and mix paragraph 37	x				105
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	x				105
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	x	x	x		105
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	x	x	x		106
ESRS E1-7 GHG removals and carbon credits paragraph 56				x	108
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			x		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).		x			Not material
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		x			Phase-in
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			x		Phase-in
ESRS E2-4 Amount of each pollutant listed in Annex II of the EPRTTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	x				Not material
ESRS E3-1 Water and marine resources paragraph 9	x				Not material
ESRS E3-1 Dedicated policy paragraph 13	x				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	x				Not material

ESRS E3-4 Total water recycled and reused paragraph 28 (c)	x		Not material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	x		Not material
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	x		Not material
ESRS 2- IRO 1 - E4 paragraph 16 (b)	x		Not material
ESRS 2- IRO 1 - E4 paragraph 16 (c)	x		Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	x		Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	x		Not material
ESRS E4-2 Policies to address Deforestation paragraph 24 (d)	x		Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	x		117
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	x		117
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	x		122
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	x		122
ESRS S1-1 Human rights policy Commitments paragraph 20	x		122
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21		x	122
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	x		122
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	x		122
ESRS S1-3 grievance/ complaints handling mechanisms paragraph 32 (c)	x		124
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	x	x	127
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	x		127
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	x	x	132
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	x		132
ESRS S1-17 Incidents of Discrimination paragraph 103 (a)	x		132
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	x	x	132
ESRS 2- SBM3 S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	x		133-134
ESRS S2-1 Human rights policy commitments paragraph 17	x		134-135
ESRS S2-1 Policies related to value chain workers paragraph 18	x		134-135
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	x	x	134-135
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19		x	134-135
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	x		136

ESRS S3-1 Human rights policy commitments paragraph 16	x		141
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	x	x	141
ESRS S3-4 Human rights issues and incidents paragraph 36	x		142
ESRS S4-1 Policies related to consumers and end-users paragraph 16	x		145
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	x	x	145
ESRS S4-4 Human rights issues and incidents paragraph 35	x		147
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	x		Not material
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	x		Not material
ESRS G1-4 Fines for violation of anti-corruption and anti- bribery laws paragraph 24 (a)	x	x	153
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	x		153