



Sustainability Report 2025

Contents



We are Consilium Safety Group	03
Voice of CEO	04
Why sustainability depends on safety	05
Sustainability highlights 2025	10
Stories from the field	11
Sustainability embedded into our business	15



Statutory Sustainability Report	20
General disclosures	21
Environmental disclosures	29
Social disclosures	35
Governance disclosures	42
Auditor's report	45



We are Consilium Safety Group

••• Consilium Safety Group build fire and gas safety systems that protect lives, assets and the environment wherever the risk is real. We develop new products and grow through acquisitions to meet changing customer needs and strengthen our capabilities.

Founded in 1912 and 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. We are a world-leading provider of fire, flame and gas safety solutions to the marine, energy, rolling stock, building, and industrial sectors. We design, engineer, manufacture, and assemble our own safety products and systems – combining deep safety expertise with intelligent detection.

KEY FACTS IN 2025

>1,100

employees

2,987

turnover, MSEK

91,700

delivered systems

90%

sales outside of Sweden

GLOBAL PRESENCE

>55

offices

6

production sites

30

countries own operations

+60

countries market presence



Europe	Belgium	Italy
	Bulgaria	Netherlands
	Cyprus	Norway
	Denmark	Spain
	Finland	Sweden
	France	Turkey ¹
	Germany	UK
	Greece	
North & South America	Brazil	Costa Rica
	Canada	USA
Asia & Oceania	Australia	Saudi Arabia
	China	Singapore
	India	South Korea
	Japan	United Arab Emirates
	Oman	Vietnam
		Qatar

¹ Turkey is a transcontinental country. In this report, Turkey is presented under the region Europe.

Safety enables progress

... CEO Philip Isell Lind af Hageby shares his thoughts on how Consilium adapts to industry change, ensures operational safety, and how safety technology makes sustainability possible.



At Consilium, our work is built on trust. Whether at sea, on railways, or in hospitals and hotels, our safety solutions are designed to operate without asking for attention, protecting lives and infrastructure every hour of the day.

Industries are evolving. When we talk to our customers, we see changes like the use of eco-friendly materials, electrification, and digitalisation. Companies are using new fuels to move people and goods while reducing their environmental impact.

Regulations that were once just on paper are now real requirements. Our role is to stay steady in that movement, meeting each new safety challenge with a smarter response and keeping operations running.

One example is how we reduce information overload in critical moments on board. Alarms and safety data can be spread across multiple screens, slowing decision-making. In 2025, we launched C2P to simplify information flow and provide the right details at the right time. Together with our software solutions that aggregate data from all safety systems, crews gain faster situational awareness and a clearer picture in all circumstances.

We also unveiled SensEye, an AI-powered solution that analyses live video feeds in real time. It spots early signs of issues such as smoke or missing equipment, and alerts crews to the issue and its location. By catching hazards early, we proactively reduce risk and limit the environmental damage of a major incident.

For trains, subways, and other rail systems, we continue to deploy modular fire detection solutions made for long service life, supporting rail's growing role in low-carbon mobility.

We focus on making safety technology practical and useful. Retrofitting is central to our approach, so we design systems that can be upgraded or replaced as needed, while keeping what still works.

At our UniPOS site in Pleven, Bulgaria, we manage most production in-house, which helps us control waste and maintain quality. By redesigning parts to use less material, we reduce scrap from the start.

Distance has its own footprint. It affects how much time we save, how well we coordinate, and how quickly we can be there for customers when they need support.

With new hubs in Uppsala and Guangzhou and the acquisition of Ares Marine, now Consilium Safety Türkiye, we are present in more than 60 countries across all time zones, enabling faster local support with less travel and downtime.

We believe innovation also depends on cross-sector collaboration. We joined a Swedish research project on maritime support, led by the Swedish Shipowners' Association and Chalmers University of Technology.

The project showed that support must work for everyone, regardless of digital readiness. Our goal is to simplify that, removing extra steps and wasted resources. We will keep working with universities and research institutes to bring in new ideas and raise safety standards.

Our people are the heart of our business. We foster a culture of dignity and inclusion, emphasising growth and well-being so everyone can reach their full potential. Equal pay and a global job structure help us stay consistent across the company.

All of this depends on strong governance. Our executive leadership and board provide guidance, clear standards, and

strong risk management, helping us keep our promises and act with integrity.

In 2025, we set Scope 1 and Scope 2 emissions targets aligned with the Science Based Targets initiative (SBTi) and defined our Scope 3 emissions to pave the way for target-setting. The supply chain is also a priority. We assess key suppliers and track their ESG practices to ensure our supply chain meets our standards.

Our efforts were recognised with two awards: the EcoVadis Gold rating, placing Consilium in the top 5 per cent of over 70,000 companies, and the Best Overall QCDT Award for quality, cost, delivery, and technology.

Yet recognition is not our main goal. We focus on steady progress and always aim higher.

To our customers and partners, thank you for your trust. We welcome your feedback and will continue to improve through close cooperation. Together, we are building a safer and more responsible future.

Philip Isell Lind af Hageby,
CEO, Consilium Safety Group



Why sustainability depends on safety

••• Consilium is leading a new era of safety, using technology to protect people and the planet. We provide safety solutions that meet diverse customer needs and consistently raise industry safety standards.

With over a century of experience and a strong commitment to sustainability, Consilium is a leading choice for safety and environmental responsibility. We aim to position ourselves as the sustainable safety choice by striving to be the best-in-class for customer closeness.

Our work focuses on improving safety for people at sea, in transit, in industrial settings, and in buildings. We prioritise incident prevention. With 91,700 systems delivered globally, Consilium is a trusted manufacturer of advanced safety products. Our history, vision, and global presence establish us as a leader in safety technology and a reliable partner for a safer, more sustainable future.

VISION

Protecting lives, assets and the planet through technology.

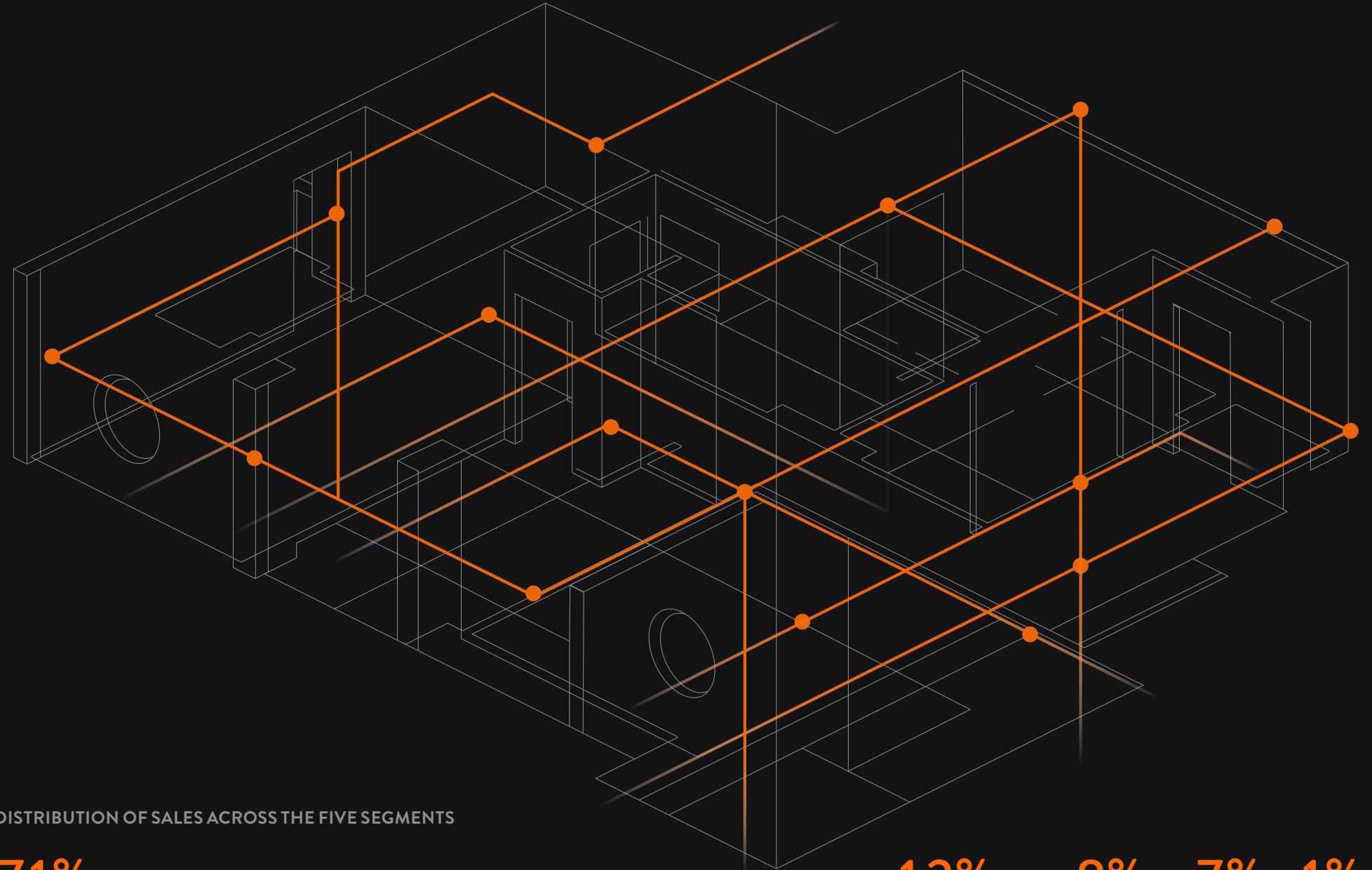
MISSION

We develop and provide smart safety technology solutions.

PRODUCING HIGH-QUALITY SAFETY SOLUTIONS

At Consilium, we design, engineer, manufacture, and assemble our own safety products and systems. We operate five R&D facilities and six manufacturing and assembling sites across Europe, supported by more than 55 sales and market offices strategically located worldwide to stay close to our customers and key markets. By delivering reliable, high-quality and efficient safety solutions to our five core segments – Marine, Energy, Rolling Stock, Building, and Industrial – we help customers prioritise safety and promote sustainability beyond our own operations.

Combining advanced detection technologies with robust systems and lifecycle services, we enable customers to manage risk, prevent incidents and maintain safe, dependable operations over the long term. For example, electric vehicles are being shipped globally in record numbers with battery fire risks remain a challenge. Consilium's Safety Management Interface Graphics (SMiG) fire control system offers a new proactive approach to fire safety. The system streamlines safety operations by integrating data from the ship's safety systems and mapping smoke and heat levels in real time. Crew members can view smoke and heat build-ups on a digital map and take immediate action. This prevents the environmental consequences of releasing cars into the ocean which was previously the only way to extinguish the fire.



DISTRIBUTION OF SALES ACROSS THE FIVE SEGMENTS

71%

Marine

13%

Building

8%

Rolling Stock

7%

Energy

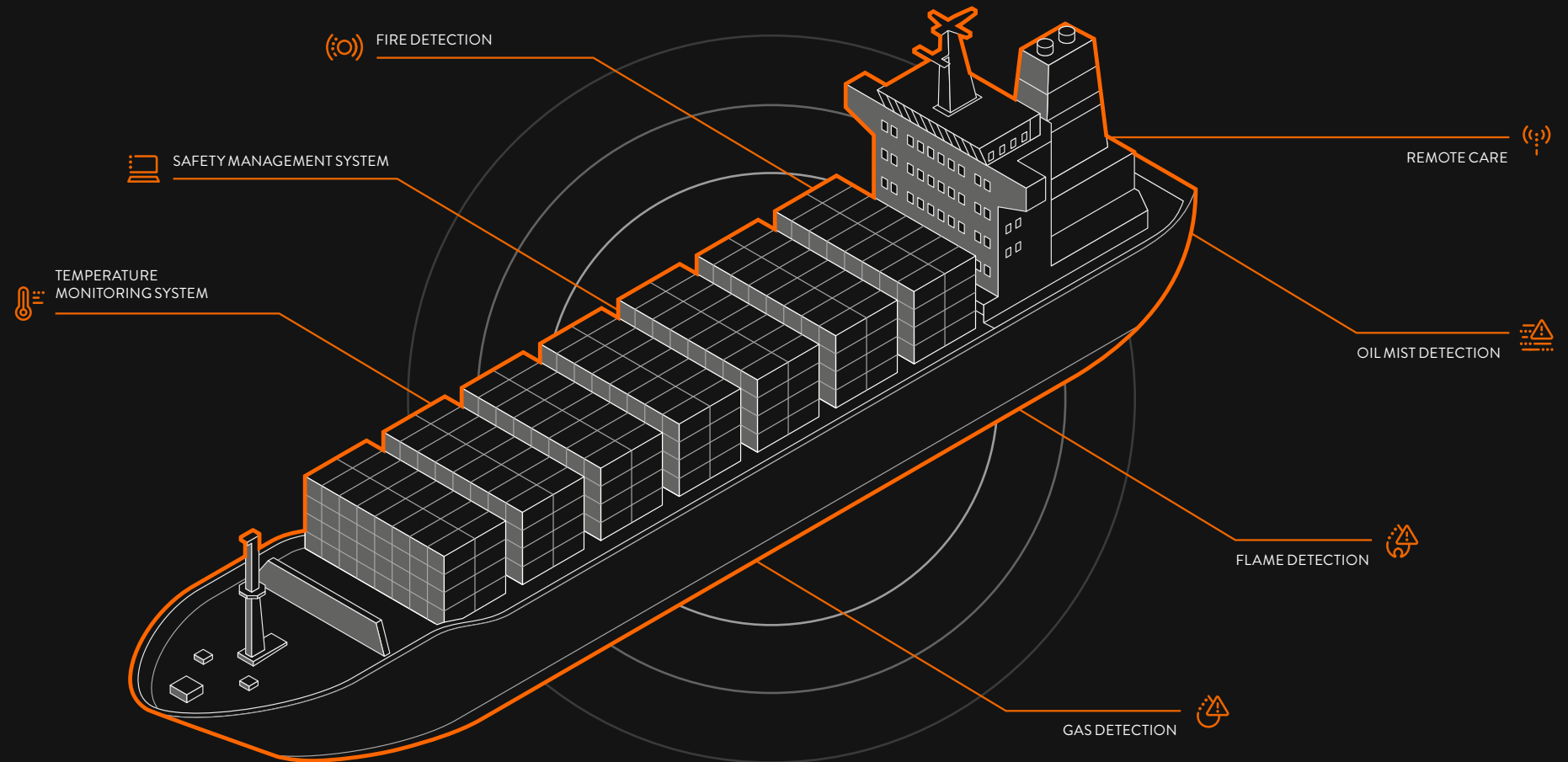
1%

Industrial

TECHNOLOGY IS THE CORE OF OUR BUSINESS

We promise our customers to continuously innovate and deliver the industry's leading software and hardware solutions. Our portfolio includes long-life products to extend the lifetime of solutions and digital services that reduce the need to travel to customer sites, meeting the growing demand for more sustainable solutions. To further enhance our position as the industry leader within sustainability innovation, we work with sustainability certifications and clearly communicate how our products protect lives, assets and societal resources.

We provide end-to-end solutions that are integral to our customers' safety operations. Innovation is at the heart of Consilium. We continuously develop our broad product around the Consilium Common Platform and invest in complementary products and services that strengthen our business. One example is the increasing use of sustainable fuels – LNG, ammonia, hydrogen fuel, and battery power – in the marine industry. Choosing the right fuel is only one part of the challenge for the industry. Each option affects the ship's safety systems, which need to be addressed early in the planning and integral to the ship's design. Consilium therefore works with shipyards, designers, and operations to build safety into vessels from the outset.



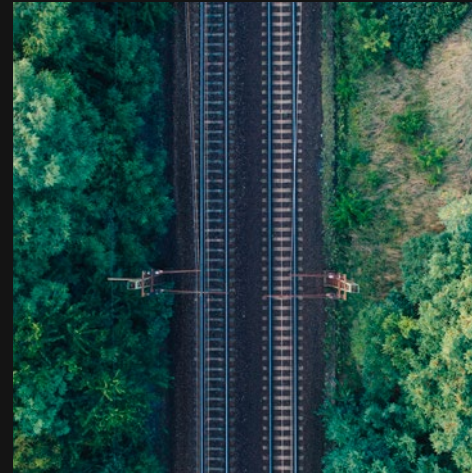
OUR PRODUCT OFFERING



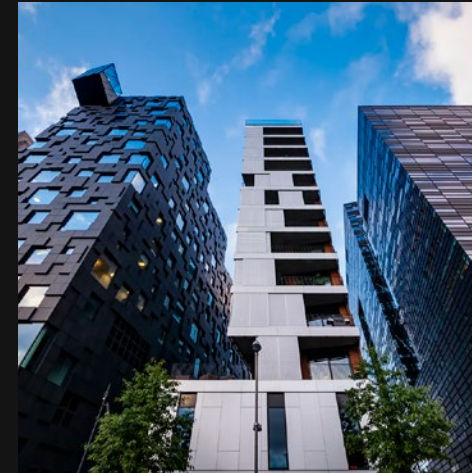
Marine: We provide addressable fire and gas detection systems for marine applications such as tankers, container vessels, and cruise ships. Our solutions feature smoke, heat, gas (sampling and point), and flame (visual and IR) detection, all engineered for harsh maritime environments. We also offer smart software solutions, including safety management and monitoring platforms that deliver a unified view of onboard safety systems. These digital solutions support situational awareness, decision-making, and system intelligence by integrating data from multiple safety-critical sources.



Energy: We deliver fire and gas detection systems for the energy sector that meet strict safety and regulatory requirements. Our addressable systems cover fire (smoke and heat), gas (sampling and point), and flame detection (visual and IR). These solutions can be expanded with alarms, visual alerts, and manual call points, and integrated with safety-critical functions for coordinated detection, alarm, and control. This approach supports operational integrity and risk mitigation in demanding energy environments.



Rolling Stock: We supply addressable fire detection systems for trains and rail transport, including smoke, heat, aspiration, and flame detection. These solutions can be integrated with manual call points, alarms, sounders, and visual alerts, and integrated with safety functions such as sprinkler systems to support coordinated safety responses.



Building: We deliver fire and gas detection systems for hospitals, offices, and public facilities. Our technologies include smoke and heat detection, as well as sampling and point gas detection, to enable early detection and effective incident management. We offer digital services for monitoring, diagnostics, and lifecycle management of safety systems. Voice evacuation solutions provide spoken instructions to ensure safe and orderly evacuation during emergencies. Our solutions integrate with manual call points, alarms, sounders, visual alerts, and safety functions such as fire door control to support a coordinated emergency response.



Industrial: We offer portable and fixed gas detection systems for industrial customers, across food, steel, paper, chemical and laboratory sector. The solutions are designed to support early identification and management of gas-related risks, contributing to the protection of employees, assets and production continuity in complex industrial environments.

DRIVING POSITIVE IMPACT THROUGHOUT OUR VALUE CHAIN

As a manufacturing and assembly company, Consilium covers all key areas of the value chain, including suppliers, R&D, certification, in-house production, delivery, and lifecycle support. We continually improve our processes, increase productivity and efficiency, and further develop and expand our global presence. Consilium actively drives 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). Collaboration is essential to our success, and we engage with key stakeholders throughout our value chain.

Upstream

Procurement of raw materials and components (electronics, sensors, plastics, metals)

Transport and logistics for input materials

Own operations

Research and development, product design, and prototyping

Manufacturing and assembling of products

Health and safety - preventive work and assessments

Quality assurance and safety testing of products

Equality, diversity and inclusion

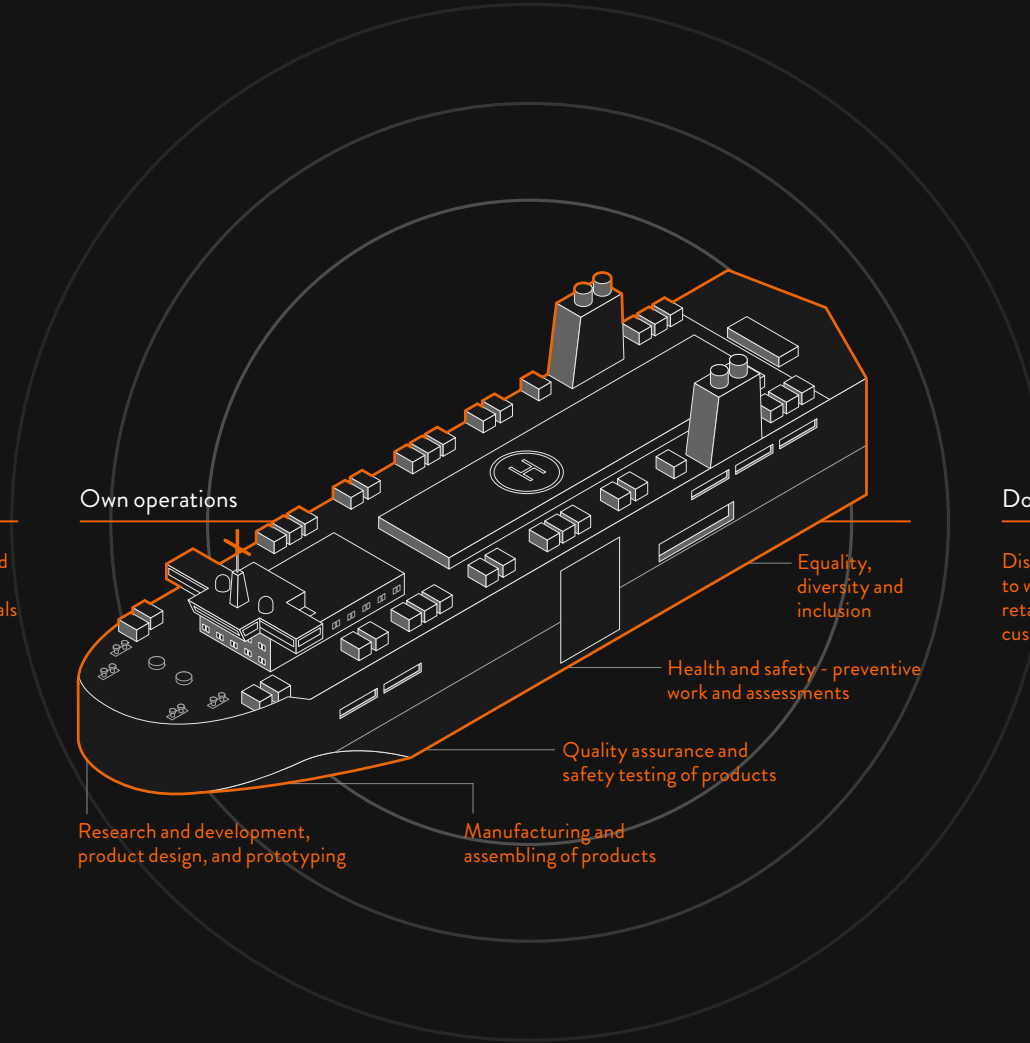
Downstream

Distribution to wholesalers, retailers, and customers

Installation and maintenance services

Product use in building, energy, industrial, marine and rolling stock sectors

End-of-life: recycling, producer responsibility



Sustainability highlights 2025

SUSTAINABILITY FRAMEWORK

Reduction in carbon emissions

In 2025, we successfully reduced our overall scope 1 emissions by 9 percent, contributing to a 3 percent reduction in emissions related to natural gas and a 10 percent decrease from company cars. This progress is largely thanks to our company policy of phasing out fossil-fuel vehicles and introducing hybrid and electric alternatives. In Sweden alone, 88 percent of our company cars were electric or hybrid in 2025, and we are committed to further increasing this share. In addition, our scope 2 (market-based) emissions decreased by 19 percent, reflecting our continued efforts to transition to cleaner energy and sustainable operations.

Updated ESG strategy

During the year, we strengthened Consilium's sustainability foundation by updating our ESG strategy. This work reinforces a structured and long-term approach to sustainability and responsible business practices.

Supplier assessment

Through close collaboration between our sustainability and procurement functions, Consilium has developed our first supplier sustainability questionnaire to evaluate top suppliers on environmental, social, and governance performance. The suppliers were selected based on spend and risk analysis and represent those with the most significant impact, collectively covering 80 percent of our total spend.

Targets for scope 1, 2 and 3 emissions

Consilium has now established targets for scope 1 and scope 2 emissions in alignment with Science Based Targets initiative (SBTi). A similar approach is planned for scope 3, with target-setting expected in 2026. These steps mark important progress toward a more transparent and accountable value chain and support Consilium's long-term ambition to reduce environmental impact.

CUSTOMERS

Partnering with Hyundai for smarter maritime safety

In 2025, Consilium together with Hyundai Heavy Industries has signed a Memorandum of Understanding to test our AI-powered cameras (HiCAMS) for early fire detection at sea. The pilot project connects HiCAMS with Consilium's Safety Management Interface Graphics (SMiG) platform. This enables faster and more accurate smoke and flame detection on ships and supports safer, more sustainable maritime operations through reduced environmental risk and responsible use of AI in certified safety systems.

A new hub for voice evacuation development

The opening of a new office in Uppsala, Sweden, marks the next step in expanding Consilium's capabilities and further developing our Voice Evacuation System (UTM). The new facility gives us the space and resources to innovate, test, and deliver advanced voice evacuation solutions to meet the growing needs of our customers, supporting social sustainability by safeguarding lives and enabling safer, more resilient operations.

PRODUCT LAUNCHES AND DEVELOPMENTS

Launch of a new generation of safety technology

In 2025, Consilium introduced C2P, a new safety platform that unifies fire and gas detection in one system. Built on our proven CCP technology, it enables easy integration of future applications such as temperature or oil mist monitoring. With a consistent user interface and deep integration with the SMiG safety management system, C2P gives operators a complete overview and faster decision support – supporting safer operations, stronger governance, and long-term sustainability in safety-critical environments.

AI-powered cameras

During the year, we unveiled SensEye, an AI-powered camera server solution that transforms traditional surveillance into an active safety tool. By analysing live video feeds in real time, SensEye can detect accidents, missing equipment, or early signs of smoke and immediately alert crew members with context and location. Initially developed for the marine sector, the technology also holds potential for other safety-critical environments, contributing to improved safety, faster response times, and the prevention of incidents that could impact people, assets and the environment.

ACQUISITIONS AND NEW OFFICES

New offices in Uppsala and Guangzhou city

To be closer to customers and operations in key regions, Consilium opened two new offices in Sweden and China during 2025. The new facility in Uppsala strengthens our Swedish presence, serving as both a workplace and workshop for product development. The opening of an office in Guangzhou City reinforces our long-term commitment to the Chinese market. Together, these expansions support innovation and enable closer collaboration through faster, locally-based support.

The acquisition of Ares Marine

In 2025, we strengthened our global footprint through the acquisition of Ares Marine, based in Tuzla Bay, Istanbul, one of the world's key shipbuilding nations. By integrating Ares Marine's expertise in fire and gas detection, cargo control, and marine electronics, Consilium reinforces our commitment to customer proximity and continued growth in the Turkish market, enabling 24/7 local service and more dedicated sales operations.

AWARDS

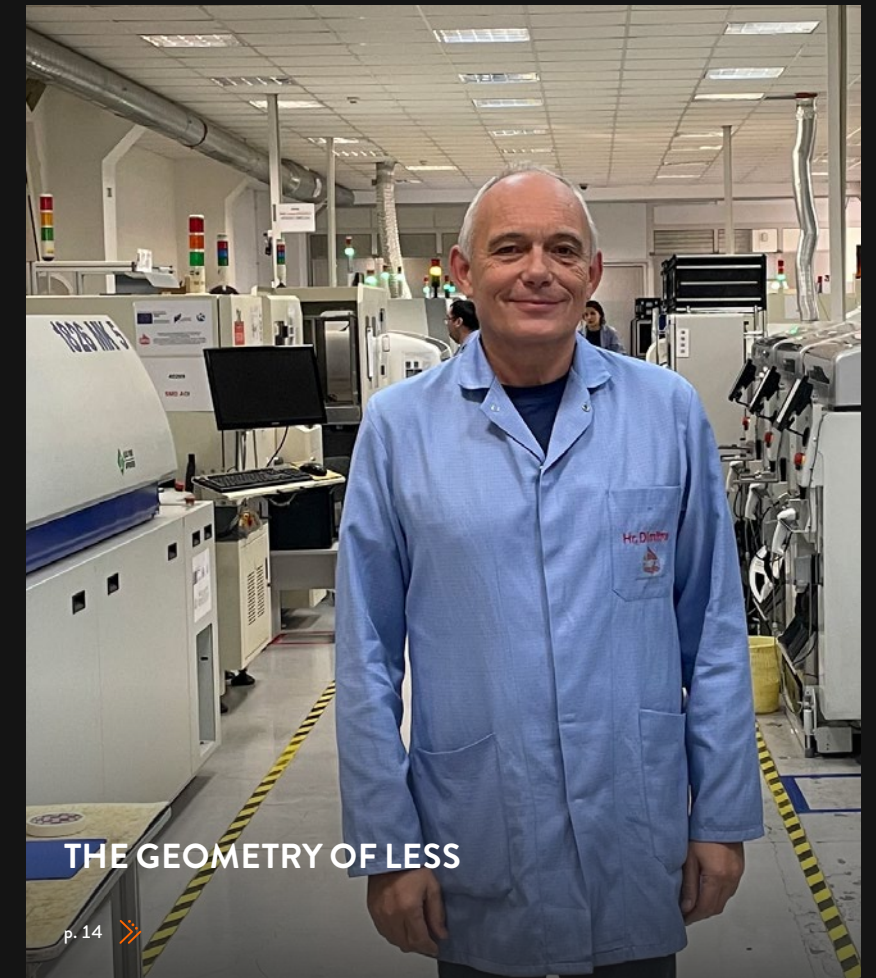
EcoVadis Gold Medal in sustainability and the QCDD Award

We received two major recognitions for our commitment to excellence and responsible business during 2025. These include the EcoVadis Gold Medal, placing Consilium among the world's top performers in sustainability, and the Best Overall QCDD Award, acknowledging excellence in Quality, Cost efficiency, Delivery, and Technology. Together, these achievements reflect our dedication to continuous improvement, innovation, and creating long-term value for customers, partners, and society.



Stories from the field

Proof, longevity, efficiency in action



STORIES FROM THE FIELD

Where proof meets purpose – Consilium’s blueprint for responsibility

... At Consilium’s Gothenburg headquarters, two voices in sustainability reflect on the space between what can be measured and what matters.

“Sustainability is in everything we do,” says Malin Cardemar, CMCO and Head of Sustainability. “Lives, and the planet’s future, depend on every decision we make.”

She gives an example. “Fire safety is about prevention, which is the most sustainable act of all. Detect an incident a few minutes earlier, and you can stop a small issue from becoming a disaster.”

PREPARED FOR WHAT’S NEXT

For Malin, sustainability means adapting and meeting each new safety challenge with a smarter response. “Look at what’s happening, new fuels at sea, greener materials on land,” she says. “Every shift creates new risks, and that means new solutions. Our job is to stay ahead of them.”

Electric vehicles illustrate this point. “A parking garage for electric cars or buses needs new kinds of detection and warning systems,” she says. “We’re working closely with those challenges, how to detect an EV fire early, even down to the smallest spark.”

MEASURING IMPACT

While Malin focuses on products and solutions, Consilium’s Global Sustainability Manager, Sharareh Farshchiha, turns vision into action by running the numbers and calculating impact.

“We can model different scenarios. What it means, in real terms, when an incident never happens, Sharareh envisions.” Depending on where the technology is used and the type of fire we’re preventing, we can calculate its impact. And compare emissions or outcomes with and without the solution.”

“The earlier we can detect, the better we can prevent,” says Malin.

RESPONSIBILITY MATTERS MOST

Some of Consilium’s most meaningful results will never fit into a spreadsheet. They may never capture the moment when a fire is averted, a life is saved, or an emission that never occurs.

“Despite the numbers, responsibility is what drives us,” says Malin. “It’s built into every product, preserving, protecting and creating long-term value for life itself.”

“Fire safety is about prevention, which is the most sustainable act of all. Detect an incident a few minutes earlier, and you can stop a small issue from becoming a disaster.”

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



STORIES FROM THE FIELD

Built to last, engineered for change

••• As passenger behaviour changes and trains adopt new energy sources and increase connectivity, Consilium ensures its safety systems remain reliable and adaptable for decades to come.

Over the past 20 years, Consilium has become a global leader in Rolling Stock safety. In an industry where reliability is essential, Consilium combines proven engineering with advanced technology, enabling operators to modernise their fleets without compromising safety.

THE HUMAN FACTOR

Passenger behaviour is increasingly difficult to predict. More electronic devices are brought on board, and some trains now allow cooking during travel. To stay ahead, Consilium works with operators to identify potential sources of smoke or heat and reduce risk through early detection and faster response.

“We collaborate to find where smoke might start or heat could build, and plan protections before anything happens. Our job is to ensure that all stays intact so passengers can enjoy their journey,” says Henrik Gjørloff, Business Area Manager for Rolling Stock at Consilium.

TRUST-BUILDING DESIGN

Modular design is central to building trust. Rather than overengineering, Consilium develops flexible platforms that scale to each train’s requirements.

“If a customer needs eight inputs and outputs, we give them eight. No waste. No burden.”

With this approach, Consilium uses fewer materials and simplifies upgrades across different train types.

NEW FUELS, NEW CHALLENGES

Trains now use batteries and hydrogen systems, which respond differently in emergencies.

Consilium tackles these challenges with AI, IoT, and gas-detection technologies, leveraging its marine safety expertise.

This sets a benchmark for innovation in transport safety.

“If we can monitor leaks on a container ship, we can adapt that capability to protect hydrogen tanks or battery compartments on a train,” says Henrik.

Trains are built to last 30 to 40 years. Consilium supports its systems throughout their lifecycle, providing spare parts, upgrades, and service as long as the train remains in operation.

“Life cycle cost is a major driver now. You must prove your system works today and will keep working predictably, reliably, efficiently, and safely for decades.”

Henrik Gjørloff, Business Area Manager for Rolling Stock, Consilium



STORIES FROM THE FIELD

The geometry of less

••• At the UniPOS production site in Pleven, Bulgaria, responsible manufacturing starts with in-house production.

Steel sheets and plastic granules become fire alarms, detectors, and control panels, with nearly all processing done on-site.

“Over 30 years, we’ve built a production model where 98 to 99 percent of materials are prepared internally,” says managing director Hristo Dimitrov.

The factory includes several key departments: a mechanical department for cabinets and contact systems, plastic injection moulding for casings and detector parts, and a powder-painting area that currently uses a single colour.

USING STEEL MORE EFFICIENTLY

Cabinets and structural parts are made from large steel sheets, of which over 40 percent were offcuts before improvements were made in September 2025. UniPOS then redesigned the cabinets and switched to laser welding. Now, the team assembles smaller, well-placed parts into complete cabinets, avoiding cutting away unused sections.

“Preventing scrap in the first place is far more effective,” Dimitrov says.

REDUCING PLASTIC WASTE AT THE SOURCE

UniPOS has also improved its plastic injection moulding, now using new moulding tools with hot-runner systems that feed molten plastic directly into the mould. This eliminates sprues that would otherwise become waste.

“By removing the sprue at the source, we reduce material loss,” Dimitrov says.

KEEPING CHEMICALS IN BALANCE

Processes such as soldering, galvanising, and surface preparation use chemical baths that wear out over time. Instead of discarding them, UniPOS works with partners to extend their lifespan. Regular lab tests help adjust and restore the chemical balance.

LOOKING AHEAD

UniPOS plans to track electricity use for each machine and production line. Some moulding machines use between 40 and 80 kW. The company will add more hot-runner tools and upgrade its powder painting with new chambers to cut down on waste.

“We focus on what we can influence directly, improving processes and using materials more wisely.”

Hristo Dimitrov, Managing Director, UniPOS



Sustainability embedded into our business

OUR SUSTAINABILITY PROMISES

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

These promises are embedded in our day-to-day work across the entire value chain, from how we select and engage suppliers through our own manufacturing and assembly operations to the solutions we deliver to our customers.



OUR SUSTAINABILITY PILLARS

To cover all Consilium’s material sustainability topics identified in our double materiality analysis, the three sustainability promises are broken down into six individual sustainability pillars. The pillars represent Consilium’s journey to achieve the strategic corporate targets and deliver on our 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 targets, actions and performance indicators have been formulated to enable us to track progress and maximise added value. The sustainability pillars were reviewed and slightly revised in 2025 to ensure their relevance in relation to Consilium’s business and sustainability impacts, risks and opportunities.

01.

NET ZERO

Consilium aims to demonstrate industry climate leadership by transitioning to more sustainable solutions. By reducing energy consumption, switching to renewable electricity, and minimising waste, we not only lower greenhouse gas emissions but also improve cost efficiency and operational resilience. Our long-term ambition is to achieve net zero greenhouse gas emissions by 2050. As interim milestones, we plan to reach net zero emissions in scope 1 by 2035 through the transition to a more sustainable vehicle fleet. For scope 2, we also aim to achieve net zero emissions by 2035 by reducing energy consumption, continuously improving energy efficiency, and increasing the use of renewable and fossil free electricity. Initiatives from our decarbonisation roadmap further prioritises risk mitigation and the reduction of indirect greenhouse gas emissions (scope 3) across Consilium’s value chain, addressing both upstream and downstream emissions.

02.

SUSTAINABLE SAFETY SOLUTIONS

Consilium drives innovation to make safety smarter, more efficient, and more sustainable. By connecting safety systems remotely, supporting the transition to alternative fuels, enabling retrofit solutions, and advancing early detection technology, Consilium helps customers reduce risk, extend product lifecycles, and minimise environmental impact. This pillar focuses on integrating sustainability into the very core of Consilium’s safety technology.

03.

EQUALITY, DIVERSITY AND INCLUSION¹

Consilium has an impact on all its employees and job applicants regarding employee diversity. Our work with equality, diversity and inclusion emphasises initiatives such as flexible working conditions, fair grading, secure employment, and employee lifecycle. Consilium has the potential to be a modern employer in a male-dominated sector.

¹ Consilium’s policies and targets are 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 equality, diversity and inclusion policies or organisational targets.

04.

RESPONSIBLE SOURCING

As a producer of highly developed technological solutions, Consilium is dependent on functioning supply chains from a few countries which dominate the production of electronic components. Therefore, supply chain disruptions, working conditions in the value chain and international dynamics are some of the main initiatives we work with to address the challenge. We can mitigate the risk of supply chain disruption by verifying that our suppliers’ sustainability performance follows our commitments to responsible business conduct and human rights due diligence.

05.

BEING A RESPONSIBLE PRODUCER AND 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. Focus is on risk mitigation and preventative initiatives regarding our workforce, privacy and safety. Consilium’s operations are primarily based on assembly, where certain workplace risks exist, including the handling of chemicals. In addition, a significant number of service engineers work in the field, where the risk of workplace accidents is higher. As a responsible supplier of safety, Consilium focuses on ensuring that products are reliable, compliant, and not linked to negative sustainability impacts throughout their lifecycle or use.

06.

BUSINESS ETHICS

Consilium is acting with strong business ethics and zero tolerance against non-compliance relating to bribery, corruption, trade sanctions, payment practices and export rules. Our corporate culture is important in terms of ensuring that the global organisation is fully compliant. Business ethics is applicable to Consilium’s entire value chain to mitigate the risks associated with our global operations, focusing on high-risk countries. This pillar includes initiatives for handling issues such as anti-bribery and corruption, trade sanctions, payment practices and export rules.

Sustainability pillars, targets, actions and reporting

Consilium's six sustainability pillars are supported by concrete targets, actions and performance indicators. Progress is reported inspired by ESRS. However, ESRS does not provide a 1:1 relation to our pillars. Below is therefore a walk-through of how the pillars, targets and actions relate to the disclosures in the ESRS-inspired sustainability report provided on page 20-45.

Sustainability pillar	Target	Action	ESRS reference	Read more
Net Zero	Net zero in scope 1 by 2035	Sustainable car fleet Gradually transition Consilium's car fleet to low-emission or zero-emission vehicles. Update procurement criteria and fleet policy to prioritise electric or hybrid options.	E1-3 Actions and resources in relation to climate change policies E1-4 Targets related to climate change mitigation and adaptation	p. 31
	Net zero in scope 2 by 2035	Electricity reduction planning and energy efficiency at operational sites Implement energy efficiency plans at operational sites to reduce electricity consumption through upgraded systems, monitoring, and behavioural initiatives.		
		Renewable/fossil-free energy use at all sites Increase the share of renewable and fossil-free electricity across all operational sites and offices through supplier engagement and contract management.		
	Achieve zero landfill from operational waste by 2030 (scope 3)	Progress towards zero landfill Implement waste diversion initiatives to ensure all residual waste is reused, recycled, or recovered for energy, avoiding disposal to landfill.		
	Reduce total waste generated from operations by 35% by 2030 (vs. 2024 baseline) (scope 3)	Reduce waste generation across operations* Reduce waste generation through process optimisation, smarter material use, and improved sorting and recycling practices. Collaborate with suppliers and logistics partners to minimise packaging and promote reuse.		
Net zero emissions by 2050		Climate-efficient production (at suppliers) Implement checklists and requirements within the Sustainability Policy and Supplier Code of Conduct for both use and purchase of green energy alternatives as well as demands on reporting CO ₂ eq-emissions to Consilium.		
		Climate-efficient logistics (at suppliers) Implement checklists and requirements within the Sustainability Policy and Supplier Code of Conduct for both suppliers and internal use and purchase of green distribution alternatives as well as demands on reporting CO ₂ eq-emissions to Consilium.		
* All Consilium entities with physical sites where waste, energy use, or emissions occur, including assembly sites, service workshops, and offices				
Sustainable Safety Solutions	Establish and apply a calculation model for sustainability impact by 2026	Remote connection (live operation) Expand digital connectivity and monitoring capabilities, enabling real-time control and diagnostics via mobile devices. Establish and apply a calculation model for sustainability impact.	n/a	-
	Establish and apply a validated methodology for calculating and communicating the sustainability impact by 2026	Retrofit impact Develop and implement a standardised methodology to calculate and communicate the sustainability impact of retrofit projects, including material savings, avoided waste, and extended product lifespan. Integrate this data into marketing, customer communication, and ESG reporting.	E5-2 Actions and resources related to resource use and circular economy E5-3 Targets related to resource use and circular economy	p. 34
	Position Consilium as a recognised leader in gas detection for alternative fuel applications by 2027	Alternative fuels transition Showcase Consilium's gas detection expertise as a critical enabler of safe alternative fuel use. Highlight our technical readiness, compliance with evolving standards, and successful applications through reference projects and communication materials.	n/a	-
	Establish quantifiable metrics for the preventive safety and environmental impact of early detection technologies by 2026	Early detection (SMiG technology) Quantify and communicate the environmental and safety benefits of early detection technologies, including SMiG's four-minute head start, focusing on prevented incidents, avoided damage, and reduced environmental harm. Integrate data into customer value cases and ESG reporting.	n/a	-

Sustainability pillar	Target	Action	ESRS reference	Read more
Equality, Diversity and Inclusion¹	Apply for EDI-certification by 2028 and complete industry peer EDI-benchmarking ¹ by 2030	Establish internal EDI-page. Identify and agree on EDI-certification. Identify and agree peer benchmark group .	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 S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 35-37
	Achieve a 30/70 gender split in leadership positions overall by 2030 ¹	Inclusive Recruitment Practices Actively increase representation of underrepresented genders in candidate pipelines.		
	Establish local KPIs by 2027	Data-Driven Insights & Awareness Use our people data to understand patterns, inequities, and root causes so decisions can be made with clarity, not assumptions.		
	Embed EDI-metrics into regular business reviews to ensure leadership accountability by 2028			
	Conduct annual global pay gap analysis by 2027			
	Evaluate global parental leave by 2027	Review global parental leave policies to ensure equity, competitiveness, and cultural relevance .		
	Establish a People Council by 2026	Create a People Council with decision-making authority to oversee job architecture, title structures, and career progression policies.		
Encourage Culture Resource Groups	Aligning with business priorities and aiming to have a positive influence on internal or external culture & EDI.			
¹ Consilium's policies and targets are 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 equality, diversity and inclusion policies or organisational targets.				
Responsible Sourcing	Assess 100% of suppliers representing at least 80% of total spend (A supplier), covering risks by country, sector, and product category, by 2026	Conduct supplier risk assessments Assess risks by country, sector, product, and spend to prioritise key suppliers.	G1-2 Management of relationships with suppliers	p. 43-44
	100% of targeted suppliers (A supplier) assessed with improvement actions tracked annually, by 2026,	Engage suppliers to improve sustainability performance Request assessments, address gaps, and follow up with non-responses. Set joint improvement targets and track performance over time. Implement corrective actions for high-risk suppliers (provide support/training and escalate unresolved risks to management).		
	100% of critical/high-risk suppliers audited on-site by end of 2026 and 76-100% targeted suppliers (A supplier) audited (on-site) at least once by 2028	Conduct on-site audits for high-risk suppliers Verify ESG compliance through targeted audits starting in 2026.		
	20% reduction in transportation emission	Set emission reduction target (scope 3).		
	100% of targeted suppliers (A supplier) to sign the Supplier Code of Conduct by end of 2026	Strengthen expectations via Supplier Code of Conduct Ensure clear ESG requirements, secure SCoC commitments, and update annually based on risks.		
	100% of new suppliers and renewals with commitments	Add sustainability requirement (ESG) to the new contract including a commitment to the Supplier Code of Conduct.		

Sustainability pillar	Target	Action	ESRS reference	Read more
Being a Responsible Producer and Supplier	100% of waste generated is recycled and 100% of hazardous waste taken care of ¹	Waste management Implementation of a waste management process. Inquire information regarding waste from upwards in the value chain for reporting.	E5-2 Actions and resources related to resource use and circular economy E5-3 Targets related to resource use and circular economy	p. 34
	All employees have access to meaningful training programs and schemes	Training and skills Training and skills is also a material topic for responsible production since it will increase knowledge in the workforce and allow for growth.	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 S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 35-37
	No negative impacts on the environment from Consilium's operations	Continuously manage environmental aspects such as water and pollution (currently not assessed as material)	E2-2 Actions and resources related to pollution E2-3 Targets related to pollution	p. 33
	Integrate downstream value chain screening alongside sanctions screening in business systems	Proactive screening Screen customers for upcoming services and contact proactively	G1-1 Business conduct and corporate culture	p. 42-43
	No cases of unintended use identified	No unintended use identified With strict and clear information via purchased products and via service engineers direct the proper use of Consilium's products.	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	p. 40-41
	All products have accompanying guide for use and disposal	Facilitating use and disposal for customers A part of being a responsible supplier is also to facilitating for the customer to succeed in their use and disposal of the product. If the customer is allowed to dispose, dismantle or adjust the product themselves Consilium should facilitate this in a way that is safe for the environment and direct surroundings.	S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
	Full compliance throughout the organisation to ensure all employees health and safety	Global health and strategy roll out Implementation and awareness of handling health and safety incidents to fully implement and ensure compliance of Consilium's Global Health & Safety Policy and related policies and procedures.	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 S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 35-37
	Reliable and transparent reporting numbers for health and safety to ensure tracking and enable proactive measures	Incorporate reporting method and KPIs Implement a standardised reporting method for all sites to enable a transparent and reliable key performance indicator for issues related to Health and safety.		
Zero work-related fatalities and serious incidents annually	Preventive work and assessment To continuously develop the H&S work and mitigate negative trends, Consilium shall implement quarterly H&S meetings, show and discuss incidents and near miss cases with all employees, perform yearly assessments of KPI fall-out, and establish and/or update organisational minimum safety standards and checklists.			
Business Ethics	All customers are screened and monitored for sanctions	Screen and monitor customers for sanctions	G1-1 Business conduct and corporate culture	p. 42-43
	Compliance	Ensure that EU taxonomy minimum safeguards are complied with through <ul style="list-style-type: none"> • Ensuring appropriate tax management measures • Ensuring appropriate measures against anti-competitiveness • Ensuring appropriate anti-corruption measures 	G1-4 Confirmed incidents of corruption or bribery	p. 44

¹ Only production sites

Consilium Safety Group Statutory Sustainability Report 2025

Statutory Sustainability Report	
General disclosures	21
Environmental disclosures	29
Social disclosures	35
Governance disclosures	42
Auditor's report	45

"With new fuels and greener materials, every shift brings new risks that require new solutions. Our job is to stay ahead of them. Sustainability guides all our actions, as lives and the planet's future depend on every decision we make."

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



ESRS 2 GENERAL DISCLOSURES

●●● This is Kattegat Project TopCo AB's (org. number 559470-4412) statutory Sustainability Report, covering the financial year of 2025 (1 January 2025 to 31 December 2025).

Basis for preparation

BP-1 GENERAL BASIS FOR PREPARATION OF SUSTAINABILITY STATEMENTS

Consilium's statutory sustainability report is prepared in accordance with the Swedish Annual Accounts Act (the former wording before 1 July 2024). Our sustainability statement is also prepared voluntarily inspired by the ESRS. If the standards become applicable to Consilium, we will continue to expand and refine our sustainability reporting and disclosures in line with future legal requirements.

The report covers sustainability information for the Group and includes Consilium Safety Group AB, Consilium Safety Muhendislik A.S., Consilium Marine & Safety Saudi Arabia LLC, Consilium Safety Brazil Ltda, Consilium Safety Costa Rica Limitada, Consilium Safety Netherlands B.V., Consilium Fire and Gas Systems W.L.L., Consilium France SAS, Consilium GmbH, Consilium Hong Kong Co. Ltd., Consilium Italy Srl, Consilium Marine & Safety AB, Consilium Safety Denmark A/S, Consilium Safety Sweden AB, Consilium Safety Sweden Production AB, MicroData Due Srl, Consilium Marine & Safety Canada Inc., Consilium Marine Enterprises Ltd, Consilium Marine Hellas Ltd, Consilium Safety India

Private Limited, Consilium Marine Korea Ltd, Consilium Marine Oy, Consilium Safety Pte Ltd, Consilium Marine US Inc., Consilium ME Marine services LLC, Consilium Marine & Safety Services LLC, Consilium Micropack Limited, Micropack (Engineering) Limited, Micropack Detection (Americas) Inc, Consilium Norway AS, Consilium Australia Pty Ltd., Consilium Shanghai Co. Ltd, Consilium Safety Shared Services India Priv Ltd, Consilium Spain S.L., Consilium Systems International Pte Ltd, Consilium Trading Co. Ltd, Consilium Vietnam J.S.C., DASPOS A/S, Consilium Safety Austria GmbH, I.S.E. S.r.l., UniPOS Ltd, Emerand AD.

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

2025 sustainability reporting is to include disclosures relating to all the sustainability topics that were identified as material in the double materiality analysis, 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

In 2025, Consilium continued its efforts to improve climate data submission and implemented a new sustainability tool to enhance data accuracy and expand data coverage. Where data gaps remain, assumptions were made to extrapolate climate data across the entire Group.

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.

Re-statements

As a result of our continuous improvements in the quality of sustainability data, certain figures for 2024 have been adjusted in the 2025 sustainability report, see footnotes in disclosures E1-3, E1-5, E1-6 and G1-1.

Governance

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

Consilium is a world-leading solution provider of fire, flame and gas safety technologies for the marine, energy, transport and building sectors. It 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 30 countries in all time zones. We had 1,167 employees and a turnover of 2,987 MSEK in 2025, with 90 percent of our sales outside of Sweden.

Kattegat Project TopCo AB is indirectly owned by Antin Infrastructure Luxembourg V.3 S.à.r.l which indirectly owns 97.5 percent of the shares. Kattegat Project TopCo AB is top parent company for Consilium Safety Group.

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 was expanded during the year, from four to seven members. The

Board now consists of five men and two women. Consilium's CEO is a member of the Board, as is the CFO. One board member is independent.

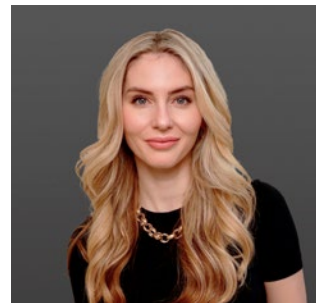
The Board is responsible for Consilium's strategic direction and has overall responsibility for the organisation and management. They monitor operations through regular board meetings and dialogue with the CEO. The Board appoints the CEO. The CEO is responsible for the implementation and execution of 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. During the year, the Board has reviewed the updated sustainability strategy and this sustainability report.

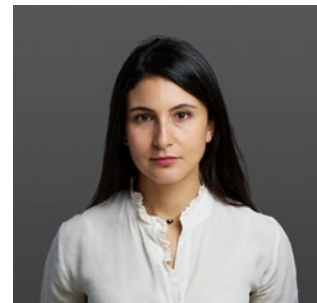
Board of Directors



Patrick Andersson
Shareholder Non-Executive Board member, Consilium



Kristina von Andrian-Werburg
Shareholder Non-Executive Board member, Consilium
Investment Director, Antin Infrastructure Partners



Assia Belkahia
Shareholder Non-Executive Board member, Consilium;
Partner, Antin Infrastructure Partners



Olivier Hombreaux
Shareholder Non-Executive Board member, Consilium;
Performance Improvement Principal, Antin Infrastructure Partners



Philip Isell Lind af Hageby
President and CEO



Johan Svensson
CFO



Simon Söder
Shareholder Non-Executive Board member, Consilium;
Senior Partner, Partner & Head of London Office, Antin Infrastructure Partners

	Patrick Andersson	Kristina von Andrian-Werburg	Assia Belkahia	Olivier Hombreaux	Philip Isell Lind af Hageby	Johan Svensson	Simon Söder
Chair of the Board	Chair of the Board	Board member	Board member	Board member	Board member	Board member	Board member
Board member since:	2025	2025	2024	2025	2022	2024	2024
Born:	1963	1990	1987	1983	1984	1982	1978
Education:	MSc in Business Administration, University of Lund Sweden and Executive MBA, SIMI, Copenhagen Denmark	MSc in Finance, University of Warwick, UK	MSc in Business, ESSEC, Paris, France	MBA INSEAD	MSc in Economics, Stockholm School of Economics, Sweden	MSc in Business Administration and Economics, Linnaeus University, Sweden	MSc and BSc in Industrial Engineering and Management, Linköping University, Sweden; and Master of Business Administration, University of Technology, Sydney, Australia
Current assignments:	AKK, Chairman. Midsona, Chairman. Cary Group, Chairman. Ecolean, Chairman. Effektify, Board Member.	Shareholder Non-Executive Board member, Consilium; and Investment Director, Antin Infrastructure Partners	CityFibre Board Member; Wildstone Board Member; and Hippocrates Board Member	-	-	-	Kisimul Board Member; Portakabin Board Member; Solvtrans Board Member; Eurofiber Board Member; and Pulsant Board Member
Work experience:	CEO Loomis.	Associate, UBS Investment Bank	Associate, CPP Investment Board; and Analyst, Rothschild	Senior Project Manager, Roland Berger	President and CEO, Adapteo Group	CEO, OPEN Group	Senior Vice President, Macquarie; M&A, Westpac Banking Group; and Quantitative Analyst, Lacima Group
Independent in relation to Consilium:	Yes	No	No	No	No	No	No

Sustainability governance

The Consilium Board has full responsibility for all sustainability work and monitors and measures the Group's progress 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.

Policies and guidelines

The foundation of our sustainability work is our Code of Conduct, which covers corporate responsibility throughout the value chain. In addition, we have several other policies that define our sustainability framework:

- 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
- IT Policy

Our policies cover all employees. They are expected to act in accordance with policy guidelines, report any violations and concerns through appropriate channels, and participate in required training to stay updated on policy changes. Managers are expected to lead by example and ensure compliance within their teams. The CEO has ultimate responsibility for

the effective implementation and oversight of policies. This includes ensuring the necessary resources and support are available for compliance, approving and reviewing policy changes and overseeing the enforcement of the policy throughout the organisation.

All policies are prepared by appropriate function/Compliance Office and then reviewed and approved by CEO and Board of Directors for Compliance Program. Policies are available to all employees on our intranet and distributed during onboarding. Policies will be reviewed and updated annually to reflect ongoing changes in the business strategy and objectives.

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, in 2024 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) through an integrated management system. This has resulted in a multi-site certification in 2025 – covering all three ISO-standards – including most companies within the Group.

ESRS 2 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 Consilium's Management Team to decide on the suitability, adequacy and effectiveness of the Group's environmental management system at least once a year. Also, other sustainability matters are covered in the annual update. In 2025, the updated sustainability strategy including focus activities and targets, supplier assessments, full scope 3-definition and legal reviews were covered.

ESRS 2 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. Sustainability-related performance criteria have been integrated into short-term incentives (STI) schemes for members of Group management. The scope and application of sustainability-related incentives may be further reviewed over time as part of the Group's ongoing development of remuneration structures.

ESRS 2 GOV-4 STATEMENT IN DUE DILIGENCE

We proactively develop our policies and processes to ensure we meet forthcoming regulations and market expectations. In 2025, we launched one new policy which includes a due diligence process – our IT policy. All our policies were reviewed in 2025 and updated where needed. Our due diligence process in relation to all our material 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.

ESRS 2 GOV-5 RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

Oversight of sustainability reporting is embedded in the Group's governance structure and includes regular reporting to the Board. Sustainability data is collected from all entities using a common reporting framework and consolidated at Group level.

Data collection and consolidation are supported by a central ESG reporting system, enabling consistency, traceability and review of reported information. The sustainability reporting process follows defined roles and responsibilities and is subject to management review as part of the Group's internal control environment.

Strategy

ESRS 2 SBM-1 STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Consilium Safety Group provides products, systems and services specifically designed to protect lives, assets and the environment in the event of a fire or gas leak, hence the Group strategy is deeply connected to sustainability matters.

Strategy

We are a world-leading solution provider of fire, flame and gas safety technologies for the building, energy, industrial, marine and rolling stock 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 the double materiality analysis, see disclosures SBM-3 and IRO-1. 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 safety tech while achieving global net zero emissions.

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

- Net zero
- Sustainable Safety Solutions
- Equality, Diversity and Inclusion
- Responsible Sourcing
- Being a Responsible Producer and Supplier
- 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.

cont. Strategy

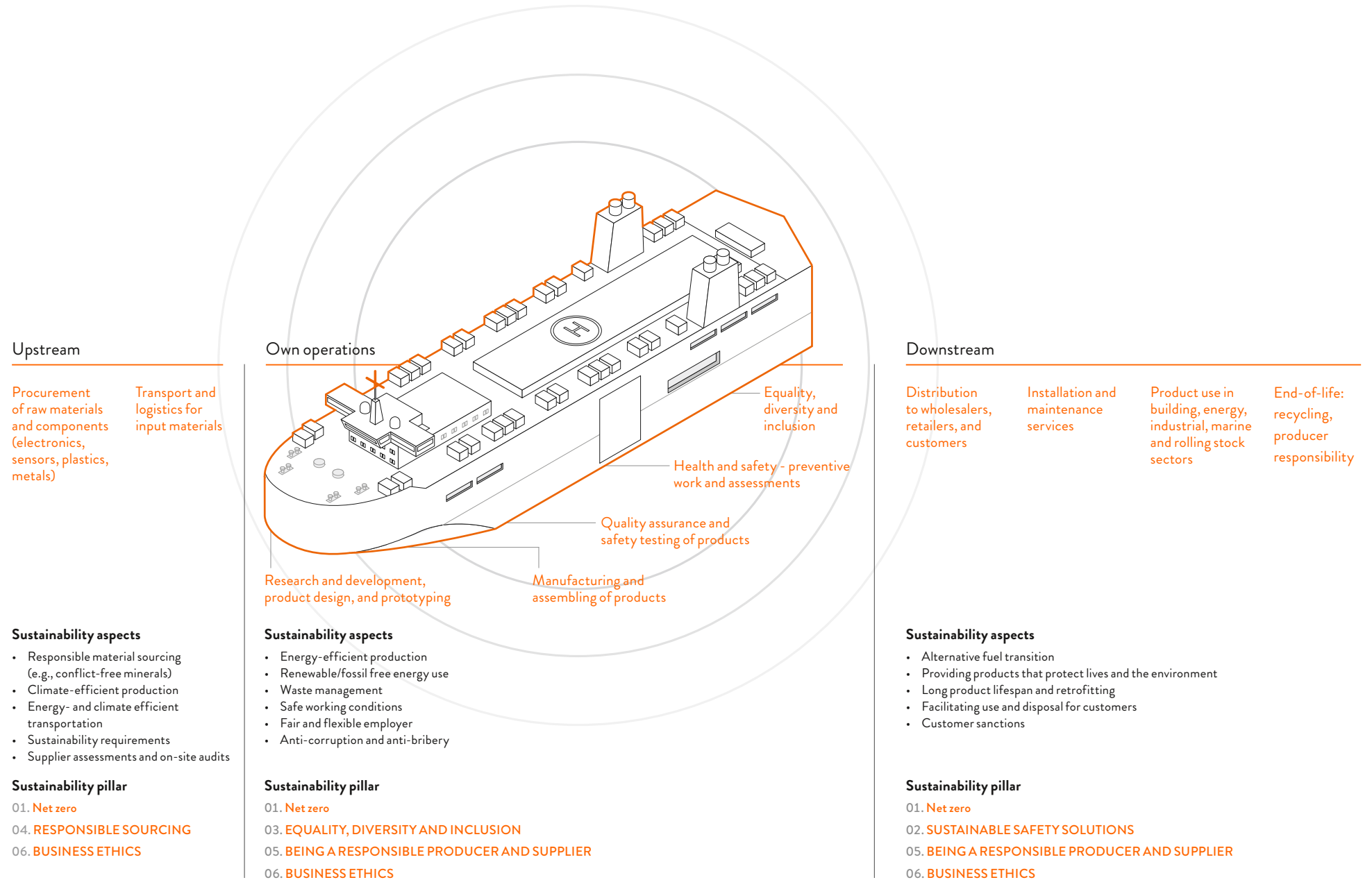
Business model

We differentiate ourselves by managing R&D, production, distribution, servicing, and after-sales entirely in-house. We develop, manufacture, and market fire and gas safety products and systems for customers worldwide.

As a provider of fire, flame and gas safety technologies for the marine, energy, rolling stock, building and industrial sectors, our products and systems help ensure the safety of workers and passengers on ships and trains, and of 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. We primarily source components from European suppliers. Our products are assembled and tested at our six facilities in Bulgaria, China, Italy, the Netherlands, and Sweden (two) before global shipment. Our worldwide offices support customers with maintenance and spare parts delivery.

Value chain

As a manufacturing and assembly company, Consilium covers the entire value chain, including suppliers, R&D and certification, in-house production, delivery, and lifecycle support. Our value chain extends beyond our own operations to include both suppliers (upstream) and customers (downstream). We directly influence the areas of the value chain within our operations, while our control over suppliers and customers is more limited. To ensure responsibility across the entire value chain, we focus on building strong partnerships and strategic collaborations with both suppliers and customers. Engaging with key stakeholders is essential to our continued success.



cont. Strategy

ESRS 2 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 were involved in our double materiality analysis to determine our material sustainability topics. As an example, our marine customers provided us with insights on what they need from our products to help them with their safe transition to more sustainable fuels.

ESRS 2 SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Consilium develops smarter, more efficient and more sustainable safety solutions, including remote and retrofit services and technologies supporting alternative fuels, to help customers reduce risk, extend asset lifetimes and minimise environmental impact. Social and governance-related risks are managed by promoting equality, diversity and inclusion, strengthening health and safety and working conditions, and enhancing responsible sourcing and production practices. We enforce strong business ethics and zero tolerance for non-compliance across the organisation and value chain.

In the double materiality analysis, see disclosure IRO-1 for process description, we identified seven material sustainability matters. Either in which the Group has a material impact on people and the environment from its own operations or from other parts of the value chain or where risks and opportunities linked to sustainability matters have an impact on the Group's financial position.

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 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 manufacturer of gas and fire detectors, we purchase and manufacture electronic 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 is 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 ionised 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 equality, 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

Impact, risk and opportunity management

ESRS 2 IRO-1 DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Process for double materiality analysis

In 2023, we completed a double materiality analysis in alignment with ESRS to ensure that the Group is well-prepared for the forthcoming sustainability reporting requirements. The analysis was revisited and updated in 2025. 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.

As part of the double materiality analysis, we did extensive work in re-evaluating our material sustainability matters and identified both the key sustainability risks in the value chain and for our stakeholders. The risks were identified based on their probability, severity and potential impact and the work resulted in an extensive list of sustainability risks, see table below. This list was used as input to our materiality assessment where 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 the key stakeholders affected and user stakeholders to be included in the stakeholder dialogue in alignment with the revised list of material sustainability 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 ESRS evaluation criteria for material impact, risk and opportunities were pri-

oritised 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 sustainability 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, see table in disclosure SBM-3. Based on the double materiality analysis, we performed a full gap analysis against the ESRS disclosure requirements in 2024 as a starting point for our future sustainability reporting according to ESRS, when that is required by law and applicable to Consilium. In 2025, even though we are not obliged to report in accordance with ESRS yet, we have further developed our reporting in line with the disclosure requirements.

Sustainability risks

As an international company with global operations, we must continuously assess and manage many complex sustainability risks. In 2023, we re-evaluated 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. In 2024, the risks were revisited to confirm their continued relevance. In 2025, the sustainability risks were revisited once again as part of the work to update our ESG strategy. The sustainability risks were then further specified.



© Consilium Safety

AMBITION	PILLARS	Tier 1 TOPICS	Tier 2 TOPICS	Excluded topics	
Consilium will be, and position itself, as the sustainable safety choice.	Environment	1 Climate change mitigation	2 Energy	5 Water and marine resources	
		22 Sustainable safety solutions	3 Climate change adaptation	6 Biodiversity and ecosystems	
			4 Pollution		
	The ambition is to create a competitive advantage over peers, be acknowledged for ESG efforts, and be the employer of choice.	Social		7 Circular economy	
			13 Information-related impact for consumers	8 Working conditions	10 Other work-related rights
			14 Personal safety of consumers and end users	9 Equal opportunities / treatments for all	12 Affected communities
				11 Workers in the value chain	15 Social inclusion of consumers
Consilium is aligning with the SBTi's 1.5 degrees pathway.	Governance	21 Management of relationships with suppliers	16 Protection of whistle-blowers	17 Animal welfare	
			18 Corporate culture	20 Political engagement and lobbying activities	
			19 Corruption and bribery		

cont. Impact, risk and opportunity management

RISK	Description	Management and action
Environmental	<p>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.</p> <p>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.</p> <p>Macro-economic impacts, such as supply chain disruptions due to sanctions, material scarcity, increased energy costs and inflation, may also affect operations, access to production resources and overall operational costs.</p>	<p>Consilium's Environmental Policy serves as a foundational framework that establishes direction for our environmental initiatives and ensures compliance with environmental regulations, promotes resource conservation and fosters collaboration with stakeholders. We have initiatives to minimise environmental impact from our own operations, for example, our waste generation in our production sites. We have begun collecting waste data across all waste categories based on their handling methods, including combustible, landfill, hazardous, electronic, recycled, and reused waste. We will continue to collect this data and set targets to reduce the amount of waste generated from our operations.</p> <p>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.</p> <p>To ensure the quality and sustainability performance of our products and systems, we continuously adapt our operations, products and processes to minimise environmental impact while complying with national and international 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).</p>
Quality of Consilium products and customer safety	<p>Inadequate quality and functionality, or incorrect use of Consilium's products, poses safety risks for the users. The malfunction of a fire alarm or gas detector can put employees, passengers and occupants on ships, trains and in buildings in danger.</p> <p>Delivering high-quality products that meet customer needs requires continuous development of our products and services. If Consilium does not meet the changing demands of its clients and stakeholders, this may negatively affect its competitiveness and financial performance.</p>	<p>Providing safety solutions comes with responsibility and we work actively with quality in all product development processes to maintain high standards. Our Quality Policy provides an overarching framework for a proactive quality mindset across our operations.</p> <p>We have developed several initiatives that focus on being the clear choice for sustainable safety products, focusing on meeting client and stakeholder expectations through sustainable innovation while mitigating negative impacts from our operations and products, for example through certifications, and innovative services and product ranges.</p>

RISK	Description	Management and action
Social – our people	<p>Our people are key to our success, and maintaining a healthy and engaged workforce is crucial. Failure to do so could result in loss of trust, lower motivation and decreased efficiency, with long-term impacts such as increased sick leave, higher operating costs and reduced competitiveness. Providing 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 may limit access to a diverse and talented workforce.</p> <p>As we 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. Our continued growth requires ongoing organisational adaptation to meet evolving business needs, creating a dynamic work environment that demands strong communication, leadership and individual competence.</p> <p>Without clear priorities, there is a risk of reduced employee commitment and an inability to prioritise the right activities across the global organisation.</p>	<p>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. We identify baselines related to gaps and inequalities to guide our work and mitigate risks through training and health and safety initiatives addressing accidents and mental health. Measures include risk observations, site reporting, training and follow-up assessments. Employees can report serious misconduct through a global digital whistleblowing system, supported by an extensive compliance programme and annual employee training.</p>
Human rights	<p>Human rights should be respected throughout Consilium's value chain. Consilium's products are built with electronics from suppliers, and there is a risk that materials or components may 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.</p>	<p>Our Human Rights and Social Responsibility Policy outlines our commitment to protecting the rights and well-being of employees, value chain workers and end-users. It ensures compliance with relevant human rights regulations and frameworks, promotes fair labour practices and supports collaboration with stakeholders. We have a Modern Slavery Statement describing our policies and actions to prevent modern slavery and human trafficking in our operations and supply chain. We are committed to continuous improvement and regularly review and update our policies and procedures. Full compliance with our annual supplier follow-up related to the Supplier Code of Conduct is expected.</p>
Business ethics and anti-corruption	<p>As Consilium sells and sources products globally, there are risks related to corruption in the value chain. Corruption can harm both our business and society, and failure to actively address business ethics may result in fines, legal action, contract termination and 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.</p>	<p>The success of our business is built on trust, which requires consistent demonstration of ethics and integrity. 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. To mitigate sanctions risks, Consilium conducts regular sanctions screening, with processes 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.</p>

cont. Impact, risk and opportunity management

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

Our sustainability reporting includes the thematic ESRS that were identified in our double materiality analysis and that are presented in the table in disclosure SBM-3. Details on how our sustainability pillars are connected to specific ESRS disclosures, with page reference, can be found in the section "Sustainability pillars, targets, actions and reporting" on page 17.



ENVIRONMENTAL DISCLOSURES

●●● We strive to operate in an environmentally sustainable manner, demonstrating industry climate leadership, by reducing our carbon emissions and encouraging responsible resource use throughout our value chain. Climate change, pollution and circular economy have been identified as our material environmental matters.

TAXONOMY REPORTING

Consilium will report in accordance with the EU Taxonomy as part of the sustainability report 2027.

ESRS E1 CLIMATE CHANGE

Governance

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

See disclosure ESRS 2 GOV-3.

Strategy

E1-1 TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

Our ambition is to align with the Science Based Targets initiative's (SBTi) 1.5-degree pathway and to achieve net zero emissions by 2050. As part of our sustainability strategy, we have developed a decarbonisation roadmap to detail how we will meet our ambitious climate targets with emission reduction initiatives and mitigating actions. The base year for scope 1 and scope 2 emissions is 2023, reflecting the earliest year with complete and reliable operational data. Due to data availability and methodological development, scope 3

emissions currently use 2024 as a baseline year. The company is working to improve scope 3 data quality and intends to align base years across all scopes in future reporting. 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. Scope 3 emissions make up around 85 percent of our overall climate footprint, and we must therefore increasingly work with our partners to achieve net zero emissions.

Decarbonisation roadmap



Actions to achieve net zero emissions:

- 1. Having a sustainable car fleet:** Gradually transition Consilium’s car fleet to low-emission or zero-emission vehicles. Update procurement criteria and fleet policy to prioritise electric or hybrid options.
- 2. Renewable energy and energy efficiency:** Increase the share of renewable and fossil-free electricity across all operational sites and offices through supplier engagement and contract management.
- 3. Waste management:** Implement initiatives to reduce waste across all operations and ensure all residual waste is diverted from landfill through smarter material use, process optimisation, improved sorting, and recycling practices, maximising reuse and recovery.

- 4. Logistics:** Implement checklist/requirements in the Environmental Policy and Supplier Code of Conduct for both suppliers and internal use and purchase of green distribution alternatives as well as demands on reporting CO₂eq-emissions to Consilium.
- 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. Consilium’s initiative may push the industry towards greener solutions.
- 6. Decarbonise supply chain:** Implement checklist/requirements in the Sustainable Procurement Policy and Supplier Code of Conduct for both use and purchase of green energy alternatives as well as demands on reporting CO₂eq-emissions to Consilium

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

Consilium takes accountability for the climate impacts of its production and aspires to be a responsible supplier of safety solutions for our customers. By following our decarbonisation roadmap and improving resource efficiency across operations, we strengthen our position as a sustainability-driven technology leader. Our climate efforts – reducing energy use and transitioning to renewable electricity – not only lower emissions but also deliver cost efficiencies and enhance operational resilience.

Impact from GHG emissions derives from: our car fleet (scope 1); our own production and assembly sites, including energy consumption through electricity/heating (scope 2); and 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. Consilium has a high risk of having a high financial impact from scope 3 emissions, as Consilium may have to find ways to reduce emissions through for example purchasing sustainable goods, adopting low-emission logistics, and changing energy mix.

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 material sustainability matters in the double materiality analysis, see disclosure ESRS 2 IRO-1 for more information about the double materiality analysis.

E1-2 POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Our Code of Conduct state that we shall comply with all applicable environmental laws and regulations. Furthermore, environmental resources shall be used responsibly, and we constantly strive to conduct our business in a sustainable way. The environmental impact of travel is always considered when deciding whether to attend a meeting or event in-person or remotely. Our Environmental Policy is more specific with regards to 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.

Cont. Impact, risk and opportunity management

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

Scope 1 and 2 emissions

Over the last couple of years, we have seen progress in emission reduction primarily within scope 1 and 2 with ongoing efforts at our sites to improve energy efficiency and to switch to renewable electricity sources. By the end of 2025, 40 percent of our total global energy consumption came from renewable sources, an increase from 36.9 percent¹ in 2024. We have continued our transition to a more sustainable car fleet, with electric and hybrid vehicles accounting for 72 percent of the fleet in 2025, up from 57 percent in 2024.

Scope 3 emissions

Despite the achievements in reducing scope 1 and 2 emissions, scope 3 emissions make up around 85 percent of our overall climate footprint and need to be prioritised. In 2025 we have conducted a comprehensive assessment of our scope 3 greenhouse gas (GHG) emissions in line with the GHG Protocol Corporate Value Chain (scope 3) Standard. The assessment covers all global operations and prioritises value-chain categories based on emission magnitude, business relevance, data availability, and stakeholder expectations. The most material categories identified include: purchased goods and services (1); upstream transportation and distribution (4); waste generated in operations (5); business travel (6); employee commuting (7); and downstream transportation (9). Purchased goods and services are expected to represent the largest share of scope 3 emissions, driven primarily by raw materials such as plastics, metals, and electronic components. We have set waste-related targets. One is to reduce overall waste generation through process optimisation, smarter material use, and improved sorting and recycling practices.

This is tightly connected to our second waste-related target to achieve zero landfill from operational waste by 2030. We work with our suppliers to set mutual targets for reducing emissions across our logistics and supply chain. This includes requirements for green energy alternatives and CO₂e-reporting, which are embedded in our Sustainability Policy and Supplier Code of Conduct.

Data collection

Scope 3 emissions data is collected using a combination of primary supplier data, logistics and travel activity data, and site-level waste records, supplemented by secondary data where primary information is not yet available. Primary data is prioritised to improve accuracy, and data gaps are transparently documented and addressed through continuous improvement initiatives. This scope 3 inventory supports Consilium’s long-term ambition to achieve net zero scope 3 emissions by 2050 and forms a key foundation for supplier engagement, value-chain risk mitigation, and alignment with Science Based Targets initiative (SBTi) expectations.

¹ Re-stated from previous sustainability report

Metrics and targets

E1-4 TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Our overall climate target is to achieve net zero emissions by 2050 – aligned with the Paris Agreement. To do so, we have supporting targets aiming at taking us there, step by step.

Target	Actions	KPI
Net zero in scope 1 by 2035	Sustainable car fleet Gradually transition Consilium’s car fleet to low-emission or zero-emission vehicles. Update procurement criteria and fleet policy to prioritise electric or hybrid options.	% of more sustainable cars in the car fleet
Net zero in scope 2 by 2035	Electricity reduction planning and energy efficiency at operational sites Implement energy efficiency plans at operational sites to reduce electricity consumption through upgraded systems, monitoring, and behavioural initiatives.	Share of sites with energy efficiency plans implemented (%)
	Renewable/fossil-free energy use at all sites Increase the share of renewable and fossil-free electricity across all operational sites and offices through supplier engagement and contract management.	Share of sites with renewable/fossil free energy implemented (%)
Achieve zero landfill from operational waste by 2030 (scope 3)	Progress towards zero landfill Implement waste diversion initiatives to ensure all residual waste is reused, recycled, or recovered for energy, avoiding disposal to landfill.	% of total waste diverted from landfill
Reduce total waste generated from operations by 35% by 2030 (vs. 2024 baseline) (scope 3)	Reduce waste generation across operations* Reduce waste generation through process optimisation, smarter material use, and improved sorting and recycling practices. Collaborate with suppliers and logistics partners to minimise packaging and promote reuse.	Total waste generated (tonnes/year)
Net zero emissions by 2050	Climate-efficient production (at suppliers) Implement checklists and requirements within the Sustainability Policy and Supplier Code of Conduct for both use and purchase of green energy alternatives as well as demands on reporting CO ₂ e-emissions to Consilium.	Number of Tier-1 suppliers with a formal commitment to procure 100% renewable electricity
	Climate-efficient logistics (at suppliers) Implement checklists and requirements within the Sustainability Policy and Supplier Code of Conduct for both suppliers and internal use and purchase of green distribution alternatives as well as demands on reporting CO ₂ e-emissions to Consilium.	% of emission reduction within logistics based on reported data

* All Consilium entities with physical sites where waste, energy use, or emissions occur, including assembly sites, service workshops, and offices.

cont. Metrics and targets

E1-5 ENERGY CONSUMPTION AND MIX

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

Energy consumption data 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.

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

GHG emissions are calculated and reported in accordance with the GHG Protocol, using emission factors provided in the KEY ESG platform.

Due to Consilium's efforts to improve data collection, the GHG emissions data is not fully comparable across the disclosed three-year period, as the scope and coverage have been expanded.

Energy consumption and mix	2025	2024	2023
Fuel consumption from coal and coal products (MWh)	n/a	n/a	n/a
Fuel consumption from crude oil and petroleum products (MWh)	n/a	n/a	n/a
Fuel consumption from natural gas (MWh) ¹	430	324	293
Fuel consumption from other fossil sources (MWh)	n/a	n/a	n/a
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	1,564	1,579 ²	2,052
Total fossil energy consumption (MWh)	1,994	1,903	2,345
Share of fossil sources in total energy consumption (%)	60	63	71
Consumption from nuclear sources (MWh)	n/a	n/a	n/a
Share of consumption from nuclear sources in total energy consumption (%)	n/a	n/a	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	n/a	n/a
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1,345	1,112	981
The consumption of self-generated non-fuel renewable energy (MWh)	n/a	n/a	n/a
Total renewable energy consumption (MWh)	1,345	1,112	981
Share of renewable sources in total energy consumption (%)	40.0	36.9²	29.5
Total energy consumption (MWh)³	3,339	3,014²	3,326

¹ The increase in natural gas consumption is mainly due to a change in the m³-to-kWh conversion factor in the new sustainability tool.

² Re-stated from previous sustainability report.

³ Total energy consumption for previous years was re-calculated to improve data quality and ensure methodological consistency with 2025.

GHG emissions	2025	2024 ¹	2023
Scope 1 GHG emissions			
Gross scope 1 GHG emissions (tCO ₂ eq)	568	639	939
Scope 1 GHG emissions intensity (tCO ₂ eq/revenue)	0.19	0.24	0.39
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	n/a	n/a	n/a
Scope 2 GHG emissions			
Gross location-based scope 2 GHG emissions (tCO ₂ eq)	634	541	n/a
Gross location-based scope 2 GHG emissions intensity (tCO ₂ eq/revenue)	0.21	0.20	n/a
Gross market-based scope 2 GHG emissions (tCO ₂ eq)	609	702	1,205
Gross market-based scope 2 GHG emissions intensity (tCO ₂ eq/revenue)	0.20	0.26	0.50
Significant scope 3 GHG emissions			
Total Gross indirect (scope 3) GHG emissions (tCO ₂ eq) ²	6,677	2,025	2,014
Total Gross indirect (scope 3) GHG emissions intensity (tCO ₂ eq/revenue)	2.24	0.75	0.83
1 Purchased goods and services ³	2,802	n/a	n/a
2 Capital goods	n/a	n/a	n/a
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	243	n/a	n/a
4 Upstream transportation and distribution ⁴	1,616	653	665
5 Waste generated in operations	7	11	n/a
6 Business travelling ⁵	962	708	684
7 Employee commuting	n/a	n/a	n/a
8 Upstream leased assets	n/a	n/a	n/a
9 Downstream transportation ⁴	1,047	653	665
10 Processing of old units	n/a	n/a	n/a
11 Use of sold products	n/a	n/a	n/a
12 End-of-life treatment of sold products	n/a	n/a	n/a
13 Downstream leased assets	n/a	n/a	n/a
14 Franchises	n/a	n/a	n/a
15 Investments	n/a	n/a	n/a
Total GHG emissions			
Total GHG emissions (location-based) (tCO₂eq)	7,879	3,205	2,953
Total GHG emissions intensity (location-based) (tCO₂eq/revenue)	2.64	1.18	1.21
Total GHG emissions (market-based) (tCO₂eq)	7,854	3,366	4,158
Total GHG emissions intensity (market-based) (tCO₂eq/MSEK)	2.63	1.24	1.71

¹ Re-stated from previous sustainability report.

² For 2025, we included more categories in our scope 3-emissions.

³ We estimated emissions from purchased products by estimating the percentage of material composition and applying generic emission factors, covering approximately 80% of the total spend.

⁴ The increase in 2025 reflects improved data coverage and a methodological change. Figures have been re-stated from previous report.

⁵ Business travel is estimated using a spend-based method. Previous years were recalculated using the same emission factor as 2025 for consistency.

ESRS E2 POLLUTION

cont. Metrics and targets

E1-8 INTERNAL CARBON PRICING

Consilium does not apply internal carbon pricing schemes.

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

Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

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 material sustainability matters in the double materiality analysis and we will intensify our work in relation to pollution in 2025. See disclosure ESRS 2 IRO-1 for more information about the double materiality analysis.

E2-1 POLICIES RELATED TO POLLUTION

In addition to our Code of Conduct, which states that we shall comply with all applicable environmental laws and regulations and that environmental resources shall be used responsibly, our Environmental Policy is more detailed with regards to pollution. It states 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

All operational sites conduct their activities in accordance with local environmental permits related to pollution. Each site is required to monitor, report, and manage pollution-related impacts and to submit environmental reports to the relevant local authorities, where applicable. Actions are taken in line with regulatory requirements to ensure ongoing compliance and effective pollution control.

Metrics and targets

E2-3 TARGETS RELATED TO POLLUTION

Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

E2-4 POLLUTION OF AIR, WATER AND SOIL

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

Target	Actions	KPI
No negative impacts on environment from Consilium's operations	Continuously manage environmental aspects such as water and pollution (currently not assessed as material).	Number of environmental non-conformities or incidents per year

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

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

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

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

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 material sustainability matters 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 ESRS 2 IRO-1 for more information about the double materiality analysis.

E5-1 POLICIES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

Our Environmental Policy covers resource use and circularity. It states that we shall 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, and minimise waste generation at source by optimising material use in design and production and prioritising circularity through material reuse wherever possible.

In terms of circularity, we shall 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 shall also 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

Waste

One mean to achieve a more circular economy is to reduce waste from production. We have good examples from our production sites on how to do this in practice. Some mixed plastics from plastic injection moulding can both be reused internally and sold to companies that can use it as input materials in their production.

We set a baseline for waste management in 2024 and started to collect waste data from all our operations. Going forward, we will strengthen our waste management processes including reduce waste generation through process optimisation, smarter material use, and improve sorting and recycling practices. We will also implement waste diversion initiatives to ensure all residual waste is reused, recycled, or recovered for energy, avoiding disposal to landfill. In 2025, we also continued to develop our digital services such as remote services, and we monitor the associated proportion of our sales. Since waste is a source of scope 3 emissions, see disclosures E1-3 and E1-4 for waste-related actions and targets.

Circularity

Consilium drives innovation to make safety smarter, more efficient, and more sustainable. Enabling retrofit solutions is one step towards a more circular society. Our target is to develop and implement a standardised methodology to calculate and communicate the sustainability impact of retrofit projects, including material savings, avoided waste, and extended product lifespan. Another dimension of circularity is the reduction of waste in production, as already discussed above.

Metrics and targets

E5-3 TARGETS RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

Target	Actions	KPI
100% of waste generated is recycled and 100% of hazardous waste taken care of	Waste management Implementation of a waste management process. Inquire information regarding waste from upwards in the value chain for reporting.	% of waste generated that is recycled tonnes of hazardous waste (e.g. ionised products) produced and % that is taken care of
By 2026, establish and apply a validated methodology for calculating and communicating the sustainability impact	Retrofit impact Develop and implement a standardised methodology to calculate and communicate the sustainability impact of retrofit projects, including material savings, avoided waste, and extended product lifespan. Integrate this data into marketing, customer communication, and ESG reporting.	Availability of a validated model for calculating retrofit impact (yes/no)

E5-4 RESOURCE INFLOWS

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

E5-5 RESOURCE OUTFLOWS

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

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

No information available yet. Reporting in accordance with this disclosure requirement will be made for the reporting year 2027, if Consilium will still be obliged to report in accordance with ESRS by then.

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, hence people – both our own employees and workers in the value chain – have been identified as our material social matters.

ESRS S1 OWN WORKFORCE

Strategy

SBM-2 INTERESTS AND VIEWS OF STAKEHOLDERS

Consilium's more than 1,100 employees located in 30 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 ESRS 2 SBM-2 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 ESRS 2 SBM-1.

Impact, risks and opportunity management

S1-1 POLICIES RELATED TO OWN WORKFORCE

Consilium's Code of Conduct includes principles on labour standards and human rights. It states that Consilium does not compromise on requirements set out in national law or international standards regarding worker safety and human rights and that we take responsibility for all people participating in the conduct of our business. We understand that our business may have an impact on human rights issues, in relation to people's working and living conditions, but no one whose work contributes to our business success shall be deprived of their human rights or subjected to mental or bodily harm in their labour.

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 (EDI) ¹; anti-harassment and discrimination, labour relations; fair compensation and benefits; employee development; and recruitment and onboarding. The Health

and Safety Policy specify 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 2025 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

¹ Consilium's policies and targets are 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 equality, diversity and inclusion policies or organisational targets.

cont. Strategy

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. In 2025, a global chemical management programme was also launched, initially implemented in Sweden and Scotland, with further rollout planned for 2026.

Equality, diversity and inclusion¹

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 EDI will unite Consilium’s employees, attract more talent and develop a competitive edge in the industry. We will continue our work to make promotion and recruitment processes as unbiased as possible. In 2025, we made significant progress in advancing our job architecture and strengthening our core HR data, establishing a more robust foundation for EDI-related analysis and reporting. We further enhanced our performance framework and processes to promote fairness and a performance-focused culture, providing measures to reduce potential inequities. We also implemented the Group’s first Human Capital Management System, creating a solid and reliable data foundation to support our ongoing people and EDI initiatives. We continue to provide structured forums and tools to enable open team-level discussions on employee development, work environment and EDI perspectives, which has resulted in numerous locally

driven improvement initiatives across teams worldwide. These efforts contributed to an increase in our EDI Index, which is now rated 8 out of 10 by our employees. Looking outside Consilium, we aim to become the most diverse company within the industry by 2035 through peer benchmark.

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 foundation 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 wellbeing. 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 2025, Consilium had an average score of 7.6 out of 10 – a slight increase from last year’s 7.5. Furthermore, employee satisfaction is measured as an employee Net Promoter Score (eNPS) showing how our employees feel about Consilium. eNPS has had a steady positive trajectory since 2022 when we were at -12 and the latest survey showed +11. This is an increase from 3 in 2024, and also above industry average.



¹ Consilium’s policies and targets are 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 equality, diversity and inclusion policies or organisational targets.

Metrics and targets

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

Target	Actions	KPI
Apply for EDI-certification by 2028 ¹ and complete peer EDI-benchmarking within our industry by 2030	Establish internal EDI-page. Identify and agree on EDI-certification. Identify and agree peer benchmark group.	n/a
Achieve a 30/70 gender split in leadership positions overall by 2030 ¹	Inclusive Recruitment Practices Actively increase representation of underrepresented genders in candidate pipelines.	100% of recruitment processes include candidates from more than one gender at the screening stage
Establish local EDI KPIs and embed EDI-metrics into regular business and talent reviews to ensure leadership accountability by 2027	Data-Driven Insights & Awareness Use our people data to understand patterns, inequities, and root causes so decisions can be made with clarity, not assumptions.	Attrition rate (%) of high-performers measured and analysed annually % of high-performing women promoted or given critical development opportunities Compensation and pay equity
Evaluate Global Parental Leave by 2027	Review global parental leave policies to ensure equity, competitiveness, and cultural relevance	Employee inclusion and belonging score (from engagement survey)
Establish a People Council by 2026	Create a People Council with decision-making authority to oversee job architecture, title structures, and career progression policies.	Attrition rate of high-performing women, monitored annually
Establish Culture Resource Groups	Aligning with business priorities and aiming to have a positive influence on culture and EDI. Internal or external.	
All employees have access to meaningful training programs and schemes	Training and skills Training and skills is also a material topic for responsible production since it will increase knowledge in the workforce and allow for growth.	

Target	Actions	KPI
Full compliance throughout the organisation to ensure all employees health and safety	Global health and strategy roll out Implementation and awareness of handling health and safety incidents to fully implement and ensure compliance of Consilium's Global Health & Safety Policy and related policies and procedures.	100% of employees understands and work according to the Health & Safety Policy and procedures through training
Reliable and transparent reporting numbers for health and safety to ensure tracking and enable proactive measures	Incorporate reporting method and KPIs Implement a standardised reporting method for all sites to enable a transparent and reliable key performance indicator for issues related to health and safety.	100% of all reported incidents and risk management shall be completed by end of the year
Zero work-related fatalities and serious incidents annually	Preventive work and assessment To continuously develop the health and safety work and mitigate negative trends Consilium shall implement both quarterly health and safety meetings and information about incidents/near miss cases are discussed are shown to all employees and perform yearly assessments of KPI fall-out, as well as establish and/or update organisational minimum safety standards and checklists.	% of people in Consilium's workforce who are covered by Consilium's health and safety management system, based on legal requirements and/or recognised standards or guidelines Number of fatalities as result of work-related injuries and/or work-related ill health Number and rate of recordable work-related accidents and work-related ill health (if the collection of specific data, go against legal restriction reporting is not obligated) 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 Risk reduction shall be higher than 65% year over year for both incidents and risk management or a 50% increase of reported risk observations from previous year

¹ Consilium's policies and targets are 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 equality, diversity and inclusion policies or organisational targets.

S1-6 CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

Number of employees by gender (headcount)	2025	2024
Male	857	826
Female	324	326
Other	-	-
Not disclosed	1	-
Total employees	1,182	1,152

Number of employees by region (headcount)	2025	2024
Europe	800	815
North and South America	53	46
Asia and Oceania	329	291

Number of employees by contract type and gender (headcount)	Female		Male		Other		Not disclosed		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Employees	324	326	857	826	-	-	1	-	1,182	1,152
Permanent employees	312	308	830	793	-	-	1	-	1,143	1,101
Temporary employees	12	15	27	27	-	-	-	-	39	42
Non-guaranteed hours employees	8	3	47	6	-	-	-	-	55	9
Full-time employees	300	296	833	807	-	-	1	-	1,133	1,103
Part-time employees	24	30	24	19	-	-	-	-	48	49

Number of employees by contract type and region (headcount)	Europe		North and South America		Asia and Oceania		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Employees	800	815	53	46	329	291	1,182	1,152
Permanent employees	775	769	51	44	317	288	1,143	1,101
Temporary employees	25	39	2	1	12	2	39	42
Non-guaranteed hours employees	16	9	31	0	8	0	55	9
Full-time employees	759	770	52	44	323	289	1,134	1,103
Part-time employees	41	47	1	1	6	1	48	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 2025, 48.5 percent of all employees were covered by collective bargaining agreements.

Employees covered by collective bargaining agreements	2025	2024
Share of total (%)	48.5	44.0

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 sex, transgender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation, and age.

S1-13 TRAINING AND SKILLS DEVELOPMENT METRICS

Professional development opportunities and continuous learning is essential to our organisational success. Performance development dialogues are an integrated part of how we work and apply to all employees. In 2025, 91 percent of all employees participated in a performance dialogue. We also offer various training programmes designed to enhance employee skills, promote career advancement and support personal growth. In 2025, a total of 10,043 hours of training were conducted.

Training	2025	2024	2023
Total (hours)	10,043	8,915	n/a
Share of employees that participated in any training (%)	100	100	n/a

S1-14 HEALTH AND SAFETY METRICS

Health and safety	Employees		Non-employees	
	2025	2024	2025	2024
Percentage of own workforce covered by health and safety management system	100	100	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	0	0
Number of cases of recordable work-related accidents	12	9	0	0
Rate of recordable work-related accidents	1.98	1.42	0	0
Number of cases of recordable work-related ill health	5	2	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	38	150	0	0

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 2025, 141 employees used their right to family-related leave, of which women made up 28 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. In 2025, we took further steps to develop our fair pay grading system and implemented a scalable job architecture which supports these initiatives.

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. In 2025, one report concerning discrimination or the violation of human rights were received via the whistleblower system. See disclosure G1-1 for details on the whistleblowing system.

Incidents and remediation plans (number)	2025	2024
Incidents reviewed by the undertaking	36	38
Remediation plans being implemented	3	38
Remediation plans that have been implemented	26	38
Incidents no longer subjects to action	25	38

ESRS S2 WORKERS IN THE VALUE CHAIN

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 ESRs 2 SBM-2 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 market expectations, and any forthcoming regulation and such as the EU's Corporate Sustainability Due Diligence Directive (CSDDD) – if the practical application of it will cover Consilium. For more information about our business model, see disclosure ESRs 2 SBM-1.

Impact, risk and opportunity management

S2-1 POLICIES RELATED TO VALUE CHAIN WORKERS

We collaborate with suppliers and partners who share our commitment to ethical, social, and environmental responsibility, ensuring compliance with 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

Consilium expect suppliers to continuously improve and review their performance in relation to the requirements in the Supplier Code of Conduct. Adherence to the code is based on trust, but Consilium perform audits, on-site visits, supplier self-assessments and requests information or data related to our suppliers to ensure compliance. See disclosures G1-1 and G1-2 for details.

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 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**

See disclosure G1-2 for targets relating to suppliers and indirectly workers in the value chain.

ESRS S4 CONSUMERS AND END-USERS**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. Most of our sales are outside Sweden with customers and end-user around the world. We have delivered 91,700 systems to date. See disclosure ESRS 2 SBM-2 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 both the safety of workers and passengers on ships and trains, and occupants in buildings around the globe and the environment. 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 ESRS 2 SBM-1.

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 address 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 guide 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 Promoter Score). In 2025, NPS was 7.5 which is a decrease from 15 in 2024 due to a change in methodology where we do automated measures when there has been a customer contact (in some pre-defined categories) instead of measuring once a year.

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.

Our software solutions are designed to enhance safety and usability throughout the product lifecycle, reducing the risk of incorrect use through intuitive design and continuous updates. Local service and technical support in every country enable safe installation, maintenance, and rapid access to spare parts and repairs, minimising downtime and safety risks for end-users.

By integrating digitalisation and remote monitoring into our solutions, we proactively detect faults and support preventive maintenance, improving safety outcomes and operational efficiency. The effectiveness of these actions is supported through customer feedback, service performance indicators, and continuous improvement within product and service development.

Metrics and targets

S4-5 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Target	Actions	KPI
No cases of unintended use identified	With strict and clear information via purchased products and via service engineers direct the proper use of Consilium's products.	% of products assessed for potential unintended use risks
All products have accompanying guide for use and disposal	Facilitating use and disposal for customers A part of being a responsible supplier is also to facilitating for the customer to succeed in their use and disposal of the product. If the customer is allowed to dispose, dismantle or adjust the product themselves Consilium should facilitate this in a way that is safe for environment and direct surroundings.	% of products with accompanying guide for facilitating use and disposal



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 ESRS 2 GOV-1.

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 ESRS 2 IRO-1.

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.

Corporate compliance

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 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 Litmos. 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.

Over the last couple of years, we have made significant progress in strengthening compliance across the organisation. A testament to how successful our efforts are is the positive development of the completion rate for the annual compliance training, which is now steady parked at 100 percent.

Compliance training completion rate	2025	2024	2023
Share of employees completing the annual compliance training (%)	100	100	100

cont. Impact, risk and opportunity management

Trade compliance

Consilium is a global company, and our products are traded worldwide. Our products are subject to various countries trade laws, including export control laws and trade sanctions laws. We are facing the risk of unintentionally selling products to countries, companies and people under sanctions. Supporting such customers is strongly against our business ethics, hence we provide training and resources for all employees to enhance understanding and adherence to trade compliance requirements. To further mitigate the risk of trade sanctions we conduct sanctions screening on a regular basis. Our screening processes are continuously improved to ensure compliance with international laws. With regards to trade compliance, we maintain a structured protocol for overseeing sanctions using a dedicated sanctions screening software. In 2025, we conducted 47,500 screenings in total.

Sanctions screening	2025	2024	2023
Number of sanctions screenings	47,500	30,645 ¹	16,628
Number of customers screened for sanctions	14,636	n/a	n/a

¹ Re-stated from previous sustainability report.

Whistleblowing

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.

G1-2 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

We have around 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 commit-

ments 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

Target	Actions	KPI
Integrate downstream value chain screening alongside sanctions screening in business systems	Proactive screening Screen customers for upcoming services and contact proactively	% customers screened % customers in potential high-risk industries
All customers are screened and monitored for sanctions	Screen and monitor customers for sanctions	% of active customers screened and monitored
100 % of customers screened and continuously monitored against applicable sanctions lists	Screen and monitor customers for sanctions	% of active customers screened and monitored

Target	Actions	KPI
Assess 100% of suppliers representing at least 80% of total spend by 2026 (A supplier), covering risks by country, sector, and product category	Conduct supplier risk assessments Assess risks by country, sector, product, and spend to prioritise key suppliers.	% of total supplier spend covered by ESG risk assessment
100% of targeted suppliers (A supplier) assessed by 2026, with improvement actions tracked annually	Engage suppliers to improve sustainability performance Request assessments, address gaps, and follow up with non-responses. Set joint improvement targets and track performance over time. Implement corrective actions for high-risk suppliers (provide support/training and escalate unresolved risks to management).	% spend assessed for sustainability performance
100% of critical/high-risk suppliers audited on-site by end of 2026 and 76-100% targeted suppliers (A supplier) audited (on-site) at least once by 2028	Conduct on-site audits for high-risk suppliers Verify ESG compliance through targeted audits starting in 2026.	% high risk supplier on-site audit completed % A supplier on-site audit completed
20% reduction in transportation emission by 2028	Set emission reduction target (scope 3)	% CO ₂ e reduction in scope 3
100% of targeted suppliers (A supplier) to sign the Supplier Code of Conduct by end of 2026	Strengthen expectations via Supplier Code of Conduct Ensure clear ESG requirements, secure SCoC commitments, and update annually based on risks.	% SCoC signed
100% of new suppliers and renewals	Add sustainability requirement (ESG) to the new contract including a commitment to the Supplier Code of Conduct.	% of suppliers with contracts that includes ESG sustainability clauses

cont. Impact, risk and opportunity management

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 2025, we conducted an updated supplier risk assessment to strengthen our responsible sourcing practices. The assessment covered our global supplier base and evaluated risks based on country, sector, and spend. This updated assessment helped us identify our most significant and high-risk suppliers and prioritize them for further due diligence. We also developed a comprehensive ESG questionnaire, which was sent to all high-risk and strategically important suppliers identified through the assessment. The questionnaire provides deeper insight into suppliers' environmental, social, and governance practices. The outcome of the assessment now forms the basis for our next step: conducting targeted on-site sustainability audits for the highest-risk suppliers to validate performance and drive improvements.

By the end of 2025, 83 percent of our suppliers (by spend) had signed our Supplier Code of Conduct, covering 81 percent of our total direct material spend. Approximately 30 percent of our total direct material spend had been covered by at least one supplier audit in the past three years, and approximately 50 percent of our spend had been subject to on-site supplier visits. In total, 10 supplier audits were conducted in 2025.

Responsible sourcing	2025	2024	2023
Suppliers with signed Supplier Code of Conduct (% of suppliers by spend, direct material)	83	40	40
Spend covered by signed Supplier Code of Conduct (% of total spend, direct material)	81	75	75
Suppliers covered by supplier risk assessment (% of suppliers by spend, direct material)	64	31	0
Number of supplier audits	10	12	10

G1-3 PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

Consilium is committed to conducting its business with integrity and transparency. The prevention and detection of corruption and bribery are embedded in our governance framework through clear policies, defined responsibilities, and a culture of ethical business conduct. Our approach combines preventive measures with mechanisms to identify, report, and address potential breaches, aiming to minimise legal, financial, and reputational risks across all operations. We have 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 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.

During the year, one whistleblowing case was reported. Following a thorough review in line with the company's whistleblowing procedures, no misconduct or irregularities were identified and the case was closed.

Target	Actions	KPI
Compliance	<p>Ensure that the EU taxonomy minimum safeguards are complied with through:</p> <ul style="list-style-type: none"> Ensuring appropriate tax management measures. Ensuring appropriate measures against anti-competitiveness. Ensuring appropriate anti-corruption measures. 	<p>Number of allegations, and actual cases, of tax misconduct</p> <p>Number of allegations, and actual breaches, of competition laws</p> <p>Number of corruption charges received in whistle blower</p> <p>Number of corruption charges investigated</p> <p>Number of corruption cases confirmed</p>

Business ethics	2025	2024	2023
Reported corruption cases	0	0	0
Investigated corruption cases	0	0	0
Confirmed corruption cases	0	0	0
Whistleblowing cases	1	0	1
Allegations of tax misconduct	0	0	0
Actual cases of tax misconduct	0	0	0
Allegations of breaches of competition laws	0	0	1
Actual cases of breaches of competition laws	0	0	0

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Kattegat Project TopCo AB,
corporate identity number 559470-4412

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 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.

A man wearing a white hard hat and a dark blue uniform with reflective stripes is sitting on a ship's deck. He is looking down at a laptop computer he is holding. The background shows the ocean and a sunset sky with orange and blue tones. The overall mood is professional and focused.

FOR ALL THOSE MOMENTS WHEN SAFETY MATTERS

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

With representation in 30 countries and more than 55 offices worldwide, we cover all time zones and are always close to you.

www.consiliumsfafety.com

 **Consilium**