SUSTAINABILITY REPORT 2024

Consilium

CONTENTS

WE ARE CONSILIUM SAFETY GROUP

••• Consilium Safety Group is a world-leading provider of fire, flame and gas safety solutions for the marine, energy, transport and building sectors. By combining our safety expertise with intelligent detection, we contribute to protecting lives, assets and the planet through technology.

We provide products, systems and services specifically designed to protect lives, assets and the environment in the event of a fire or gas leak. Through reliable, high-quality and efficient safety solutions, we help our customers prioritise safety while promoting sustainability beyond our own operations.

Founded in 1912, we have grown into a global company driven by innovation. We strive to deliver unmatched customer value through exceptional quality, advanced solutions, reliable delivery, and comprehensive global service and support.

Headquartered in Gothenburg, Sweden, Consilium Safety Group is dedicated to more than just products – we are committed to safeguarding the lives of mothers and fathers, sisters and brothers, colleagues and friends.

KEY FACTS IN 2024

>1,092
employees

2,712 MSEK
turnover

+88,000
delivered systems

87%
sales outside of Sweden

GLOBAL PRESENCE

>55
offices

29
countries

Europe

Belgium	Greece
Bulgaria	Italy
Cyprus	Netherlands
Denmark	Norway
Finland	Spain
France	Sweden
Germany	UK

North and South America

Brazil
Canada
Costa Rica
USA

Asia and Oceania

Australia	Singapore
China	Saudi Arabia
India	South Korea
Japan	United Arab Emirates
Oman	Vietnam
Qatar	

THE SUSTAINABLE SAFETY CHOICE

••• With over a century of expertise in advancing the safety industry and a steadfast commitment to sustainability, Consilium is the number one choice for enhancing both safety and sustainability.
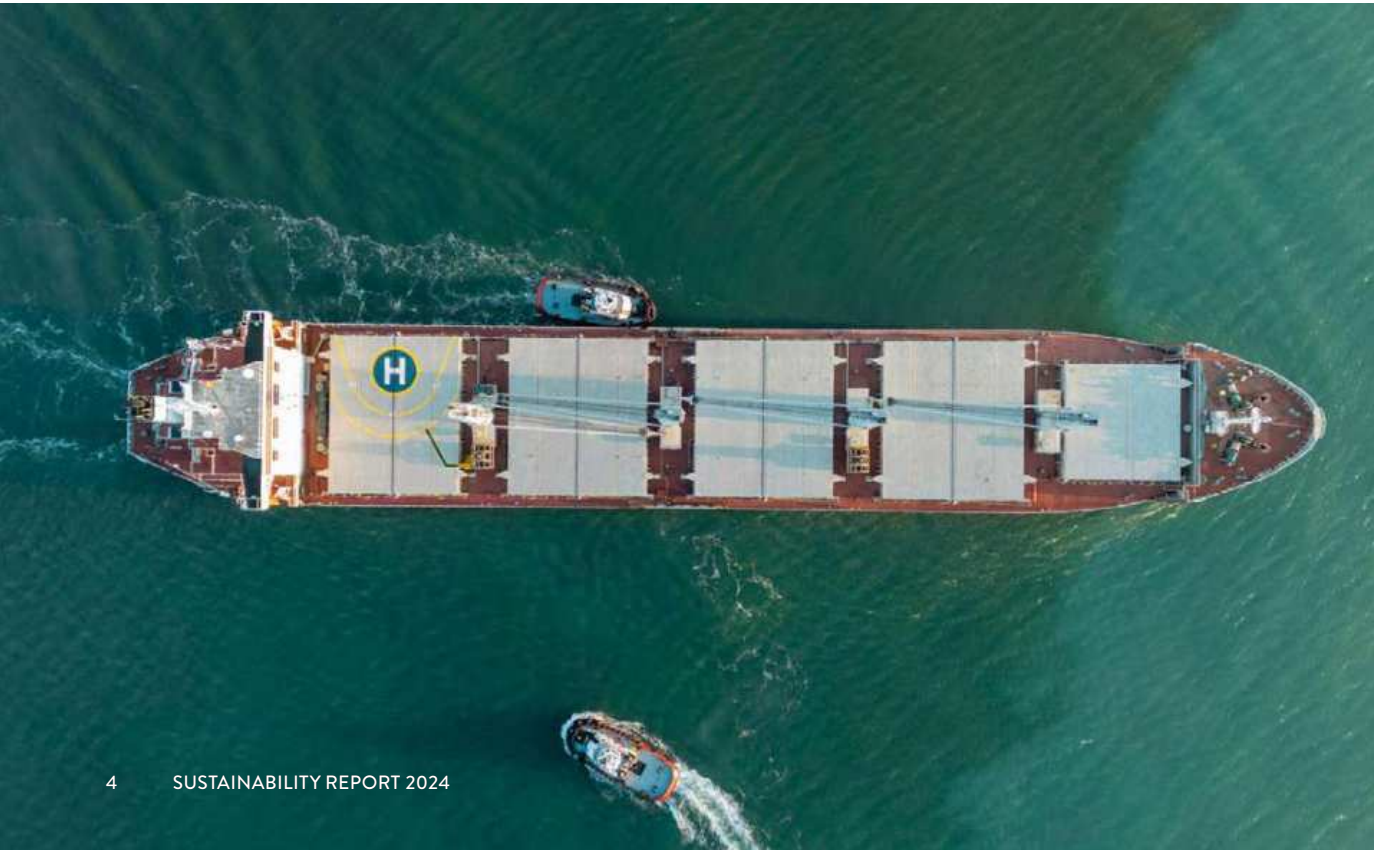
As society's awareness of climate change, social responsibility and corporate governance grows, there is a pressing need for smarter, more efficient products, services and industries.

BUILDING RESPONSIBLE VALUE CHAINS

We are committed to reducing the environmental impact of both our operations and the products we provide to customers. Caring for our employees is essential, which is why we continually invest in our team and foster initiatives to create workplaces where people feel valued, satisfied and motivated.

We promote ethical supply chains, enhance transparency and choose responsible business partners. Collaboration is essential to our success, and we engage with key stakeholders throughout our business.

PROTECTING LIVES AND THE PLANET

Our top priority is safeguarding human lives, assets and the planet above all else. We achieve this through our commitment to be number one in the Safety Tech sector.

Our approach to Safety Tech is built on over 100 years of knowledge and expertise, enhanced by cutting-edge innovation and dedicated research and development. This foundation allows us to deliver the best possible solutions to our customers and positions us to lead our industry into the future.

TECHNOLOGY IS THE CORE OF OUR BUSINESS

We promise our customers to continuously innovate and deliver the industry's leading software and hardware solutions.

Consilium has various products with sustainability benefits, such as long-life products to extend the lifetime of solutions and digital services that avoid the need to travel to customer sites. Such solutions and services meet the increasing customer demand for more sustainable products.

To further enhance our brand as the industry leader within sustainability innovation, we work with sustainability certifi-

cations and on communicating how our products protect lives, assets and societal resources.

As the marine industry increasingly uses more sustainable fuels, such as hydrogen and methanol, there is huge potential for Consilium to meet the need for high-end gas detection solutions – both on vessels and in fuel production facilities.

DRIVING PROGRESS ON OUR SUSTAINABLE SAFETY SOLUTIONS

We aim to position ourselves as the sustainable safety choice by striving to be the best in class for customer closeness, wherever and whenever.

In 2024, we continued to improve our customer closeness by opening new offices and through acquisitions. New offices were opened in Australia and in China and we acquired companies based in Bulgaria, Denmark, Italy and Saudi Arabia where the latter establishes our presence in one new country, making us present in 29 countries in total.

Being close to customers enables us to faster provide maintenance and spare parts services through our local technicians who speak the native languages. This local presence also helps reduce our environmental impact by minimising the need to send technicians worldwide.

During the year, we continued to showcase the safety data communication benefits of our mobile app Early Action which helps to foresee and provide early warnings and alerts. We also promoted our new Live Operations digital solution, which is a control panel that allows users to remotely monitor and control their systems – and can reduce the need to travel to customer sites. Importantly, Live Operations can help customers priortise their work by identifying if actions are urgent or of they can be done later.

INNOVATION, SAFETY AND SUSTAINABILITY – OUR COMMITMENT IN ACTION

••• CEO Philip Isell Lind af Hageby shares how Consilium drives its sustainable path forward, from enabling greener fuels at sea to digitalising safety in cities, turning challenges into opportunities, and leading in Safety Tech.

At Consilium, we take a proactive, holistic approach to sustainability. It is embedded in our processes, from how we think and build to how we operate and grow.

As industries evolve, we adapt and often lead the way. Challenges are viewed as opportunities, and uncertainties prompt us to innovate and push beyond limitations.

In 2024, the marine industry took steps toward greener fuels, driven by regulations and environmental awareness. We anticipated this shift early and introduced innovative safety solutions to ensure alternative fuels are used safely without slowing the momentum of decarbonisation.

Cities are full of things we rarely consider – like how many miles technicians travel to check a fire alarm. But digitalisation is changing that. Our remote fire detection has cut out unnecessary trips and enabled technicians to monitor and manage systems remotely, reducing emissions and making cities more livable.

Retrofitting, a longstanding cornerstone of our business, remains central to our sustainability drive. By upgrading systems instead of replacing them, we extend their lifespan while cutting waste and emissions – turning a 12-year-old system into one fit for another decade.

Our retrofitting processes have become more efficient, leveraging local expertise and optimised logistics to reduce unnecessary travel. This results in lower emissions, faster response times, and minimal operational disruption. In 2024, we expanded with new offices in Halifax, Perth, and Shanghai and through acquisitions in Bulgaria, Denmark, Italy, and Saudi Arabia, bringing our services closer to our clients.

We also strengthened partnerships with universities and research institutes to advance next-generation Safety Tech solutions, combining academic knowledge with industry insights to propel safety and sustainability.

In line with our commitment, we implemented ISO 14001 to reduce waste and emissions and ISO 45001 for safer workplaces.

Our efforts were recognised with EcoVadis Silver, placing us in the top 15 percent of all companies in all industries. But this is not the finish line – it only validates that we are on the right track.

We will continue to improve our energy efficiency and reduce our environmental footprint. In the medium term, we are embedding circular economy principles into our products. Our long-term focus is net-zero scope 1 and 2 emissions by 2035. Additionally, we aim to align with the Science Based Targets initiative (SBTi) 1.5-degree pathway by 2035 and achieve carbon neutrality by 2050.

Accountability is key as we monitor our sustainability strategy through clear KPIs and dedicated teams committed to translating ambition into action across our organisation.

The same principle applies to Equality, Diversity and Inclusion (EDI), a key pillar of our sustainability work. We honour all differences, visible and invisible. Engaged, diverse teams drive better results and fuel innovation. Equal pay is central to our EDI work, and we are developing a global job structure to ensure fair opportunities.

What ties all this together is how innovation, safety and sustainability drive our progress. The challenges are complex and far from new, but our response is clear: We try, learn, improve, and always move forward.

To determine the future of safety, we will continue to innovate, set new standards, and invest in technologies – leading the way as the number one company in Safety Tech.

To our customers, partners and employees, your trust and commitment make progress possible. Together, we are creating a safer, more sustainable path forward.

Philip Isell Lind af Hageby,
CEO of Consilium Safety Group

SUSTAINABILITY HIGHLIGHTS 2024

→ ACQUISITIONS IN 2024

We made several acquisitions during the year, which further improved our customer closeness, and provided us with new expertise and capabilities. These acquisitions will enable us to deliver more innovative products and solutions to more customers – to ultimately deliver even more customer value.

ISE ACQUISITION ENHANCES FIRE SAFETY OFFERING TO THE RAILWAY INDUSTRY
ISE, an Italian company specialising in fire safety solutions for the railway industry, was acquired in October. The acquisition has provided Consilium with greater innovation capabilities and expertise in railway safety to create greater customer value.

STRENGTHENING PROACTIVE FIRE SAFETY WITH DASPOS
Daspos is a Danish fire safety company specialised in the detection of gas, oil mist and fuel vapours. Its patented detection sensor technology can predict the risk of fire in the engine rooms of all types of vessels. The acquisition boosts Consilium's fire safety offering in the marine industry and creates potential synergies with the company's offering to other industries.

EMERAND ACQUISITION CREATES A DEVELOPMENT HUB IN BULGARIA
Emerand is a Bulgarian company specialising in developing advanced microprocessor-based solutions. In 2024, Consilium increased its company ownership from 50 to 100 percent. The acquisition strengthened Consilium's hardware and software development capabilities and will enable the establishment of a development hub that will support its entire global organisation.

→ PRODUCT LAUNCHES AND DEVELOPMENTS

NEXT-GEN SAFETY TECH UNVEILED
Micropack, a Consilium Safety Group company, launched the FDS303 ultraviolet/infrared flame detection system in 2024. The system's sensors possess a broader field of vision and higher sensitivity compared to other UV/IR sensors available in the market, with a certified flame detection distance of up to 39 meters. This is the first UV/IR flame detection system that Consilium has launched commercially.

We enhanced our fire detection offering across a wide range of industries by introducing the new MD2020 Fire Alarm Unit and the MD9910 Combined Smoke and Heat Detector. The MD2020 is a comprehensive control and monitoring system with advanced fault detection and supplementary functions. The MD9910 provides combined smoke and heat detection and is designed for simplicity and reliability to enhance safety with minimal disruption to the daily operations of a facility or vessel.

We also announced the revolutionary Temperature Monitoring System (TMS) technology that will enter the market in 2025. TMS represents a fundamental shift in how fire safety is approached at sea by drawing on a sophisticated network of sensors to identify the slightest temperature anomalies that could indicate a possible fire. The technology was developed by Consilium Safety Austria (formerly known as Radicos), which Consilium acquired in 2023. Read more in the container ship safety innovation case story on page 10.

IMPROVED PROCESSES AND ISO CERTIFICATIONS
In the past, each company in the Group managed their own processes and certifications in relation to various standards. To facilitate sustainability and safety efforts, a global quality management system has been developed. The system was updated in 2024 to fulfil requirements in the standards ISO 9001, ISO 14001, and ISO 45001 and rolled out globally to all companies within the Group. In the fall 2024, we successfully passed the ISO certification audits for all three standards.

→ CUSTOMERS

EMISSION MONITORING SERVICE AGREEMENT WITH CARNIVAL CORPORATION
The agreement with Carnival Corporation, the world's largest cruise company, will ensure the efficiency and reliability of their onboard emission monitoring systems (CEMS). It will ensure optimal system reliability and environmental compliance on more than 30 vessels.

THE SUSTAINABLE SAFETY CHOICE IN ACTION

REMOTED: CONSILIUM'S TECHNOLOGY FOR SMARTER TRANSPORTATION

BREAKTHROUGH INNOVATION SET TO REVOLUTIONISE CONTAINER SHIP SAFETY

CONSILIUM EQUIPS ESSITY WITH 3D FIRE MAPPING TECHNOLOGY

KEEPING SYSTEMS ALIVE: THE CONSILIUM APPROACH TO RETROFITTING

CONSILIUM'S BOLD EQUALITY, DIVERSITY AND INCLUSION JOURNEY CONTINUES

DONATING FIRE SAFETY AND VOLUNTEERING FOR THE WORLD'S LARGEST FLOATING HOSPITALS

REMOTED: CONSILIUM'S TECHNOLOGY FOR SMARTER TRANSPORTATION

••• Malmö stad uses Consilium's remote services for their fire alarm system to cut trips and emissions, showing how digital solutions can quietly boost urban sustainability and safety.

As the urban population grows, so does the challenge of reducing emissions.

National and international efforts, such as the Paris Agreement, aim to significantly reduce carbon emissions by 2030. Transportation is identified as an area for improvement. The challenge is reducing emissions while rethinking how people navigate their cities.

MOVING SMARTER, EMITTING LESS

Researchers at KTH, the Royal Institute of Technology in Sweden, apply a framework called "avoid, shift, and improve" to meet these goals.

"First, avoid the trip if you can. If you can't, shift to a more sustainable mode of transport—like cycling or public transit. If you must drive, improve the car, ensuring it emits fewer harmful gases," explains Hampus Berg Mårtensson, a doctoral candidate at KTH and co-author of the study.

MALMÖ STAD'S SOLUTION: CONSILIUM'S LIVE OPERATIONS

Malmö, a city in southern Sweden, has become a test-bed for these ideas. Live Operations, a digital service developed by Consilium Safety Group, is central to this effort.

The service offers a remote fire alarm monitoring solution designed to reduce the need for technicians to physically check and maintain fire alarms in public buildings.

"It connects technicians to the system, so they can see exactly what is happening as if they were right in front of the control panel," says Isak Nordberg, Head of Software Solutions at Consilium.

Of the city's 300 public facilities, 134 have tested this remote system, and 67 percent of their monthly fire alarm tests are conducted digitally. This change has avoided more that 2,100 round trips for technicians, saved up to 360 working hours, and kept over a tonne of carbon dioxide emissions out of the air.

"We save valuable time by not having to travel to every site," says Mats Hansson, Malmö's municipal engineering safety foreman. "We can assess the severity of an alarm, and sometimes we realise that we do not need to go out at all."

Hampus Berg Mårtensson
Doctoral candidate at KTH

BREAKTHROUGH INNOVATION SET TO REVOLUTIONISE CONTAINER SHIP SAFETY

••• Consilium's acquisition of Radicos Technologies, now Consilium Safety Austria, enhances maritime fire safety. With innovative sensors, its TMS system detects temperature anomalies early, improving fire risk detection at sea.

Container ships, some of which carry up to 24,000 containers, face huge safety challenges in the event of a fire. Current fire detection solutions typically rely on technologies with limited early detection and incident prevention capabilities.

SYNERGIES CREATE OPPORTUNITIES FOR ENHANCED SAFETY

Following the acquisition of Radicos Technologies in 2023 – a leader in Industrial Internet of Things for the detection of heat, gas and vibration – Consilium drew on its innovative sensor solutions and synergies during 2024.

Consilium Safety Austria, based in Austria and Switzerland, has developed a revolutionary sensor network to collect data from large industrial infrastructure to enable the early detection of anomalies such as minimal temperature gradients caused by fires. The synergies created through the integration of Consilium Safety Austria' solutions with Consilium's fire, flame and gas safety solutions increase early detection capabilities, providing a comprehensive approach to safeguarding both assets and people in industrial settings.

EARLY INCIDENT DETECTION IS THE KEY

"Using Consilium Safety Austria's solutions with our safety management system software, operators receive valuable information when a conflicting pattern is identified," clarifies Thobias Ernfridsson, Chief Technology Officer at Consilium Safety Group.

As the integration of Consilium Safety Austria develops, their combined technologies are poised to establish a new standard for container ship safety. The acquisition highlights Consilium's commitment to advancing safety technology that safeguards marine assets and personnel.

"With our technology, we address unsolved problems and venture into unexplored territories in infrastructure and industrial settings," says Bernhard Heibl, Co-Founder and Managing Director at Consilium Safety Austria. "Our mission is to address industry-wide challenges. In the container shipping sector, our innovation is truly groundbreaking."

Thobias Ernfridsson
Chief Technology Officer at Consilium Safety Group

» The true game-changer of this system lies not just in detecting potential fires but in its ability to provide peace of mind.«

Thobias Ernfridsson, Chief Technology Officer at Consilium Safety Group

CONSILIUM EQUIPS ESSITY WITH 3D FIRE MAPPING TECHNOLOGY

••• Micropack, a subsidiary of Consilium Safety Group, used innovative 3D fire mapping technology before Consilium delivered an advanced fire safety solution at Essity's largest UK facility in the north of England.

Fire safety is critical at the 20-hectare site in Prudhoe that processes over 60,000 tonnes of wastepaper annually and more than 100,000 tonnes of tissue products. The primary objective for Consilium was to minimise the risk of a large fire breaking out in the wastepaper yard.

INNOVATIVE 3D MAPPING OPTIMISES SAFETY SOLUTION

A consulting division team from Micropack conducted a detailed flame and gas mapping study, using 3D visualisation to identify blind spots and optimise detector placement. The process involved assessing the area, determining the number of detection units required, and identifying the optimal locations for installation.

"Creating a 3D map helped us visualise where the detection systems were needed," says Simon Hobson, Technical Safety Leader at Essity. "You collaborate with a team that guides you through potential improvements. Our systems now offer over 90 percent rapid and reliable coverage of the areas they protect, even in harsh operational conditions where other detection systems may fail."

DELIVERING ADVANCED FIRE SAFETY

Following the 3D mapping, Essity contracted Consilium to design the entire system. This included detectors, systems and panels as well as ensuring a reliable third party installed the systems.

"This project shows the strength of Consilium's offer – that we can help our clients through the full process when the Consilium family works globally," says Graham Duncan, Managing Director at Micropack.

With Consilium's broad expertise, Essity has achieved an advanced fire safety solution that ensures operational continuity at one of its most critical facilities.

"Since the installation, we have experienced zero unwanted alarms and no faults with any system components. These systems ensure safe and reliable production and reduce the environmental impact from fire-related by-products and waste," concludes Hobson.

Simon Hobson
Technical Safety Leader at Essity

KEEPING SYSTEMS ALIVE: THE CONSILIUM APPROACH TO RETROFITTING

••• **For decades, Consilium Safety has refined retrofitting, a system upgrade solution that saves money, cuts waste and maintains industry safety standards.**

Key elements like the central control unit get a modern update. However, the system's backbone—cables, sensors, and detectors—remains in place as long as they work.

"We replace what is needed but do not waste what still works. If a system is 12 years old, retrofitting will ensure that the system's quality is maintained for at least another 12 years," says Mansoor Chaudhry, VP of Business Area Management at Consilium Safety Group.

This approach saves money, reduces waste, and lowers environmental impact without compromising safety.

"We apply this to both our systems and competitors – smart upgrades that reduce impact without sacrificing quality," he adds.

GOING LOCAL WITHOUT DISRUPTION

For decades, Consilium has helped industries revitalise their safety systems, making retrofitting a cornerstone of its service offerings.

"We have always offered retrofits," Chaudhry says. "But now we deliver these solutions more efficiently, using local resources and cutting down on unnecessary travel for our engineers."

With service points in key industrial regions, Consilium provides support whenever and wherever clients operate. This global network ensures that even complex retrofits are carried out professionally and with minimal disruption.

Cargo ships, for instance, where only crew are aboard, can upgrade fire alarm systems while still in transit, avoiding costly delays.

"For passenger ships, we time our work carefully, upgrading areas like cabins only when unoccupied," Chaudhry says.

Larger retrofits align with drydock schedules. "We integrate our work into our clients' operations, so they do not have to stop just because it is time for an upgrade."

A RESPONSIBLE APPROACH

For Consilium, retrofitting is part of a growing industry trend that values efficiency and responsibility while prioritising safety.

"We optimise everything from the materials we use to the deployment of our teams. The goal is always to enhance the system while reducing the overall impact."

Mansoor Chaudhry
VP of Business Area Management
at Consilium Safety Group

CONSILIUM'S BOLD EQUALITY, DIVERSITY AND INCLUSION JOURNEY CONTINUES

••• At Consilium, equality, diversity, and inclusion are not just policies on paper – they are practice.

Research from Deloitte reveals that companies embracing diversity achieve 2.3 times higher cash flow per employee. So this is not just about creating a vibrant workplace, it is a smart business strategy that fuels financial profitability.

"Diversity sparks innovation and drives high-performing teams," says Malin Lindén, Chief Human Resources Officer at Consilium Safety Group. "With an ambitious vision to be the most diverse company in our industry by 2035, we are not just talking the talk, we are taking action!" [1]

Concrete initiatives at Consilium include the Flexible Holiday Policy where employees can take time off for cultural or religious reasons, even if it is not a public holiday. The company is also conducting gender pay gap analyses, using inclusive language in job advertisements and providing recruiting managers with training on unconscious bias.

BECOMING A MORE GENDER BALANCED COMPANY

"In 2024, about 45 percent of our new hires were women," says Lindén[1].

Overall, the proportion of women throughout the Group increased from 24.4 percent to 28.2 percent during the year, with an aim for a 40/60 gender split by 2035[1].

UNLOCKING THE POWER OF INTERCULTURAL COMMUNICATION

Consilium developed a programme focused on intercultural communication during the year. The programme is helping the company to understand how communication varies across cultures and how diversity and inclusion can be driven throughout the organisation.

"Our work with diversity and inclusion is about the small actions we all make every day," concludes Lindén. "Emphasising true inclusivity is not just a policy, it is ingrained in our daily practices at Consilium."

[1] Consilium policy is applied solely in accordance with the laws and regulations of the jurisdictions in which the company operates. US based employees are not subject to the company's EDI policies or organisational targets.

Malin Lindén
Chief Human Resources Officer
at Consilium Safety Group

DONATING FIRE SAFETY AND VOLUNTEERING FOR THE WORLD'S LARGEST FLOATING HOSPITALS

••• Since 2015, Consilium has donated and maintained fire and gas safety systems to the charity Mercy Ships.

Sailing along the West African coast, the Global Mercy is one of two Mercy Ships, alongside the Africa Mercy, delivering life-saving surgeries to communities with little or no access to healthcare.

SHIP-WIDE DETECTION SYSTEMS HELP PROTECT LIVES

"Smoke and heat detection systems are critical to ensure everybody's safety," says Jim Paterson, Marine Engineer at Mercy Ships. "Our vessels are covered by Consilium's smoke or heat detectors, all monitored 24/7, to immediately detect potential fires and identify their exact location."

Consilium provides free-of-charge lifetime maintenance and servicing of the fire and gas safety systems on the vessel Global Mercy, which was inaugurated in 2022.

"It is an excellent system, and we are fortunate that we have never had a real fire," says Paterson. "We are grateful to Consilium for their support over the years, and I look forward to continuing this partnership for many more."

EMPLOYEE VOLUNTEERING AT MERCY SHIPS

In 2019, Consilium introduced an employee volunteer programme with Mercy Ships. Consilium employees have the opportunity to work on board a Mercy Ship as a volunteer for one month with full pay. In 2024, one Consilium employee based in Shanghai volunteered to work on the Global Mercy, in the ship's galley.

"Our Shanghai office provided the safety systems for Global Mercy," says Doris Si, Project Engineer at Consilium. "I will keep a close eye on the fire safety systems while on board."

About the Global Mercy ship

At 174 meters long with 12 decks and 7,000 square meters of hospital space, the Global Mercy is the world's largest floating hospital. It has six operating rooms onboard that are full equipped to perform life-changing surgery.

Jim Paterson
Marine Engineer at Mercy Ships

SUSTAINABILITY EMBEDDED INTO OUR BUSINESS

VISION

Protecting lives, assets and the planet through technology

MISSION

We develop and provide smart safety technology solutions

OUR SUSTAINABILITY PROMISES

Consilium's sustainability strategy is based on the impacts, risks and opportunities identified in its double materiality analysis. These are captured in three overarching sustainability promises that are aligned with its mission and vision:

- One global team acting with strong business ethics and zero tolerance for non-compliance.
- Be the leader of progress and change for equality, diversity and inclusion in our industry.
- Drive innovation within Safety Tech while achieving global net-zero emissions.

OUR SUSTAINABILITY PILLARS

To cover all Consilium's material sustainability topics identified in its double materiality analysis, the three sustainability promises are broken down into six individual sustainability pillars. The pillars represent Consilium's journey to achieve its strategic corporate targets and deliver on its sustainability promises – both within the company and throughout the value chain.

Each pillar includes the relevant impacts, risks and opportunities related to the material sub-topics the pillar is built upon. Concrete actions and performance indicators have been formulated to enable Consilium to track its progress and maximise added value.

The six sustainability pillars are:

01.

SUSTAINABLE SAFETY SOLUTIONS

As a pioneer of cutting-edge safety solutions that reduce environmental impact, Consilium is well positioned to be the number one sustainable safety choice on the market. We have various products with sustainable benefits that meet the increasing customer demand for more sustainable products. To further enhance our brand as the industry leader within sustainability innovation, we work with product certifications and on communicating how our products protect lives, assets and societal resources. Our services to retrofit, maintain and offer spare parts to extend the life span of existing products are also included in this pillar.

02.

NET-ZERO EMISSIONS

Consilium aims to demonstrate industry climate leadership by switching to more sustainable options. Our climate targets are to achieve a 50 percent reduction in travel emissions by 2030, 100 percent fossil-free energy in our own operations and net-zero scope 1 and 2 emissions by 2035. Our long-term ambition is to become carbon neutral by 2050. Initiatives from our decarbonisation roadmap are incorporated in this pillar and primarily focus on risk mitigation and reducing indirect greenhouse gas emissions (scope 3) for Consilium and the value chain, including both upstream and downstream emissions.

03.

RESPONSIBLE PRODUCTION INCL. HEALTH AND SAFETY (H&S) AND BEING A RESPONSIBLE SUPPLIER

Consilium takes accountability for the social and environmental impacts of its production and aspires to be a responsible supplier of safety solutions for its customers. We primarily focus on risk mitigation and preventative initiatives regarding our workforce, privacy and safety. Our focus on health and safety includes specific preventative initiatives such as minimum standards, accident prevention and reporting. We mitigate our environmental impact by reducing waste, energy and water use, and through pollution management. This pillar has an additional safety dimension where focus lies on Consilium as the supplier of safety.

04.

EQUALITY, DIVERSITY AND INCLUSION [1]

Consilium aspires to be an attractive employer that creates opportunities for employees to grow and develop. We focus on leadership and employee development. Our work with equality, diversity and inclusion (EDI) draws on the opportunities that come with being a company with a global and inclusive culture, and that values talent and diversity. We believe that by focusing on EDI, we will unite Consilium's employees, attract more talent, and develop a competitive edge in the industry—helping us grow as a modern employer in a traditionally male-dominated sector. This pillar also encompass initiatives such as flexible working conditions, fair pay grading and secure employment.

[1] Consilium policy is applied solely in accordance with the laws and regulations of the jurisdictions in which the company operates. US based employees are not subject to the company's EDI policies or organisational targets.

05.

RESPONSIBLE SOURCING

As a producer of highly developed technological solutions, Consilium is dependent on functioning supply chains in countries that dominate the production of electronic components and other directly sourced materials. Therefore, supply chain disruptions, working conditions in the value chain and international dynamics are some of the main initiatives that are included under this pillar. We have strong processes in place to promote responsible sourcing. We can mitigate the risk of supply chain disruption by verifying that our supplier sustainability performance follows our commitments to responsible business conduct and human rights due diligence.

06.

BUSINESS ETHICS

Consilium promotes consistent business ethics throughout the Group by working as one global team with zero tolerance for any form of non-compliance—both within its own workforce as well as among its business partners. Our corporate culture is important as it ensures that our global organisation is fully compliant. This pillar includes initiatives for managing issues such as anti-bribery and corruption, trade sanctions, payment practices and export rules. The Business Ethics pillar covers our other five pillars and Consilium's entire value chain to mitigate the risks associated with our global operations, focusing on high-risk countries.

OUR SUSTAINABILITY PILLARS AND REPORTING

Sustainability pillar	Target	ESRS reference	Read more
Sustainable Safety Solutions	Provide the most reliable solutions for customer peace of mind	n/a	p. 4 »
	Best in class for customer closeness, wherever and whenever	E1-4 Targets related to climate change mitigation and adaptation	p. 27 »
	Be the clear choice for sustainable safety products	E5-3 Targets related to resource use and circular economy	p. 29 »
Net-Zero Emissions	Net-zero emissions in scope 1 and 2 by 2035	E1-4 Targets related to climate change mitigation and adaptation	p. 27 »
	Decrease our climate emissions from business travel by 50 percent by 2030 compared to 2019	E1-4 Targets related to climate change mitigation and adaptation	p. 27 »
	Carbon neutral by 2050	E1-4 Targets related to climate change mitigation and adaptation	p. 27 »
Responsible Production (incl. H&S) and Being a Responsible Supplier	Map and set baselines for water and waste management	E5-3 Targets related to resource use and circular economy	p. 29 »
	Full compliance throughout the organisation to promote employee health and safety	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 31 »
	Reliable and transparent reporting for health and safety to ensure tracking and enable proactive measures Zero work-related fatalities and serious incidents annually	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 31 »
Equality, Diversity and Inclusion[1]	Become the most diverse company in the industry by 2035 based on peer benchmarking	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 31 »
	Have a clear and reliable overview of organisational gaps and inequalities	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 31 »
Responsible Sourcing	Compliance with EU Taxonomy Minimum Safeguards	S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	p. 33 »
Business Ethics	Compliance with EU Taxonomy Minimum Safeguards	G1-4 Confirmed incidents of corruption or bribery	p. 36 »

[1] Consilium policy is applied solely in accordance with the laws and regulations of the jurisdictions in which the company operates. US based employees are not subject to the company's EDI policies or organisational targets.

CONSILIUM SAFETY GROUP SUSTAINABILITY REPORT 2024

» Sustainability is a promise to the planet we share. Caring for it means reducing harm, cutting emissions, conserving resources, and ensuring fair wages, equal opportunities and ethical labour. Every choice, from the systems we build to the resources we use, shapes the world for us and future generations.«

Malin Cardemar, Chief Marketing and Communications Officer / Head of Sustainability, Consilium Safety Group

ESRS 2 GENERAL DISCLOSURES

●●● This is Consilium Safety TopCo AB's (org. number 559168-1050) statutory Sustainability Report, covering the financial year of 2024 (1 January 2024 to 31 December 2024).

Basis for preparation

BP-1 GENERAL BASIS FOR PREPARATION OF SUSTAINABILITY STATEMENTS

We are adapting our sustainability reporting to the extended requirements on sustainability statements that has been implemented in the Swedish Annual Accounts Act (Årsredovisningslagen) and that will affect Consilium from the financial year 2025. The updated requirements are an implementation of EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) into the Swedish Annual Accounts Act. Our Sustainability Report 2024 has been structured in accordance with the CSRD and ESRS. Its content is inspired by the ESRS and fulfils the disclosure requirements where possible. For 2025, the reporting will be in accordance with the updated Swedish Annual Accounts Act.

Our Sustainability Report is part of the management report of the Annual Report in accordance with the Swedish Annual Accounts Act. The report covers sustainability information for the Group and includes Consilium Marine & Safety Canada Inc, Consilium Nittan Marine Ltd, Consilium Marine Hellas Ltd, Consilium Shanghai Co Ltd, Consilium Marine US Inc, UniPOS Ltd, Consilium Australia Pty Ltd, Consilium Safety Costa Rica Ltd, Consilium Safety Pte Ltd, Consilium Marine & Safety AB, Consilium Safety Group AB, Consilium Spain S.L, Consilium France SAS, Micropack (Engineering) Limited, Micropack Detection (Americas) Inc, Consilium GmbH, Consilium Norway AS, Consilium Safety Denmark, Consilium Safety Sweden, Consilium Vietnam J.S.C, Consilium Micropack Limited, Consilium Middle East Marine services LLC, Consilium Marine Korea Ltd, Consilium Safety Sweden Production AB, Consilium Marine Oy, Consilium Trading Co Ltd, Consilium Marine India Private Limited, Consilium Italy Srl, MicroData Due Srl, Consilium Safety Netherlands and Consilium Fire & Gas Systems WLL, Consilium Hong Kong Co Ltd, DASPOS A/S, and Consilium Safety Austria GmbH.

The Board is responsible for compiling the Sustainability Report.

BP-2 DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

The Sustainability Report is mainly backward-looking, but some disclosures are forward-looking. The ambition for Consilium's 2024 sustainability reporting is to include all our material sustainability matters and disclosures to the extent possible. However, some material disclosures have been omitted this year due to lack of information and data.

Reporting principles

We collect data for the Sustainability Report in different ways depending on the subject matter.

Climate data

We collect sustainability data through the Worldfavor platform with the support of KPMG, which assisted with calculating scope 1 and 2 emissions as well as business travel and transport in scope 3 emissions. Naturally, there are some data gaps where we made assumptions to extrapolate the data for the entire Group. For most of the greenhouse gas (GHG) emission posts, we have a coverage of over 80 percent reported data. Even if we had a 97 percent coverage of data for purchased electricity in scope 2, we are constantly taking steps toward more comprehensive reporting as purchased electricity represents one of our largest sources of GHG emissions.

Energy consumption data is collected through Worldfavor and covers electricity used at our head office in Sweden, as well as energy consumption in all countries in which we operate, unless otherwise stated. The data is collected from invoices, landlords and energy suppliers.

GHG emissions are reported in accordance with the standards in the GHG Protocol, using emission factors from the Association of Issuing Bodies (AIB) 2019 and Climate Transparency 2017. The calculations were performed according to the GHG Protocol Corporate Standard. The operational control approach was used, which means that joint operations where Consilium has no operational control are excluded. As data gaps have been identified, estimations have been made to account for our full scope of operational control.

Employee data

The employee data in this report has been extracted from payroll and HR systems and all numbers are presented as headcount.

GOV-1 THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

We are a world-leading solution provider of fire, flame and gas safety technologies for the marine, energy, transport and building sectors. Consilium Safety Group was founded in 1912 and has its headquarters in Gothenburg, Sweden. We have our own R&D, production, distribution, servicing and aftersales all in-house. We operate in 29 countries in all time zones, with over 1,000 employees and had a turnover of 2,712 MSEK in 2024 with 87 percent of our sales outside of Sweden.

Consilium Safety TopCo AB is indirectly owned by Antin Infrastructure Luxembourg V.3 S.à. r.l which indirectly owns 97.6 percent of the shares. Consilium Safety TopCo AB directly owns Consilium Safety MidCo AB which in turn directly owns Consilium Safety BidCo AB.

Board of Directors

	Assia Belkahia, Shareholder Non-Executive Board member, Consilium; Partner, Antin Infrastructure Partners	Simon Söder, Shareholder Non-Executive Board member, Consilium; Senior Partner, Partner & Head of London Office, Antin Infrastructure Partners	Philip Isell Lind af Hageby, President and CEO	Johan Svensson, CFO
	Chair of the Board	Board member	Board member	Board member
Board member since:	2024	2024	2022	2024
Born:	1987	1978	1984	1982
Education:	MSc in Business, ESSEC, Paris, France	MSc and BSc in Industrial Engineering and Management, Linköping University, Sweden; and Master of Business Administration, University of Technology, Sydney, Australia	MSc in Economics, Stockholm School of Economics, Sweden	MSc in Business Administration and Economics, Linneaus University, Sweden
Current assignments:	CityFibre Board Member; Wildstone Board Member; and Hippocrates Board Member	Kisimul Board Member; Portakabin Board Member; Sølvtrans Board Member; Eurofiber Board Member; and Pulsant Board Member	-	-
Work experience:	Associate, CPP Investment Board; and Analyst, Rothschild	Senior Vice President, Macquarie; M&A, Westpac Banking Group; and Quantitative Analyst, Lacima Group	President and CEO, Adapteo Group	CEO, OPEN Group
Independent in relation to Consilium:	No	No	No	No

The Board of Directors

The Group's Board of Directors is appointed in the top parent company Kattegat Project TopCo AB and carries out their work for the whole group there. The Board of Directors consists of four members: three men and one woman. Consilium's CEO is a member of the Board, as is the CFO. In addition, there are two non-executive members on the Board. All board members are dependent on Consilium. In 2025, a fifth and independent board member will join.

The Board is responsible for Consilium's strategic direction and has overall responsibility for the organisation and management. They monitor operations through regular board meetings and dialogue with the CEO. The Board appoints the CEO. The CEO is responsible for the implementation and execution of board decisions. The CEO manages the day-to-day operations supported by Consilium's Management Team.

Consilium does not have a nomination committee, the Chair of the Board is responsible for nominations. Experience within the field of sustainability is desirable for future board members. The work of the Board is evaluated frequently to ensure the right focus and competence. Sustainability is a recurring item on the Board's agenda and Consilium's Head of Sustainability presents current issues to the Board, either as information or for decision. The double materiality analysis was presented to the Board and decided on in May 2024. During the year, the Board also reviewed the sustainability strategy and the sustainability focus areas.

Sustainability governance

The Consilium Board has full responsibility for all sustainability work and monitors and measures the Group's progress, such as through KPIs. The Board is also responsible for compiling the Sustainability Report. Consilium's CEO has the ultimate responsibility for sustainability topics within the Group, but the management of the day-to-day sustainability work has been delegated to the Sustainability Committee. The Sustainability Committee reports to the Management Team that in turn reports to the Board.

The foundation of our sustainability work is our Code of Conduct, which covers corporate responsibility throughout the value chain. We have several governing documents that define our sustainability framework:

- Code of Conduct
- Anti-Bribery Policy
- Competition Manual
- Data Protection Policy
- Data Protection Procedure
- Environmental Policy
- Health and Safety Policy
- Human Rights and Social Responsibility Policy
- Information Security Policy
- ITAR Policy
- People Policy
- Supplier Code of Conduct
- Sustainable Procurement Policy
- Trade Compliance Policy
- Whistleblowing Policy

Integrated management system

Consilium takes accountability for the social and environmental impacts of its production and aspires to be a responsible supplier of safety solutions for its customers. As part of this journey, we launched the initiative of updating global processes and procedures to fully comply with the requirements of the standards of ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (occupational health and safety). This allows for a multi-site certification starting in 2025, covering most of our companies within the Group.

GOV-2 INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE UNDERTAKING'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

Our Sustainability Committee gives direction and provides recommendations to the Management Team to decide on the suitability, adequacy and effectiveness of the Group's environ-

mental management system (ISO 14001) at least once a year. This annual update also includes overall sustainability matters. In 2024, sustainability activities, legal reviews, the implementation of CSRD and the new owner's expectations on management of environmental issues were covered.

GOV-3 - INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

Consilium's Managing Director and seven other senior executives receive variable remuneration as part of their total remuneration, but this is not linked to the Group's sustainability performance. A potential set-up with short-term incentives (STI) linked to sustainability performance will be reviewed in 2025 to potentially include senior executives.

GOV-4 STATEMENT IN DUE DILIGENCE

We proactively develop our policies and processes to ensure we meet the forthcoming regulation and market expectations in the form of CSRD, the EU's Corporate Sustainability Due Diligence Directive (CSDDD) and other supply chain directives. In 2024, we launched several new policies that include a due diligence process: Anti-Bribery Policy; Human Rights and Social Responsibility Policy; Supplier Code of Conduct; Sustainable Procurement Policy; and the Trade Compliance Policy. Our due diligence process in relation to each of these sustainability matters ensures that we identify, prevent, mitigate and account for how we address the actual and potential negative impacts on the environment and the people connected to our business, as well as manage related risks and opportunities.

GOV-5 RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

Oversight of the sustainability reporting will be integrated into Consilium's internal control framework over the financial reporting.

SBM-1 STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Strategy

We are a world-leading solution provider of fire, flame and gas safety technologies for the marine, energy, transport and building sectors. By combining safety expertise with intelligent detection, we contribute to protecting lives, assets and the planet through technology. Our strategy is to have a balanced capital structure.

Sustainability strategy

Our sustainability strategy is based on the impacts, risks and opportunities that were identified in our double materiality analysis. We have three overarching sustainability promises that are aligned with our mission and vision:

- One global team acting with strong business ethics and zero tolerance against non-compliance.
- Be the leader of progress and change for equality, diversity and inclusion in our industry.
- Drive innovation within SafetyTech while achieving global net-zero emissions.

The three sustainability promises are broken down into six individual sustainability pillars:

- Green Safety Solutions
- Net-Zero Emissions
- Responsible Production (incl. H&S) and Being a Responsible Supplier
- Equality, Diversity and Inclusion
- Responsible Sourcing
- Business Ethics

The pillars represent our journey to achieve our strategic corporate targets and deliver on our sustainability promises – both within the company and throughout the value chain.

Business model

We are unique in the industry in that we have our own R&D, production, distribution, servicing and aftersales all in-house. We develop, manufacture and market products and systems for fire and gas safety and sell them to various customers around the world.

As a provider of fire, flame and gas safety technologies for the marine, building, transport, energy and industrial sectors, our products and systems help ensure the safety of workers and passengers on ships and trains, and occupants in buildings around the globe. Older assets are proactively retrofitted by Consilium, and maintenance and spare parts are provided to extend the lifetime of products – and ultimately the assets Consilium protects. The components for our products and systems are mainly sourced from European suppliers. Our products are assembled and tested in our own facilities in Bulgaria, China, Italy, the Netherlands, Sweden, and the UK before being shipped to customers globally. We have offices around the world to provide services such as maintenance and spare parts delivery.

Value chain

We constantly strive to improve our processes, increase productivity and efficiency, and to further develop and expand our global presence. Consilium plays an active part in driving the safety market and evaluates both acquisitions and value-creating alliances and partnerships to drive positive impact throughout the value chain. In addition to our own operations such as product development, production and distribution, our value chain also consists of suppliers (upstream) and customers (downstream).

We have a high degree of influence on the parts of our value chain that relate directly to our business. Our control over suppliers and customers are indirect and more limited. Nevertheless, to take responsibility throughout our entire value chain, we strive to develop strong partnerships and engage in strategic collaborations with both suppliers and customers.

SBM-2 INTERESTS AND VIEWS OF STAKEHOLDERS

Our stakeholders around the world include customers, partners, employees, shareholders, communities, suppliers and the wider society. Collaboration is key to our success, and we involve our stakeholders in everything we do. Stakeholders have been involved in our double materiality analysis to determine our material sustainability topics. As an example, our marine customers have provided us with insights on what they need from our products to help them with their safe transition to more sustainable fuels. We have also been in close dialogue with our new owners to decide what to focus on going forward.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

As an international company with global operations, we must continuously assess and manage many complex sustainability risks. In 2023, we revaluated our material sustainability topics and identified both the key sustainability risks in the value chain and for our stakeholders as part of our double materiality analysis. This was performed through desktop analysis, workshops, and internal meetings and interviews. Our updated list of risks presented on the next pages have been identified based on their probability, severity and potential impact. In 2024, the risks were revisited to confirm their continued relevance.

RISK	Description	Management and action
Environmental	We provide products and solutions to customers in various industries, including the marine and building sectors, which are considered to have the greatest environmental risks. The malfunction of a fire alarm or gas detector can result in the sinking of a ship or an undetected fire in a building. If the building is full of chemicals or the ship contains a tanker filled with oil, it can result in serious negative environmental consequences. Developments in international regulations, financial implications and national commitments, for example related to carbon reduction and waste management, may result in costs and an administrative burden if Consilium does not proactively adapt to such developments. Macro-economic impacts, such as supply chain disruptions because of sanctions, the scarcity of materials, increased energy costs and inflation, can all have an impact on Consilium's operations and customers. Limited access to the resources we need for production and increased prices might lead to greater operational costs and business environment constraints.	Consilium's Environmental Policy serves as a foundational framework that establishes a clear direction for our environmental initiatives and ensures compliance with environmental regulations, promotes resource conservation, and fosters collaboration with stakeholders to enhance sustainability performance across the organisation. We have initiatives focusing on how we can minimise environmental impact from our own operations, for example our business travel, car fleet and energy consumption. It is also important for us to provide incentives and motivate our suppliers to reduce their environmental impact – as well as report their actual impacts to Consilium. All potentially hazardous waste is properly handled within our operations, we ensure that all relevant employees receive sufficient training, and that all products have proper manuals and guidance regarding disposal. Waste management initiatives include ensuring the return and correct disposal of ionized products. To ensure the quality and sustainability performance of our products and systems, we continuously adapt our operations, products and processes to have the lowest possible negative environmental impact, while complying with national and international laws and environmental requirements. We proactively assess the forthcoming standards and regulations that might be relevant to ensure stakeholder expectations are met and that risks are mitigated. We comply with several international regulations, such as the Construct Product Regulation (CPR), the Marine Equipment Directive (MED) and the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS2).
Quality of Consilium products and customer safety	Inadequate quality and functionality, or the incorrect use of Consilium's products poses safety risks for the users of our products. The malfunction of a fire alarm or gas detector can put employees, passengers and occupants on ships, trains and in buildings in danger. Delivering high-quality products that satisfy customer needs requires the continuous development of our offering of products and services. If Consilium does not meet the changing demands of its clients and stakeholders, this might have a negative impact on its competitiveness and financial performance.	Providing safety solutions comes with great responsibility and we work actively with quality in all product development processes to maintain our high standards. Our Quality Policy outlines the overarching framework for adopting a proactive quality mindset and covering all aspects of all our own operations. We have developed several initiatives that focus on being the clear choice for sustainable safety products on the market. These initiatives focus on meeting the needs and expectations of our clients and stakeholders through sustainable innovation while also mitigating the risk of negative impacts from our operations or products, for example through certifications, and innovative services and product ranges.

RISK	Description	Management and action
Social – our people	Our people are the key to our success and maintaining a healthy and engaged workforce in our organisation is crucial. Failure to do this could result in a loss of trust, lower motivation and decreased efficiency. The long-term impacts could be increased sick leave, higher operating costs and decreased competitiveness. Offering good workplaces that promote equality, diversity and inclusion with opportunities for personal and professional development is critical for attracting and retaining skilled employees. Failing to do so might restrict access to a talented and diverse pool of employees. Furthermore, as we continue to strengthen our local market presence by moving operations closer to our customers, it is important that the necessary competencies are available across regions to maintain customer satisfaction. As our growth journey continues, we constantly need to adapt our organisation to meet our evolving business needs. This creates a dynamic work environment that demands a great deal of communication, leadership and individual competence. If clear priorities are not set, there is a risk that we will not have full employee commitment, and we may be unable to prioritise the right activities within our global organisation.	To manage workforce and people risks, we aim to be the leader of progress and change for equality, diversity and inclusion in our industry through various initiatives and actions. Our People Policy outlines our approach to employee relations, labour relations, health and safety, anti-harassment, and anti-discrimination, and ensures compliance with applicable laws and ethical standards. To create change, we must first identify our baselines in terms of gaps and inequalities. This awareness will help guide and structure our work while ensuring we do not overlook important topics. We continuously mitigate risk with various training and other initiatives. Since risk within the workforce also refers to the risk of accidents and mental health, we have stepped up our ambition and work within health and safety. This includes initiatives on risk observations, site reporting, trainings and follow-up assessments. To give employees opportunities to report serious misconduct, we have a global digital whistleblowing system and are improving the awareness of our extensive compliance programme. We train all our employees on an annual basis and are further developing our training with additional awareness-building activities.
Human rights	Human rights should be respected throughout Consilium's value chain. Consilium's products are built with electronics that we receive from suppliers. A potential risk in the supply chain is that the materials and components in our products could be sourced or produced without decent working conditions or respect for human rights. If our suppliers do not comply with and respect human rights, it could cause Consilium serious reputational damage and lead to lost business and talent. We promote decent working conditions and human rights within our own operations, as well as at our supplier and customers.	Our Human Rights and Social Responsibility Policy establishes our commitment to protecting the rights and well-being of our employees, the workers in our value chain, and the consumers and end-users impacted by our business. It ensures compliance with relevant human rights regulations and frameworks, promotes fair labour practices, and fosters collaboration with stakeholders to enhance social responsibility performance throughout the organisation. We have a Modern Slavery Statement, which outlines our policies and practices to prevent and address modern slavery and human trafficking in our own operations and in the supply chain. We are committed to continuous improvement in the field of human rights and will continue to review and update our policies and procedures to ensure that they align with our values and the highest standards of ethical conduct. We expect complete compliance with our annual supplier follow-up relating to our Supplier Code of Conduct.

RISK	Description	Management and action
Business ethics and anti-corruption	Since we sell and source our products all over the world, there are potential risks related to corruption in the value chain. Corruption can not only have a harmful impact on our business, but it also negatively impacts society. It is our duty to combat corruption, to promote freedom of competition and to build strong frameworks, as well as ensure that no ethical violations occur. If we do not actively work with business ethics, we are at risk of substantial fines, legal action, termination of contracts and can suffer significant reputational damage. The greatest risk we have identified is unintentionally selling products to countries, companies and people under sanctions. Supporting such customers is strongly against our business ethics.	The success of our business is built on the trust of customers, employees and the public, and the best way to retain this trust is to continuously demonstrate ethics and integrity in all our business practices. Consilium has several governing documents relating to supplier relations. Our Corporate Compliance Programme promotes and follows up our Code of Conduct, Anti-Bribery Manual and our Supplier Code of Conduct with all suppliers. To further promote sustainability in our supplier assessments, the Code of Conduct is also shared with our agents and customers to ensure that all our business partners are familiar with and share our view on business ethics. Furthermore, to mitigate the risk of trade sanctions, which is to be treated with utmost importance, Consilium conducts sanctions screening on a regular basis. Our screening processes are continuously improved to ensure compliance with international laws. Our Trade Compliance Policy ensures that everyone within Consilium who is involved in cross-border or export transactions has sufficient understanding of our approach to compliance with export controls and trade sanctions requirements.

Impact, risk and opportunity management

IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

In 2023, we completed a double materiality analysis in alignment with the CSRD to ensure that the Group is well-prepared for the forthcoming sustainability reporting requirements. The concept of double materiality includes both impact materiality and financial materiality, which means how Consilium affects people and the environment and how different sustainability issues affect Consilium from a financial perspective.

During the double materiality analysis, we identified potential material sustainability matters, where there is either impact, risk or opportunity within the organisation and/or within the industry in which we are operating. These potential sustainability matters were identified using a template based on the drafted ESRS at the time, as well as on relevant standards and regulatory frameworks. The result was a list of potential sustainable matters that was revised and aligned with the ESRS and entity-specific topics based on relevant sector knowledge and experience.

Based on relevance, we identified key affected and user stakeholders to be included in the stakeholder dialogue in alignment with the revised list of material sustainable matters. These stakeholders included the perspectives of our employees, risk and quality management, governance, and our purchasing function, which covered our suppliers and the value chain. Stakeholder dialogue captured both impact and financial materiality, where CSRD evaluation criteria for material impact, risk and opportunities were prioritised using a quantitative ranking for scale, scope, severity (irremediability) and probability.

As the list had been revised and assessed through stakeholder dialogue, key individuals at Consilium validated the results of the outstanding sustainable matters. All main material matters were quantified based on impact and financial materiality and presented visually through a materiality matrix. The assessment identified our sustainability impacts, risks and opportunities – and therefore where we should focus our efforts to ensure we take proper accountability for our impacts while continuing to reduce risks and seize opportunities. In total, seven thematic ESRS were identified as material for Consilium to report on, as detailed in the table on the next page.

Based on the double materiality analysis, we performed a full gap analysis in 2024 as a starting point for our future sustainability reporting according to ESRS when that is required by law.

IRO-2 DISCLOSURE REQUIREMENTS IN ESRS COVERED BY THE UNDERTAKING'S SUSTAINABILITY STATEMENT

Our sustainability reporting includes the thematic ESRS that are presented in the table on the next page as part of disclosure IRO-1. In addition, other disclosures under the mandatory ESRS 2 on page 19–24 are also included in the sustainability reporting.

cont. Impact, risk and opportunity management

ESRS	Description	Impact	Value chain	Financial risk/opportunity	Time horizon
E1 Climate Change	Includes GHG emissions, energy and climate change adaptation.	Impact from GHG emissions derives from our own production and assembly sites, including energy consumption through electricity/heating (scope 1 and 2). It also derives from indirect emissions in our value chain (scope 3). Climate adaptation focuses on adjusting operations and infrastructure, particularly in non-European sites, and adapting products for future climate change.	Across both our own operations and the value chain.	Financial risk	Short, medium and long term
E2 Pollution	Includes pollution to water/air/soil, as well as substances of high/very high concern.	As a manufacture of gas and fire detectors, we purchase and manufacture electronical components. Manufacturing electronic components requires some chemical-intensive steps, including nickel plating, which is increasingly recognised as toxic.	Primarily in the value chain. Impact from our own operations are assessed as rather limited with regards to this topic.	Financial risk	Short, medium and long term
E5 Resource use and circular economy	Includes sourced resources and waste.	We generate waste from our production and assembly operations. While all sites manage waste, some ionized products must be returned for disposal. There are opportunities to improve resource efficiency by reducing waste, retrofitting, using better materials, and implementing leasing and take-back schemes.	Primarily for our own operations given that this is an area difficult to control in the value chain.	Financial risk and opportunity	Short, medium and long term
S1 Own workforce	Includes working conditions and equal treatment for Consilium employees.	We have an impact on all our employees and job applicants regarding working conditions (such as health and safety and freedom of association), as well as for opportunities related to equal treatment (such as equality, diversity and inclusion).	Own operations.	Financial risk	Short, medium and long term
S2 Workers in the value chain	Includes working conditions, equal treatment and opportunities and other work-related rights in our supply chain.	We rely on electronic components largely produced in high-risk countries such as China, Malaysia, Taiwan and Vietnam. While many suppliers are European, the sector involves high-risk countries in manufacturing, assembly, and raw material sourcing. Potential impact derives from working conditions (such as health and safety), equal treatment and opportunities (such as diversity and inclusion), and other work-related rights (such as child and forced labour).	Supply chain, including the suppliers of our suppliers.	Financial risk	Short, medium and long term
S4 Consumers and end-users	Includes information-related impacts for consumers and end-users and the personal safety of consumers and end-users.	As a safety company, impact derives from the quality of our products and access to reliable product information. As personal safety is at the very core of our business model, impact also derives through our offering of products and services.	End-users.	Financial risk	Short, medium and long term
G1 Business conduct	Includes business conduct culture (including prevention/detection of bribery and corruption) as well as management of supplier relationships.	Impact derives from our corporate culture, which ensures alignment on issues like trade sanctions, export rules, corruption risks in purchases, sales and services. Our reliance on supply chains from a few countries dominating electronic component production also makes it vulnerable to disruptions, trade wars, and the China-Taiwan situation.	Across our value chain.	Financial risk	Short, medium and long term

ENVIRONMENTAL DISCLOSURES

●●● We strive to operate in an environmentally sustainable manner by working to reduce our carbon footprint, encouraging responsible resource use, and promoting employee-driven sustainability initiatives. Climate change, pollution and circular economy have been identified as our key focus areas.

TAXONOMY REPORTING

Consilium will report in accordance with the EU Taxonomy as part of the Sustainability Report 2025.
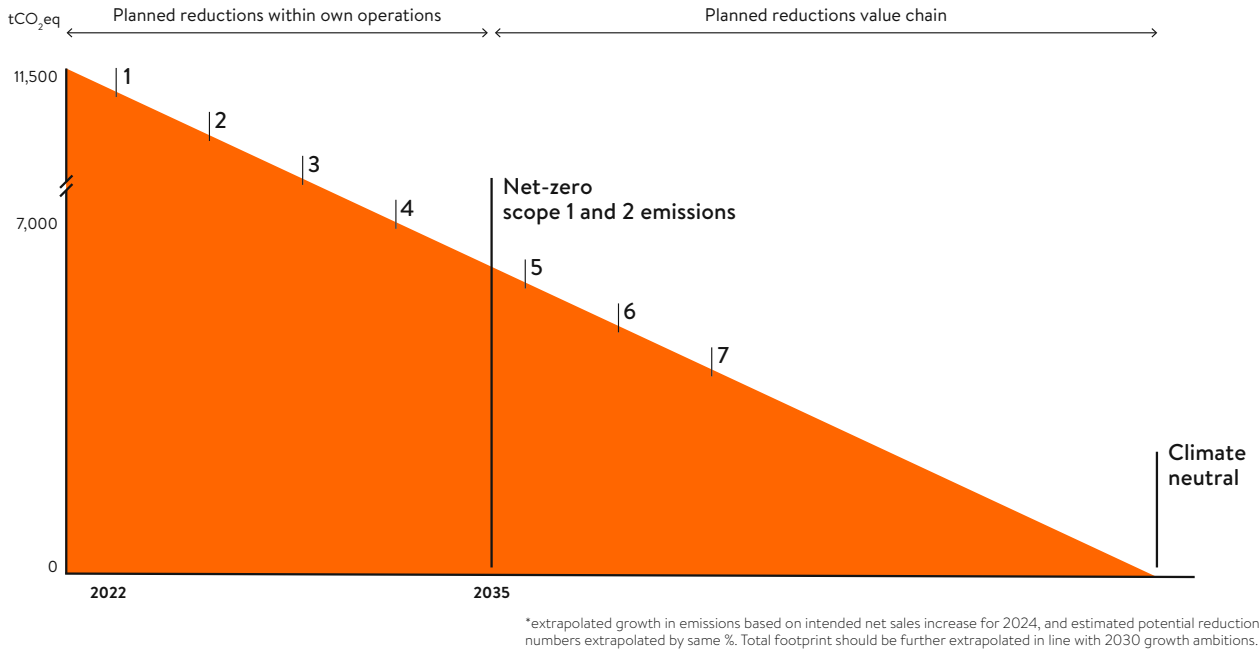
ESRS E1 CLIMATE CHANGE

Governance

GOV-3 INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES
See disclosure GOV-3 on page 21.

Strategy

E1-1 TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION
Our aim is to be aligned with the Science Based Targets initiative (SBTi) 1.5-degree pathway by 2035 and to become carbon neutral by 2050. As part of our sustainability strategy, we have developed a decarbonisation roadmap (see the next page) to detail how we will meet our ambitious climate targets with emission reduction initiatives and mitigating actions.
As we have direct control over our scope 1 and 2 emissions, they offer short-term opportunities for emission reductions. Scope 3 emission reductions are more difficult to achieve as we must collaborate with our value chain partners. Since scope 3 emissions make up around 80 percent of our overall climate footprint, we must increasingly work with our partners to achieve carbon neutrality. We offset our scope 1 and 2 GHG emissions if necessary to ensure we follow our decarbonisation path. No offsetting was done in 2024.

Decarbonisation roadmap

tCO$_2$eq

Planned reductions within own operations | Planned reductions value chain

11,500 — |1

|2

|3

7,000 — |4

Net-zero scope 1 and 2 emissions

|5

|6

|7

Climate neutral

0 —

2022 | 2035

*extrapolated growth in emissions based on intended net sales increase for 2024, and estimated potential reduction numbers extrapolated by same %. Total footprint should be further extrapolated in line with 2030 growth ambitions.

Actions to achieve net-zero emissions:

1. Sustainable car fleet: Ensure that the procurement of cars adheres to the guidelines in the Environmental Policy and Car Policy, focusing on reducing emissions and promoting the use of electric or hybrid vehicles.

2. Renewable energy and energy efficiency: Promote the adoption of renewable energy sources and enhance energy efficiency across all operations. This includes setting clear targets for renewable energy usage, implementing energy-saving measures, and regularly reviewing progress to ensure alignment with the Environmental Policy's goals of reducing emissions and promoting resource conservation.

3. Sustainable business travel: Promote sustainable business travel by providing training on the Environmental Policy and Business Travel Policy to the workforce. Encourage the use of alternative travel options, such as train travel for short distances, and support emissions offsetting programmes to minimise the environmental impact of necessary air travel.

4. Logistics: Develop requirements in line with the Environmental Policy and Supplier Code of Conduct, focusing on green distribution alternatives and reporting CO$_2$eq-emissions.

5. Sustainable safety solutions: Promote initiatives that align with the Environmental Policy, such as remote service capabilities, retrofit options to enhance sustainability and safety, and highlight the company's role as a transition enabler.

6. Decarbonise supply chain: Align with the Sustainable Procurement Policy by ensuring that procurement practices integrate environmental, social, governance and ethical considerations. This includes promoting responsible sourcing, reducing the company's environmental footprint, supporting fair labour practices, and upholding high standards of business ethics.

7. Carbon offsets: Offsetting any remaining emissions through certified offset programmes until net-zero emissions.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

For information about climate risks as part of our environmental risks, see the risk table on page 22-23 as part of disclosure SBM-3.

Impact, risk and opportunity management

IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Developments in international regulations, financial implications and national commitments related to carbon reduction may result in costs and an administrative burden if Consilium does not proactively adapt to such developments. In addition, we have identified the risk of not having adequate leverage over our suppliers as the greatest climate-related risk we face. Climate change was identified as one of our key focus areas in the double materiality analysis. See disclosure IRO-1 on page 23–24 for more information.

E1-2 POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

In addition to our Code of Conduct, our Environmental Policy guides us on how to manage climate-related issues. We shall focus on implementing strategies that reduce GHG emissions and enhance our resilience to the impacts of climate change, actively aligning with relevant global sustainability ambitions and guidelines. Our operations aim to reduce our environmental impacts through production measures and sustainable practices that mitigate climate-related risks.

E1-3 ACTIONS AND RESOURCES IN RELATION TO CLIMATE CHANGE POLICIES

In 2024, we continued the work to reduce our climate impact. We mapped all companies within the Group and prioritised those with greatest impact in terms of largest amount of used kilowatt hours. We also prepared our facilities for a switch to renewable energy and by the end of 2024, 42.7 percent of our facilities were run on renewable energy, which is an increase from 38 percent in 2023. With regards to shipping, we conducted a cost-benefit analysis of different modes of shipping, and we continued to promote the procurement of more sustainable vehicles with lower emissions. Our car fleet now consists of 57 percent of electric or hybrid vehicles.

E1-4 TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Our climate targets are to achieve a 50 percent reduction in our travel emissions by 2030 and 100 percent fossil-free energy in our own operations and net-zero scope 1 and 2 emissions by 2035. We see offsetting as a short-term complement to our decarbonisation journey toward net-zero scope 1 and 2 emissions by 2030. It allows us to offset the emissions we have not yet phased out from our operations.

Target	KPI
Net-zero emissions in scope 1 and 2 by 2035.	% of more sustainable cars in the car fleet.
	Number of sites reporting on incentive in STI.
Decrease our climate emissions from business travel by 50 percent by 2030 compared to 2019.	% of climate compensation for transportation modes, when available.
	% reduction of climate emissions/impact from business travel.
Carbon neutral by 2050.	Number of suppliers implementing a Sustainability Policy and abiding by our Supplier Code of Conduct.
	Number of suppliers reporting their CO_2 emissions to Consilium.
	% reduction in supply chain emissions based on reported data.
	Tonnes of remaining emissions to be offsetted.

Metrics and targets

E1-5 ENERGY CONSUMPTION AND MIX

We strive to reduce energy consumption at our production facilities and are investigating energy efficiency initiatives. We are also increasing the proportion of energy we source from renewable sources.

Energy consumption and mix	2024
Fuel consumption from coal and coal products (MWh)	0
Fuel consumption from crude oil and petroleum products (MWh)	0
Fuel consumption from natural gas (MWh)	323.68
Fuel consumption from other fossil sources (MWh)	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	134.28
Total fossil energy consumption (MWh)	
Share of fossil sources in total energy consumption (%)	n/a
Consumption from nuclear sources (MWh)	n/a
Share of consumption from nuclear sources in total energy consumption (%)	n/a
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	n/a
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	n/a
The consumption of self-generated non-fuel renewable energy (MWh)	0
Total renewable energy consumption (MWh)	1,111.5
Share of renewable sources in total energy consumption (%)	42.7
Total energy consumption (MWh)	2,604.3

E1-6 GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS

Our GHG emissions have decreased by little more than 10 percent in total compared with 2023 thanks to our constant efforts to reduce our emissions. We have seen progress primarily within scope 1 and 2 with ongoing efforts to transition from company cars using fossil fuel to electric and hybrid cars and our sites' continuous work to switch to renewable electricity sources.

Despite the achievements in reducing scope 1 and 2 emissions, scope 3 emissions make up around 80 percent of our overall climate footprint and need to be prioritised. We will therefore conduct a full scope 3 analysis in 2025 to identify which scope 3 categories that are relevant to us and set corresponding reduction targets.

GHG emissions	2024
Scope 1 GHG emissions[1]	
Gross scope 1 GHG emissions (tCO$_2$eq)	639
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	n/a
Scope 2 GHG emissions[2]	
Gross location-based scope 2 GHG emissions (tCO$_2$eq)	541
Gross market-based scope 2 GHG emissions (tCO$_2$eq)	702
Significant scope 3 GHG emissions	
Total gross indirect (scope 3) GHG emissions (tCO$_2$eq)	
1 Purchased goods and services	n/a
2 Capital goods	n/a
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	n/a
4 Upstream transportation and distribution	n/a
5 Waste generated in operations	n/a
6 Business travel[3, 4]	5,423
7 Employee commuting	n/a

E1-8 INTERNAL CARBON PRICING

No information available yet. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E1-9 ANTICIPATED FINANCIAL EFFECTS FROM MATERIAL PHYSICAL AND TRANSITION RISKS AND POTENTIAL CLIMATE-RELATED OPPORTUNITIES

No information available yet. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

GHG emissions	2024
8 Upstream leased assets	n/a
9 Downstream transportation[4]	694
10 Processing of old units	n/a
11 Use of sold products	n/a
12 End-of-life treatment of sold products	n/a
13 Downstream leased assets	n/a
14 Franchises	n/a
15 Investments	n/a
Total GHG emissions	
Total GHG emissions (location-based) (tCO$_2$eq)	7,297
Total GHG emissions (market based) (tCO$_2$eq)	7,458

[1] Scope 1 calculations rely on actual data.

[2] Scope 2 calculations are based on the actual reported consumption data from our sites.

[3] Emissions from business travel in scope 3 are calculated based on spend using emission factors sourced from our logistics partners.

[4] For 2024, we only report those scope 3 categories where we have data. More categories might be reported from 2025 if deemed relevant in our upcoming full scope 3 analysis.

ESRS E2 POLLUTION

Impact, risk and opportunity management

IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES

We provide products to customers in various industries, including the marine and building sectors, which are considered to have the greatest environmental risks. The malfunction of a fire alarm or gas detector can result in leakage or in worst case the sinking of a ship. The same goes for an undetected fire in a building, which may result in either toxic smoke, leakage or the burndown of the entire building. As ships and buildings often contain various chemicals and ships often contain tanks filled with oil, it can result in serious negative environmental consequences. It should also be noted that the alarm and detectors themselves contain substances of high or very high concern, which also pose a potential negative environmental consequence, if damaged. Pollution was therefore identified as one of our key focus areas in the double materiality analysis and we will intensify our work in relation to pollution in 2025. See disclosure IRO-1 on page 23–24 for more information.

Metrics and targets

E2-3 TARGETS RELATED TO POLLUTION

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E2-4 POLLUTION OF AIR, WATER AND SOIL

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E2-1 POLICIES RELATED TO POLLUTION

In addition to our Code of Conduct, we have an Environmental Policy stating that we shall actively identify, reduce and safely manage substances of concern, ensuring compliance with all regulations regarding hazardous waste disposal. We shall comply with the EU regulation restricting hazardous substances in electrical and electronic equipment (RoHS) to ensure that our products are free from harmful substances to protect human health and the environment. We shall also adhere to the EU directive for recycling and the responsible disposal of electronic waste (WEEE) by promoting responsible recycling and disposal of electronic waste.

E2-2 ACTIONS AND RESOURCES RELATED TO POLLUTION

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E2-5 SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E2-6 ANTICIPATED FINANCIAL EFFECTS FROM POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

Impact, risk and opportunity management

IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL RESOURCE USE AND CIRCULAR ECONOMY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Limited access to the resources we need for our production and increased prices might lead to greater operational costs and business environmental constraints. In addition, waste is a particularly high-risk area that is likely to become more regulated in the future in accordance with the EU Green Deal. Waste was identified as one of our key focus areas in the double materiality analysis, partly because of the ionized products we used to manufacture which must be returned for correct disposal. A comprehensive value chain waste management approach is therefore essential – for our own operations, suppliers and customers. See disclosure IRO-1 on page 23–24 for more information.

E5-1 POLICIES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

In accordance with our Environmental Policy, we focus on four areas in relation to resource use and the circular economy:

- Environmental impact from use of products
- Waste management
- Environmental impacts from product end-of-life
- Retrofitting and service

This means that we reduce environmental impacts associated with our product use, by evaluating every stage of our products' lifecycle, from design and materials to operation and eventual disposal.

We aim to minimise waste generation at source by optimising material use in design and production and prioritising circularity through material reuse wherever possible.

We focus on designing products for longevity and recyclability, ensuring minimal environmental impact when they reach their end-of-life. Our products are designed to be modular or repairable, which allows users to replace or upgrade individual parts rather than discarding the entire system.

We aim to extend the lifespan of our products through retrofitting and maintenance services, which contribute to sustainability by reducing material consumption and enhancing operational efficiency.

E5-2 ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

In 2024, we continued to develop our digital services such as remote services, and we monitor the associated proportion of our sales. We certified all our production sites according to ISO 14001 during the year. In 2024, we also began setting water and waste baselines for all our sites and introduced measures so that we are prepared and ready to start measuring and taking firm action in relation to water and waste in 2025.

Metrics and targets

E5-3 TARGETS RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

Target	KPI
Be the clear choice for sustainable safety products.	% of sales associated with circular products, across material selection and use.
Map and set baselines for sustainable water and waste management.	% of production sites certified to ISO 14001.

E5-4 RESOURCE INFLOWS

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E5-5 RESOURCE OUTFLOWS

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

E5-6 ANTICIPATED FINANCIAL EFFECTS FROM RESOURCE USE AND CIRCULAR ECONOMY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

No information available. Reporting in accordance with disclosure requirements will be made for the reporting year 2025.

SOCIAL DISCLOSURES

●●● We are committed to upholding international labour standards, ensuring a safe and inclusive work environment, and maintaining zero tolerance for forced labour, child labour, and discrimination. This is valid for our own operations as well as throughout our value chain.

ESRS S1 OWN WORKFORCE

Strategy

SBM-2 INTERESTS AND VIEWS OF STAKEHOLDERS
Consilium's more than 1,000 employees located in 29 countries are one of our key stakeholders with whom we have continuous dialogue to meet their expectations. We are committed to creating an inclusive, safe, respectful and fair workplace for all employees.

See disclosure SBM-2 on page 21 for more information about stakeholder dialogues.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL
Our people are the key to our success and maintaining a healthy and engaged workforce is crucial. Failure to do this could result in a loss of trust, lower motivation and decrease efficiency. The long-term impacts could be increased sick leave, higher operating costs and reduced competitiveness. Offering good workplaces that promote equality, diversity and inclusion with opportunities for personal and professional development is critical for attracting and retaining skilled employees. Failing to do so might restrict access to a talented

and diverse pool of employees. Furthermore, as we continue to strengthen our local market presence by moving operations closer to customers, it is important that the necessary competencies are available across regions to maintain customer satisfaction.

As a company with in-house manufacturing, health and safety is an important focus area with an emphasis on mitigating the risk of workplace incidents, including the handling of chemicals. We conduct regular risk assessments, training on emergency procedures, and have established clear reporting mechanisms for safety concerns.

For more information about our business model, see disclosure SBM-1 on page 21.

S1-1 POLICIES RELATED TO OWN WORKFORCE
In addition to our Code of Conduct, we have two policies guiding us in how to manage workforce-related issues. The People Policy establishes our commitment to creating an inclusive, safe, respectful and fair workplace for all employees. It covers workplace safety and wellbeing; equality, diversity and inclusion; anti-harassment and discrimination, labour relations;

fair compensation and benefits; employee development; and recruitment and onboarding. The Health and Safety Policy specifies Consilium's commitment to creating a healthy and safe working environment. It covers everyone in our workplace, including employees, contractors and visitors.

S1-4 TAKING ACTION ON MATERIAL IMPACTS ON OWN WORKFORCE, AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND EFFECTIVENESS OF THOSE ACTIONS

Health and safety
We are dedicated to maintaining a safe and healthy work environment for all employees, contractors and visitors and took several actions in 2024 to enhance health and safety. We rolled out an implementation and awareness training to all sites and service engineers to promote safety performance. All our production sites were certified to the ISO 45001 standard on occupational health and safety management systems.

We launched our "Be Safe" protocol, making sure everyone connected to Consilium has the right to "Be Safe" and to make sure that any hazardous work is done safely. In addition, we also launched a global incident reporting system for all employees and contractors.

We rolled out a Global Safety Handbook in 2024, including training for service technicians. We also implemented quarterly Health and Safety Committee meetings to deepen the engagement with our employees on health and safety related matters and enable us to take preventive measures.

Equality, Diversity and Inclusion [1]
We believe that diversity in terms of gender, age, religion, ethnicity and disabilities will lead to a more innovative and creative Consilium. Therefore, focusing on Equality, Diversity and Inclusion (EDI) will unite Consilium's employees, attract more talent and develop a competitive edge in the industry.

[1] Consilium policy is applied solely in accordance with the laws and regulations of the jurisdictions in which the company operates. US based employees are not subject to the company's EDI policies or organisational targets.

We will continue our work to make promotion and recruit-ment processes as unbiased as possible. In 2024, we made significant progress in advancing EDI within our organisation. EDI principles were integrated into organisational reviews, and we hosted numerous seminars, trainings, and lectures to enhance knowledge in this area. We also took substantial steps to position ourselves as an EDI-focused company by highlighting our commitment through branding efforts, corporate meetings, and executive interviews. Additionally, we completed a comprehensive job architecture to identify and address potential gaps or inequalities, laying a strong founda-tion for future evaluations. These initiatives underscore our dedication to embedding EDI into our culture and operations. Furthermore, we ensured that all managers were trained in unbiased recruitment ahead of kicking-off a new recruitment process. We introduced a routine to ensure that both genders are represented in recruitment. We also introduced measures to ensure fair employee pay grading.

Employee satisfaction
We regularly monitor employee satisfaction throughout the Group with a digital pulse survey tool, Winningtemp, to measure employee engagement and wellbeing. The survey evaluates nine factors with strong impacts on employee well-being. In addition to these factors, Consilium measures three company-specific factors: Corporate Strategy, Culture Index and EDI-index. Questions are sent out to all employees on a weekly basis, to provide real-time data and all respondents are anonymous. This provides a platform for our employees to make their voice heard and share their views and ideas with management. For 2024, Consilium had an average score of 7.5 (7.3) out of 10, with an average industry index score of 7.6.

Metrics and targets

S1-5 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Target	KPI
Full compliance throughout the organi-sation to promote employee health and safety.	% of employees completed appropriate training.
	% of service technicians that have completed the Global Safety Handbook training.
	% of production sites certified to ISO 45001.
Reliable and transparent reporting for health and safety to ensure tracking and enable proactive measures.	Number of fatalities as resulting from work-related injuries and/or work-related ill health.
	% of Consilium's workforce covered by Consilium's health and safety management system.
Zero work-related fatalities and serious incidents annually.	Number and rate of recordable work-related accidents.
	Number of recordable instances of work-related ill health.
	Number of days lost to work-related injuries and fatalities caused by work-related accidents and ill health as well as fatalities from ill health.
Become the most diverse company in the industry by 2035 based on peer benchmarking.	% of leadership positions held by women[1].
	% of recruitment processes with representation from both genders in the interview phase.
	% of employees that have completed the EDI training.
Have a clear and reliable overview of potential gaps and inequalities within the organisation.	% of work roles being evaluated and mapped.

[1] Consilium policy is applied solely in accordance with the laws and regulations of the jurisdictions in which the company operates. US based employees are not subject to the company's EDI policies or organisational targets.

S1-6 CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

Number of employees by gender (headcount)	2024
Male	826
Female	326
Other	-
Not disclosed	-
Total employees	**1,152**

Number of employees by region (headcount)	2024
Europe	815
North and South America	46
Asia and Oceania	291

Number of employees by contract type and gender (headcount)	2024				
	Female	Male	Other	Not disclosed	Total
Employees	326	826	-	-	1,152
Permanent employees	308	793	-	-	1,101
Temporary employees	15	27	-	-	42
Non-guaranteed hours employees	3	6	-	-	9
Full-time employees	296	807	-	-	1,103
Part-time employees	30	19	-	-	49

Number of employees by contract type and region (headcount)	2024			
	Europe	North and South America	Asia and Oceania	Total
Employees	815	46	291	1,152
Permanent employees	769	44	288	1,101
Temporary employees	39	1	2	42
Non-guaranteed hours employees	9	0	0	9
Full-time employees	770	44	289	1,103
Part-time employees	47	1	1	49

S1-7 CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE UNDERTAKING'S OWN WORKFORCE

Non-employee workers at Consilium include both full-time equivalent (FTE) consultants and those hired through external services, that is bought services. FTE consultants address needs that would typically require a permanent employee, such as during extended absences or peak workloads. In contrast, external services are engaged for specific tasks or services rather than daily operations. Our non-employee workers primarily operate within our Swedish entities, with FTE consultants mainly engaged in production, and externally hired consultants focusing on R&D and IT services.

S1-8 COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

We respect employee rights to engage in collective bargaining and maintain open communication to address workplace concerns. In 2024, 44 percent of all employees were covered by collective bargaining agreements.

S1-10 ADEQUATE WAGES

We ensure that all our employees receive equitable compensation that aligns with industry standards, local living wages and internal equity principles.

S1-11 SOCIAL PROTECTION

We adhere to all applicable laws and regulations for social security across our legal entities. The Managing Director for each legal entity is responsible for ensuring compliance within the realm of social protection. Additionally, all employees are covered by a global Travel and Safety Insurance Policy.

S1-12 PERSONS WITH DISABILITIES

Consilium advocates that diversity is good for business and welcomes all people, regardless of disability, gender, age, religion or ethnicity.

S1-13 TRAINING AND SKILLS DEVELOPMENT METRICS

Continuous learning and professional development opportunities are essential to our organisational success. We offer various training programmes designed to enhance employee skills, promote career advancement and support personal growth. In 2024, a total of 8,915 hours of training was conducted.

S1-14 HEALTH AND SAFETY METRICS

Health and safety	2024	
	Employees	Non-employees
Own workforce covered by health and safety management system (%)	100	100
Number of fatalities as result of work-related injuries and work-related ill health of other workers on undertaking's sites	0	0
Number of cases of recordable work-related accidents	9	0
Rate of recordable work-related accidents	1.42	0
Number of cases of recordable work-related ill health	2	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	150	0

cont. Metrics and targets

S1-15 WORK-LIFE BALANCE METRICS

We offer employees family-related leave, even if not a statutory right in all the countries where we have operations. During 2024, 81 employees used their right to family-related leave, of which women made up 38 percent.

S1-16 COMPENSATION METRICS (PAY GAP AND TOTAL COMPENSATION)

We ensure fair compensation and benefits through regular pay audits and the continuous review of our offerings to meet the diverse needs of our workforce. In 2024, we introduced measures to ensure fair employee pay grading.

S1-17 INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

Consilium provides employees, as well as customers, suppliers and third parties, with a whistleblowing channel to report ethical breaches within the company. See disclosure G1-1 on page 35–36 for details on the whistleblowing system.

In 2024, no reports concerning discrimination or the violation of human rights were received via the whistleblower system

Strategy

SBM-2 INTERESTS AND VIEWS OF STAKEHOLDERS

Our upstream value chain workers are employed by our suppliers. As a producer of highly developed technological solutions, we are dependent on well-functioning supply chains to deliver electronic components and other direct materials.

See disclosure SBM-2 on page 21 for more information about stakeholder dialogues.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

We have strong processes in place to promote responsible sourcing by verifying good working conditions and environmental performance among suppliers. Our goal is operational excellence through continuous improvements and optimised value chain control.

We demand that human rights are respected throughout our value chain. Our products are built with electronics that we receive from suppliers. A potential risk in the supply chain is that the materials and components in our products could be sourced or produced without decent working conditions or without respect for human rights.

We proactively develop our processes and policies to ensure they meet the forthcoming regulation and market expectations such as the EU's Corporate Sustainability Due Diligence Directive (CSDDD) and other supply chain directives.

For more information about our business model, see SBM-1 on page 21.

Impact, risk and opportunity management

S2-1 POLICIES RELATED TO VALUE CHAIN WORKERS

We only collaborate with suppliers and partners who share our commitment to ethical, social, and environmental responsibility, ensuring compliance with all applicable laws and regulations in the regions in which we operate. Our Supplier Code of Conduct comprises standards on how to conduct socially, ethically and environmentally responsible business.

In addition, we have a Sustainable Procurement Policy to ensure that environmental, social and governance considerations are integrated into procurement practices. The policy aims to promote responsible sourcing, reduce our environmental footprint, and support fair labour practices throughout our supply chain.

Furthermore, our approach to human rights, social responsibility, and ethical business practices is also outlined in our Human Rights and Social Responsibility Policy. It reinforces our commitment to ethical business practices, human rights, and social responsibility and to protecting the rights and well-being of the workers in our value chain.

S2-2 PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS ABOUT IMPACTS

By verifying that supplier sustainability performance is in accordance with our commitments to responsible business conduct and human rights due diligence, we can mitigate the risk of supply chain disruption. We conduct our own site audits of main direct material suppliers that are verified by a third party to some extent.

By the end of 2024, 40 percent of our suppliers (by spend) had signed our Supplier Code of Conduct – covering 75 percent of our total direct material spend. At year end, approximately 30 percent of our total direct material spend had been covered by at least one supplier audit in the last three years, and approximately 50 percent of our spend had been visited. In total, 12 supplier audits were conducted during 2024.

S2-3 PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS

We provide suppliers and their workers, as well as employees, customers and third parties, with a whistleblowing channel to report ethical breaches within the company. See disclosure G1-1 on page 35–36 for details on the whistleblowing system.

Metrics and targets

S2-5 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Target	KPI
Compliance with EU Taxonomy Minimum Safeguards.	% of suppliers that have signed our Supplier Code of Conduct.
	% of spend covered by at least one supplier audit in the last three years.

Strategy

SBM-2 INTERESTS AND VIEWS OF STAKEHOLDERS

We generate revenue from the sale of products and safety systems for fire and gas detection, in the marine, oil and gas, transport, and building sectors. The majority of our sales are outside Sweden with customers and end-user around the world. We have delivered more than 88,000 systems to date.

See disclosure SBM-2 on page 21 for more information about stakeholder dialogues.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

As a provider of fire, flame and gas safety technologies for the marine, building, transport, energy and industrial sectors, our products and systems help ensure the safety of workers and passengers on ships and trains, and occupants in buildings around the globe. By combining safety expertise with intelligent detection, we contribute to protecting lives, assets and the planet through technology. The malfunction of a fire alarm or gas detector can put employees, passengers and occupants on ships, trains and in buildings in danger.

For more information about our business model, see disclosure SBM-1 on page 21.

Impact, risk and opportunity management

S4-1 POLICIES RELATED TO CONSUMERS AND END-USERS

Our Code of Conduct is the basis for how to behave toward our customers and end-users and stipulates high ethical standards in all our business activities, including anti-bribery, fair competition, and international trade compliance, ensuring integrity across all our operations. Our Human Rights and Social Responsibility Policy specifically addresses consumers and end-users and our commitment to protect their rights and wellbeing as impacted by our business. In addition, our Anti-Bribery Policy, Competition Manual and Data Protection Policy guides us in specific situations to ensure compliance with laws and ethical standards.

Delivering high-quality products that satisfy customer needs requires the continuous development of our offering of products and services. Our Quality Policy outlines the overarching framework for adopting a proactive quality mindset. All parties engaged in tasks that directly or indirectly influence the quality of our products, services and solutions offered or accessible to customers or end-users must adhere to this policy.

S4-2 PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS

Our promise to customers is to continuously develop and deliver the industry's best software and hardware. To ensure we do this and meet customer needs, we regularly conduct customer surveys such as NPS (Net Promotor Score). In 2024, NPS was 15.

S4-4 TAKING ACTION ON MATERIAL IMPACTS ON CONSUMERS AND END-USERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS, AND EFFECTIVENESS OF THOSE ACTIONS

Inadequate quality and functionality, or the incorrect use of Consilium's products poses safety risks for the users of our products. Providing accessible and updated information, including highly specific details regarding products, is of high importance to ensure that products are not linked to negative sustainability impacts, both in terms of how and by whom they are used. In 2024, we included prevention statistics from our products in promotional initiatives as preventative actions can help increase sales. The Consilium Innovation Lab also continued to work with innovation and digital services.

Metrics and targets

S2-5 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Target	KPI
Provide the most reliable solutions for customer peace of mind.	% of sales associated with preventive actions.

GOVERNANCE DISCLOSURES

••• We adhere to high ethical standards in all business activities, including anti-bribery, fair competition, and international trade compliance, ensuring integrity across all our operations.

ESRS G1 BUSINESS CONDUCT

Governance

GOV-1 THE ROLE OF THE ADMINISTRATIVE, SUPERVISORY AND MANAGEMENT BODIES

We have a well-defined organisational structure for all compliance divisions relevant to our organisation as well as a Compliance Officer who works to strengthen our commitment to regulatory adherence and promote a culture of compliance across our organisation.

For more information about the role of the administrative, supervisory and management bodies, see disclosure GOV-1 on page 20.

Impact, risk and opportunity management

IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Since we sell and source our products all over the world, there is a potential risk of corruption occurring in the value chain. Corruption can not only have a harmful impact on our business, but can also negatively impact society. It is our duty to combat corruption, to promote freedom of competition and to build strong frameworks, as well as ensure that no ethical violations occur. If we do not actively work with business ethics, we are at risk of substantial fines, legal action, termination of contracts and reputational damage. The greatest risk we have identified is of unintentionally selling products to countries, companies and people under sanctions. Supporting such customers is strongly against our business ethics.

For more information about how we assess material impacts, risks and opportunities, see disclosure IRO-1 on page 23–24 for a description of our double materiality analysis.

G1-1 BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

Our Compliance Framework includes policies and initiatives for managing issues such as anti-bribery and corruption, trade sanctions, payment practices and export rules, which are covered in our governance documents: Code of Conduct; Anti-Bribery Policy; Trade Compliance Policy; Competition Manual; and Whistleblowing Policy.

The Consilium Corporate Compliance Programme supports our Compliance Framework and includes all the policies listed above as well as several others. The programme is designed to ensure our employees comply with all applicable laws and conduct their business in an ethical manner. The goal is for all employees to complete the programme, which is monitored annually through training and tests in our tool Learnster. The Managing Director in each market or product company is responsible for employees completing the programme. The Compliance Programme training is composed of three steps: reading documentation individually; e-learning; and individual assessment. In 2024, we introduced Vinci Works, which offers extensive and interactive compliance e-learnings covering all our policy areas on a global scale.

We provide employees, customers, suppliers and third parties with a whistleblowing channel to report serious ethical breaches in the company. This includes issues such as financial crime, bribery, environmental crimes, accounting crimes, as well as any concerns related to child labour, forced labour and human trafficking. Anyone who suspects violations can raise their concerns in line with standard reporting procedures or may submit their concerns anonymously to our whistleblower system run by a third party. We do not tolerate any form of retaliation against anyone raising their genuine concerns. The

whistleblower system allows us to communicate anonymously with whistleblowers.

In 2024, significant progress was made in strengthening compliance across the organisation. A key highlight was the successful completion of the annual compliance training, achieving a 99 percent completion rate. On-demand training sessions were also provided as needed, ensuring tailored support for specific compliance requirements. Regulatory compliance efforts included a comprehensive annual review and update of policies to align with evolving laws and regulations, as well as standards set by EcoVadis and the CSRD.

Furthermore, we reviewed our standard contractual provisions within the general terms and conditions to ensure they remain strong and effective. Screening efforts were expanded to include vessels previously excluded from monitoring, with a focus on trade sanctions compliance. This proactive measure aimed to prevent Russian companies from circumventing US/EU sanctions via EU registrations, further demonstrates our commitment to maintaining high compliance standards. With regards to trade compliance, we maintain a structured protocol for overseeing sanctions using a dedicated sanctions screening software. In 2024, we conducted 30,654 screenings in total.

G1-2 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

We have more than 500 direct material suppliers and more than 3,000 indirect suppliers. The components for our products and systems are mainly sourced from European suppliers, which are audited at least every third year for business quality, processes and certifications. By verifying that our supplier's sustainability performance is in accordance with their commitments to responsible business conduct and human rights due diligence, we can mitigate the risk of supply chain disruption. We conduct our own site audits of our main direct material suppliers that are verified by a third party to some extent.

The Supplier Code of Conduct communicates our core principles applicable to suppliers and third-party contractors on key issues in terms of anti-corruption and ethics, labour standards, human rights and the environment. Our Sustainable Procurement Policy ensures that we integrate environmental, social and governance considerations into our procurement practices. The policy aims to promote responsible sourcing, reduce our environmental footprint, and support fair labour practices throughout our supply chain.

In 2024, we integrated sustainability topics in business review meetings with suppliers and further developed supplier questionnaires as well as the supplier audit processes.

G1-3 PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

We are committed to maintaining a zero-tolerance approach to bribery and corruption, prohibiting the offering, accepting, or financing of undue benefits to influence professional duties in both the public and private sectors. We do not seek or accept business advantages based on illegal, improper or unethical behaviour. In 2024, we increased our intermediary insight, risk assessment and due diligence to detect any unethical behaviour such as bribery or corruption. All employees exposed to bribery and corruption risks undergo annual preventive training.

Metrics and targets

G1-4 CONFIRMED INCIDENTS OF CORRUPTION OR BRIBERY

We had zero reported incidents of corruption or bribery in 2024.

Target	KPI
Compliance with EU Taxonomy Minimum Safeguards.	Screen 100 percent of counterparties on our red/yellow country list.
	Number of allegations, and actual cases, of tax misconduct.
	Number of allegations and actual breaches of competition laws.
	Number of corruption charges received through Consilium's whistleblowing system.
	Number of corruption charges investigated.
	Number of corruption cases confirmed.

AUDITOR'S REPORT ON THE STATUTORY SUSTAINABILITY REPORT

To the general meeting of the shareholders in Consilium Safety TopCo AB, corporate identity number 559168-1050

Engagement and responsibility
It is the board of directors who is responsible for the statutory sustainability report for the year 2024 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

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

Opinion
A statutory sustainability report has been prepared.

Stockholm the day stated on our electronic signature

Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg
Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

FOR ALL THOSE MOMENTS WHEN SAFETY MATTERS

Consilium is a producer of safety technologies for the marine, energy, transport and building sectors. Our commitment goes beyond the products: We protect the lives of mothers and fathers, sisters and brothers, colleagues and friends.

With representation in 29 countries and
55 offices, we cover all time zones and are always close to you.

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Consilium