

Sustainability Reporting Standards Disclosure 2023

ACCELERATE
THE TRANSFORMATION



Annual and Sustainability
Report 2023

 Epiroc

> **Global Reporting Initiative (GRI) Content Index**

Epiroc's Annual and Sustainability Report 2023 has been prepared in accordance with the GRI Standards. This Global Reporting Initiative (GRI) Content Index 2023 contains references to the required disclosures or reasons for omission, as well as additional data and information. The index covers activities during the calendar year 2023 and references to pages in the Annual and Sustainability Report 2023. Epiroc has chosen to report General Standard Disclosure and Disclosure of Management Approach (DMA) as an integrated part of the annual report 2023. Sustainability information in the Annual and Sustainability Report in accordance with the GRI standards has been subject to limited assurance by Ernst & Young AB.

> **Task Force on Climate-Related Financial Disclosures (TCFD)**

Epiroc is aligning its approach to the TCFD guidelines and reports accordingly.

All index should be read in conjunction with the Annual and Sustainability Report 2023, which is available at www.epirocgroup.com/en/investors/financial-publications

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
> General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Legal name: 62 Ownership and legal form: 74 Location of headquarters: 62 Countries of operations: 5, 106, 149-150	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	149-150, 156-157			
	2-3 Reporting period, frequency and contact point	Reporting period: 156 Date of most recent report: 7 March 2024 Reporting cycle: 156 Contact point for questions regarding the report: Last page			
	2-4 Restatements of information	157			
	2-5 External assurance	81, 157, 171			
	2-6 Activities, value chain and other business relationships	Activities, brands, products, and services: 6-7, 20-21, 62-73 Supply chain: 169-170			
	2-7 Employees	Information on employees and other workers: 4, 51-56, 69, 107, 160, 169	Epiroc does not currently report data by gender or region consolidated on the Group level.	Information unavailable/incomplete.	Employment contract (permanent or temporary) and employment type (full-time or part-time) is reported.
	2-8 Workers who are not employees	169	Data for the number of workers who are not employees and whose work is controlled by the organization is not reported.	Information unavailable/incomplete.	Employment contract (permanent or temporary) and employment type (full-time or part-time) is reported.
	2-9 Governance structure and composition	76-85, 159	Under-represented social groups are not reported.	Information unavailable/incomplete.	Epiroc does not currently describe the composition of the Board by under-represented social groups.
	2-10 Nomination and selection of the highest governance body	79-81, 159			
	2-11 Chair of the highest governance body	76-85			
	2-12 Role of the highest governance body in overseeing the management of impacts	159			
	2-13 Delegation of responsibility for managing impacts	159-160			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	159-160			
	2-15 Conflicts of interest	159-160, 170			
	2-16 Communication of critical concerns	88-93, 159-160, 170			
	2-17 Collective knowledge of the highest governance body	159-160			
	2-18 Evaluation of the performance of the highest governance body	159-160			
	2-19 Remuneration policies	44, 79-80			
	2-20 Process to determine remuneration	79-80			
	2-21 Annual total compensation ratio	Ratio of remuneration for highest paid individual to average total compensation for all employees: 169	The change in pay ratio from the prior year is not reported.	Information unavailable/incomplete.	Information available in previous year's report. CEO and employees pay ratio in 2022: 42.3
	2-22 Statement on sustainable development strategy	10-12, 14-15			
	2-23 Policy commitments	160			
	2-24 Embedding policy commitments	93, 160			
	2-25 Processes to remediate negative impacts	50, 90-93, 170			
	2-26 Mechanisms for seeking advice and raising concerns	59, 160, 169-170			
	2-27 Compliance with laws and regulations	167-168, 170			
2-28 Membership associations	158				
2-29 Approach to stakeholder engagement	40-41, 158				
2-30 Collective bargaining agreements	169				
> Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	43-45, 157-160	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	157			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
> Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 90-92, 157, 158			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	39-41, 62-73, 96-99, 107, 111, 112			
	201-2 Financial implications and other risks and opportunities due to climate change	43-44, 88-93, 166-167			
	201-3 Defined benefit plan obligations and other retirement plans	108, 126-127			
> Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-61, 159-160, 169-170			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	58-61, 93, 169-170	Percentage of operations assessed is not reported.	Information unavailable/incomplete.	Epiroc has not assessed percentage of operations.
	205-2 Communication and training about anti-corruption policies and procedures	58-61, 88, 169-170	Epiroc does not currently report data by employee category and region for this specific training, consolidated on the Group level.	Information unavailable/incomplete.	The indicator is reported partially. The topic is material for Epiroc. Anti-corruption policies and procedures are communicated in the whole organization. Anti-corruption is included in the Code of Conduct E-learning which is available for all employees and managers. Percentage of managers that completed the training is disclosed.
	205-3 Confirmed incidents of corruption and actions taken	169-170			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
> Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	44-48, 157-158, 166-167			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	45-47, 172-173	The Epiroc Group does not report on energy production sold.	Information unavailable/incomplete.	The Epiroc Group reports and follows-up on direct energy use in MWh.
	302-3 Energy intensity	45-46, 172-73			
> Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	44-49, 157-158, 166-167			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45-47, 156, 172			
	305-2 Energy indirect (Scope 2) GHG emissions	46-47, 172-173			
	305-3 Other indirect (Scope 3) GHG emissions	45-50, 156, 172-173			
	305-4 GHG emissions intensity	172-173			
	305-5 Reduction of GHG emissions	45-50, 172-173			
> Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-61, 157, 169-170			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	58-61, 169	Data for new suppliers specifically is not disclosed.	Information unavailable/incomplete.	Epiroc uses a risk based approach and risk tools to identify significant suppliers. This scoping can include new and old suppliers every year. Data for new suppliers specifically is not disclosed.
> Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	54-56, 157, 169			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54-55, 169	Number of recruitments by age group and gender is not reported.	Information unavailable/incomplete.	With reference to legislative reasons, employee turnover is not reported by age group or gender. Our employee turnover definition include employees leaving the organization voluntarily, but not due to dismissal, retirement, or death in service. Turnover for new employees is not followed up on separately.
> Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	51-53, 157, 168			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	52-53, 159, 168			
	403-2 Hazard identification, risk assessment, and incident investigation	168			
	403-3 Occupational health services	168			
	403-4 Worker participation, consultation, and communication on occupational health and safety	168			
	403-5 Worker training on occupational health and safety	51-53, 168			
	403-6 Promotion of worker health	168			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	168			
	403-9 Work-related injuries	51-53, 168, 172-173	The Epiroc Group does not report distinctly employees and external workers. No information of work-related hazard available.	Information unavailable/incomplete.	Epiroc Group reports the number of high-consequence injuries and not the rate of these. Hours of million working hours amounted to 37.6 in 2023.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
> Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	156, 159, 170			
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	54-56, 172-173	Epiroc does not report number of yearly performance and development discussions by gender or by employee category.	Information unavailable/incomplete.	Epiroc reports number of yearly performance and development discussions on total level and not by gender or by employee category.
> Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	54-55, 58-61, 157, 159			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	55-56, 79, 169	Age group is partly disclosed at Group level, but not for all companies. Minority group membership is not reported on.	Legal prohibitions	Whether a person belongs to a minority group or not is not reported on in the Group due to national legislation in countries of operation.
> Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-61, 157-158, 170			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	58, 169-170	Corrective actions taken not disclosed.	Information incomplete.	Information available and will be disclosed next year.
> Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-61, 157-158, 169			
GRI 414: Supplier Social Assessment 201	414-1 New suppliers that were screened using social criteria	58-61, 169			
	414-2 Negative social impacts in the supply chain and actions taken	58-61, 88-93, 169-170			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) omitted	Reason	Explanation
> Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	51-53, 158			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	51-53, 168	Percentage of significant product and service categories is not measured on Group level.	Information unavailable/incomplete	Percentage of significant product and service categories is not measured on Group level. Live Work Elimination project is described.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	168			

Task Force on Climate-Related Financial Disclosures (TCFD)

Disclosure focus area	Recommended disclosure	Key locations and comments
I. Governance	a) Describe the board's oversight of climate-related risks and opportunities	Annual and Sustainability Report 2023, Corporate Governance, pages 76-85 and Risk management, pages 88-93 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C1.1) (C1.1a-d)
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Annual and Sustainability Report 2023, Corporate Governance, pages 76-85 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C1.2)
II. Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Annual and Sustainability Report 2023, Sustainability, pages 42-45 and Risk management, pages 88-93 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C2.3) (C2.3a) (C2.4) (C2.4a)
	b) Describe the impacts of Climate related risks and opportunities on the organization's business, strategy and financial planning	Annual and Sustainability Report 2023, Sustainability, pages 42-45 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C2.3) (C2.3a) (C2.4) (C2.4a) (C3)
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	Annual and Sustainability Report 2023, TCFD, pages 166-167 CDP Climate Change Response 2023 (C2.3) (C2.3a) (C2.4) (C2.4a) (C3.2a)
III. Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks	Annual and Sustainability Report 2023, TCFD, pages 166-167 CDP Climate Change Response 2023 (C2.2)
	b) Describe the organization's processes for managing climate-related risks: Risks and risk management	Annual and Sustainability Report 2023, TCFD, pages 166-167 CDP Climate Change Response 2023 (C2.2) (C2.3a)
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Annual and Sustainability Report 2023, TCFD, pages 166-167 CDP Climate Change Response 2023 (C1.1b) (C1.2) (C2.2)
IV. Metrics and targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Annual and Sustainability Report 2023, Sustainability, pages 42-45, 172-173 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C4) (C5) (C6) (C7) (C8) (C9)
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Annual and Sustainability Report 2023, Sustainability, pages 42-45, 172-173 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C5) (C6) (C7)
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	We have a number of 2030 goals, included two approved Science Based Target (SBT) targets: <ul style="list-style-type: none"> • Epiroc commits to reduce absolute Scope 1 and Scope 2 GHG emissions 50% by 2030 from a 2019 base year. • Epiroc commits to reduce absolute Scope 3 GHG emissions from use of sold products by 50% over the same timeframe. We also have yearly targets. Annual and Sustainability Report 2023, Sustainability, pages 42-45, 172-173 and TCFD, pages 166-167 CDP Climate Change Response 2023 (C0.1) (C4)

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