



Nederman

We shape
the future
for clean air

The Clean
Air Company

Annual and Sustainability
Report 2024

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INFORMATION ON DATA IN THIS REPORT

Figures in brackets refer to business activities in 2023 unless otherwise stated. The currency used throughout is Swedish krona (SEK). Millions of Swedish kronor is abbreviated to SEKm and thousands of Swedish kronor to SEKt. The information presented in the Annual Report concerning markets, competition and future growth are Nederman's assessments based primarily on material compiled internally within the group.

Nederman's sustainability report for 2024 has been prepared in accordance with the GRI Standards, see GRI Content Index on page 50. The sustainability report, with the exception of the disclosures according to the EU Taxonomy regulation on pages 49 and 117-122, has been subject to a limited review by Ernst & Young.





A leading environmental technology company for clean air

80 years ago, Nederman was already a pioneer within working environments and clean air. Our determination to address the environmental challenges of industry through innovative solutions and cost-effective production has led to continuous expansion and a world-leading position in industrial air filtration. Today, expansion and value creation is achieved through digitalisation and servicification, and we are still at the forefront of development. This is how Nederman, as an environmental technology company and global leader, creates value and growth - for our customers, for our employees and for our owners.

We protect people, planet and production.

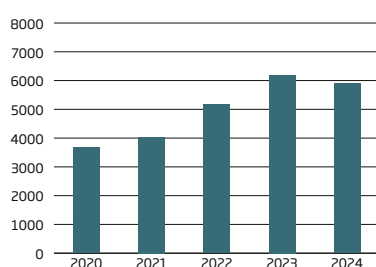
Strengthened positions and higher profitability

In a market dominated by low business activity and growing geopolitical uncertainty, Nederman continued to advance its market positions, including in structurally growing industries throughout the world. Increased investments in operational efficiency and innovation strengthened competitiveness and supported higher profitability and a continued strong cash flow in 2024.

5,900 SEKm 12.0%

Net sales

Low business activity and geopolitical uncertainty contributed to a decline in net sales of 4.7 percent to SEK 5,900m (6,188). The currency adjusted decline was 4.0 percent.



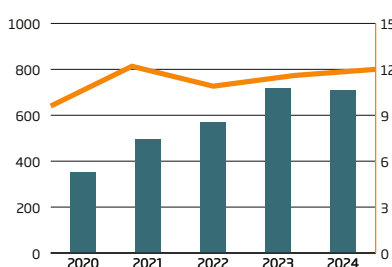
Net sales

Nederman's net sales in recent years increased significantly, driven by strong organic growth and a number of acquisitions.

■ Net sales, SEKm

Adjusted EBITA margin

A better sales mix and increased production efficiency were the primary reasons for a strengthening of the adjusted EBITA margin to 12.0 percent (11.6) in 2024.



Adjusted EBITA

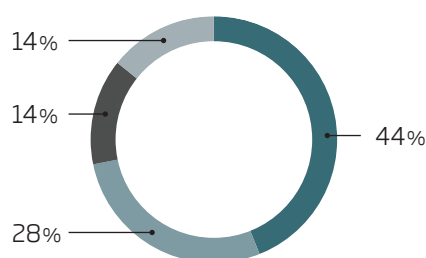
As a result of higher profitability in percentage terms, the lower sales resulted in adjusted EBITA decreasing by only 1.0 percent in 2024 to SEK 707.6m (714.9).

■ Adjusted EBITA, SEKm
■ Adjusted EBITA margin, %

596 SEKm

Cash flow

Cash flow from operating activities was strengthened by 3.4 percent to SEK 596m (576), mainly driven by a continued successful reduction in working capital.



Net sales per division

Three out of four divisions increased their sales in 2024. Sales for Process Technology declined in the wake of softer demand in the textiles sector.

External sales
■ Extraction & Filtration Technology
■ Process Technology
■ Duct & Filter Technology
■ Monitoring & Control Technology



Increasing focus on innovation

Initiatives to strengthen our technology leadership continue. During the year, we increased our investments in product development, conducted several key launches, significantly strengthened and developed our own IoT team and completed our new innovation centre in Helsingborg.



Investments in enhanced efficiency

Investments in production and logistics have high priority. The past year was no exception, as we moved to new facilities in the US and Sweden, automated warehouses and continued upgrading the machine park with the aim of strengthening the range and margins.



Continued growth in the service business

Our industrial air filtration range meets customer requirements throughout the lifecycle. By providing more digital services and a stronger geographic presence, for example, we continued to increase our share in service and aftermarket, which made a positive contribution to profitability.



New, ambitious sustainability goals

As a leading environmental technology company, it is a given that our business must be characterised by sustainability in all respects. In 2024, we further highlighted this by developing a stronger and revised sustainability plan with new, ambitious goals for our work on clean air, employees, climate and circularity.



Niche acquisition for organic growth

Acquisitions are a key part of our strategy for profitable growth. The acquisitions of Canadian company Duroair and Danish company Olicem in 2024 yielded a minor direct contribution to sales, but strengthen our offering by providing us with the ability to grow more rapidly in new and existing industries.



Now we will
elevate Nederman
to the next level

Sven Kristensson
President and CEO

During 2024, Nederman strengthened its position as global market leader in industrial air filtration through major investments in innovation, production and sustainability. With the inauguration of a new innovation centre in Helsingborg, new pioneering product launches and investments in production facilities throughout the world, we are driving the development of smart and energy-efficient solutions and continuing with undiminished energy to contribute to a future with cleaner air.

Slightly more than a month ago, on 11 February, together with employees and invited guests, I opened our new, ultramodern facility in Helsingborg. Now we have a new head office, another new production and logistics facility, but, above all, we have taken the next step in the development of the core of our operations – innovation. The new innovation centre and its accompanying test lab highlights our responsibility as global market leader. We are driving development, setting new standards and helping our customers to become more efficient, smarter and more sustainable. The centre is the nave of our global initiative and complements our 14 existing innovation hubs. In 2024, we launched several pioneering products, such as a new compact high-vacuum unit that reduces energy consumption by up to 50 percent and the first analyser in the market that can measure up to four gases simultaneously. We also continue to reap the fruits of earlier strong launches, such as our fan system for textile factories, Nederman SAVE and our portable emissions analysers. Now we are taking our initiatives to the next level.

“The centre is the hub of our global initiative and complements our 14 existing innovation hubs”

Faster and better

At the same time, innovation is more than new products and solutions for implementation in customer production. It is a matter of innovative and creative thinking in all aspects of what we do, to simplify and enhance efficiency – for ourselves, but above all, for our customers. This philosophy is one of the factors behind our continued strong focus on upgrading and streamlining our own production and logistics. In addition to expanded and more efficient manufacturing and warehouse management in Helsingborg, we undertook activities in all regions during 2024. In China, we concluded our restructuring, thereby strengthening our capacity in a competitive market. We have implemented or commenced upgrades to manufacturing in Thailand and Australia,

and we are establishing new technology centres in Asian cities where key customers are located. The largest investments were made in the US, where we relocated RoboVent's operations to new and larger premises, and, in Thomasville, NC, we implemented a comprehensive investment programme focusing on automation, among other aspects. We are an environmental technology company that should be able to help, for example, critical future industries to develop rapidly and sustainably, and that is why we must have the solutions that enable this. A good example is Nordfab Now, Duct & Filter Technology's new concept enabling the rapid and precise delivery of the ducting systems that are needed, for example, in the rapid construction of facilities for the manufacture of high-capacity batteries and semi-conductors in the US. We are now proceeding with similar concepts in other areas of the world, such as in Europe, where there is a large need for more battery plants and to continue growing in the green energy sector. During the year, Nederman strengthened its positions and is now delivering to a large number of critical and structurally growing industries worldwide.

Growing importance of clean air

Clean air is our business concept. Adjacent to our new innovation centre in Helsingborg, we have opened an experience centre to be able to show everyone who is interested, not only customers, how our solutions work and what they mean for the environment. Increasing numbers of customers are understanding the importance of clean industrial processes and this is a natural progression since, when correctly implemented, these can yield reduced energy costs, higher efficiency and improved health and safety. In addition, we are seeing signs that government agencies throughout the world are beginning to accelerate development by introducing increasingly strict requirements on particle and gas emissions. In 2024, we saw a tightening of levels in Europe, the US and large parts of Asia, not least in China, where comprehensive work is in progress to make the air healthy in rapidly growing cities. What has also become more tangible is the insight about negative health impact, which makes it even more urgent to work for clean air in all types of manufacturing environments. During the year, we rolled out an ambitious plan to become more



Together with Christian Orsing, Chair of the Municipal Board of Helsingborg, and Governor of Skåne, Anneli Hulthén, Sven Kristensson opens Nederman's new facility in Helsingborg, on 11 February 2025.

sustainable ourselves, not only by developing even better products and solutions, but also by continuing to reduce the climate footprint of our own operations and to highlight circularity in materials and our offering. We are making progress in all areas, which sends an important signal as market leader.

Strong long-term trend

We are driving the trend towards clean air, but we cannot ignore the fact that our sales and orders received are impacted by the underlying investment appetite of our customers. During 2024, this was marked by relatively large uncertainty due to economic concerns and the more complex, burgeoning geopolitical turbulence that will soon affect all parts of the world. What direction we will take in 2025 remains unclear, but as we have emphasised many times before, the need for energy-efficient solutions for cleaner air in industrial environments will continue to grow and that is what forms the basis for our business, not short-term fluctuations in demand. During 2024, our sales decreased by 4.7 percent, but compared with the pre-pandemic year of 2019, they are up a full 37 percent. During this

"The need for energy-efficient solutions for cleaner air in industrial environments will continue to grow"

period, we have gradually strengthened underlying profitability and, with an adjusted EBITA margin of 12 percent in the face of a weak economy and intense price competition, I remain convinced that our margin target of 14 percent is soon within reach. This is primarily possible by continuing to develop our offering, including becoming an even closer partner to our customers over the entire lifecycle of the product or equipment. Connected and

digitalised systems for smart monitoring and control of air filtration processes are a key part of this, in which we, as the technology leader, are driving developments. The share of our sales that comprise service and aftermarket continued to increase in 2024, a trend that is likely to persist in the years to come. This is important for our organic growth, but we can also strengthen our organic growth through acquisitions. During the year, we acquired the Danish company Olicem and the Canadian company Duroair, companies that provide access to technology and solutions that will enable us to grow and capture market shares with new offerings in new and existing markets. For example, Olicem's leading tools for emissions reporting complement our offering to customers in Europe, who need effective solutions to adjust to and meet increasingly strict regulatory requirements.

Stronger expertise

Behind all successes, there are, of course, people. Today, Nederman has a very strong organisation, with four global divisions and a distinct strategy for continued development and profitable growth. During 2024, we further strengthened our internal expertise through the recruitment of a large number of engineers, developers and other skills, which will enable an even stronger grip on our innovation, sales and delivery capacity. If I look back a decade, I can see that Nederman has gone from a product supplier to offering systems that feature smart technology and digital services at their core. As The Clean Air Company, we meet the trends and the growing needs of companies and society. We help our customers to future-proof their production and thus contribute to a world with cleaner air. It is very satisfying to be part of this together with all of my fantastic co-workers. With all of these initiatives we are now taking, we will elevate Nederman to the next level.

Sven Kristensson
President and CEO

A strong investment case

Nederman as an investment case is based on more than 80 years' experience in air filtration and industrial air filtration, with a focus on innovation, sustainability and global market-leading positions. We are the technology and competence leader, with our own production strategically located close to the largest markets across the more than 50 countries where our solutions are sold. Growth is driven by a global trend in which industry is increasingly demanding solutions that improve the work environment, reduce energy costs, enhance process efficiency and mitigate environmental impact.

FAVOURABLE GLOBAL TRENDS AND SHARPENED LEGISLATION

We address global challenges such as air quality, climate change and industrial sustainability. We are now seeing an acceleration in awareness of the importance of clean air, also for the climate, which leads to more regulatory requirements on the ability to report the extent of and reduce pollution. This drives demand.

HEALTHY LONG-TERM GROWTH WITH SOLID PROFITABILITY

We are increasing our sales continuously through organic growth and strategic acquisitions. We have increased our earnings per share by 267 percent since 2014, representing annual growth of 13,9 percent. Throughout this period, we reported solid profitability, which also progressively improved as we strengthened our technology leadership.

MARKET LEADING AND STRONGER POSITIONS

Nederman is a global leader in industrial air filtration and the largest player in several key markets. Strong brands and a high level of confidence in our solutions makes us the first choice of customers in industries throughout the world. Today, we are the leader in EMEA and Americas, and are strengthening our position in APAC.

LEADING INNOVATION AND PRODUCT DEVELOPMENT CAPACITY

Innovation is a cornerstone of our strategy. Our constant focus is on creating improvements for our customers using new technology and digitalisation, with the aim of future-proofing their production. During 2024, we increased our investments in R&D by 17 percent and established a new innovation centre.

EFFECTIVE PRODUCTION AND SUPPLY CHAIN CLOSE TO THE MARKET

We have a clear strategy of establishing our own production in key markets close to customers to ensure short lead times, cost-efficiency and high delivery precision. In recent years, we have initiated comprehensive investments to upgrade and automate our manufacturing and logistics in all regions.

AN OFFERING FOR GROWTH IN NEW AND EXISTING INDUSTRIES

Using existing expertise and our unique offerings, we can grow profitably in all existing and structurally expanding industries, such as EV batteries, semi-conductors and the defence sector. By combining innovative solutions with deep technical know-how, we are positioned to capitalise on future opportunities.

Nederman in brief

Divisions

Nederman is organised into four divisions, based on differences in business logic, customer structure and technology. The divisions are global, have strong brands and an explicit focus on customers and continued growth.



NEDERMAN EXTRACTION & FILTRATION TECHNOLOGY

Develops and sells a broad range of filters and monitoring services, capturing devices, fans, high-vacuum products and reels for the distribution of a variety of liquids and compressed air.

SEKm	2024	2023	2022
External orders received	2,605	2,581	2,238
Sales	2,646	2,583	2,165
Adjusted EBITA	352	340	357
Adjusted EBITA margin	13.3%	13.1%	16,5%



NEDERMAN PROCESS TECHNOLOGY

Develops and offers services and advanced filter solutions that are integrated into the customers' production processes where they catch harmful particles and gases.

SEKm	2024	2023	2022
External orders received	1,559	1,921	1,825
Sales	1,657	2,147	1,722
Adjusted EBITA	182	209	100
Adjusted EBITA margin	11.0%	9.7%	5.8%



NEDERMAN DUCT & FILTER TECHNOLOGY

Develops and markets different types of ducting systems, valves and filter elements to ensure good air quality in a wide range of industries.

SEKm	2024	2023	2022
External orders received	803	763	704
Sales	893	839	791
Adjusted EBITA	175	157	127
Adjusted EBITA margin	19.6%	18.7%	16.1%



NEDERMAN MONITORING & CONTROL TECHNOLOGY

Develops and offers advanced measurement technology and an IoT platform that provides customers with information and insight into critical parameters and processes.

SEKm	2024	2023	2022
External orders received	813	740	657
Sales	824	733	606
Adjusted EBITA	144	153	97
Adjusted EBITA margin	17.4%	20.8%	15.9%

Regions

Nederman's operations and sales cover all continents. During 2024, sales were conducted in more than 65 countries, with EMEA comprising the largest region and the US the single largest country in terms of share of sales.

REGIONS, external sales

SEKm	2024	2023	2022	Growth 2024-2023
AMERICAS	2,327	2,424	1,782	-4%
EMEA	2,642	2,735	2,316	-3%
APAC	931	1,029	1,082	-10%

MAIN MARKETS, external sales

SEKm	2024	2023	2022	Growth 2024-2023
USA	1,947	1,957	1,453	-1%
Germany	445	437	414	2%
China	343	338	364	2%
UK	335	324	267	3%
India	226	320	300	-29%
Sweden	156	147	135	7%

AMERICAS
2,327 SEKm

EMEA
2,642 SEKm

APAC
931 SEKm

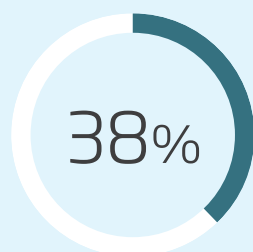
39%

45%

16%

Sales channels

Nederman's customer offering encompasses everything from individual products, complete solutions, design, installation, and commissioning to service. Based on these, we established a sales model divided into three groups: products, solutions, and service and aftermarket.

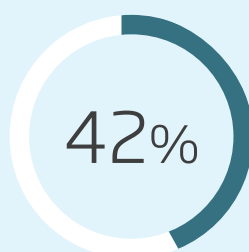


Percentage of the group's
sales 2024

SALES, SEKm	
2024	2,258
2020	1,495
Annual growth (ø)	
	+ 11%

PRODUCT SALES

The basis of Nederman's business. A broad range of standard products that solve common problems. Sales are made primarily via distributors and resellers.

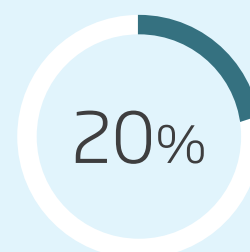


Percentage of the group's
sales 2024

SALES, SEKm	
2024	2,482
2020	1,506
Annual growth (ø)	
	+ 13%

SOLUTIONS

Resolve complex tasks. Unique solutions or standard products that are assembled together to form small, mid-sized systems, or large-scale system solutions. All sales are conducted through our own sales organisation.



Percentage of the group's
sales 2024

SALES, SEKm	
2024	1,160
2020	673
Annual growth (ø)	
	+ 15%

SERVICE AND AFTERMARKET

Qualified service with high availability to ensure continuous operation without costly interruptions in production. Sales are conducted through our own organisation or via authorised subcontractors.



Profitable business
in a growing market

Poor air is one of the most common causes of premature deaths throughout the world and industry is one of the largest sources of emissions. At the same time, industry is at the forefront of many initiatives to improve the situation, which also contributes to reduced energy consumption, increased recycling and more efficient production.

Clean air is essential for human health and the environment. Unfortunately, a large share of the world's population lives and works in regions with air pollution, which leads to serious health risks, such as cardiopulmonary diseases, a high level of sick leave, as well as environmental problems, such as poorer biodiversity. Air pollution, particularly the finest particles like PM_{2.5}, can penetrate deep into human lungs and affect blood circulation, causing millions of premature deaths annually.

STRICTER LAWS AND NEW DIRECTIVES

Stricter laws and guidelines are being implemented throughout the world to accelerate the process of reducing air pollution. The WHO has cut its limits for particles such as PM_{2.5} and other pollutants including nitric oxide and ozone. The EU has updated its Ambient Air Quality Directive (AAQD), with the aim of achieving the WHO's new norms by 2035. This involves stricter limits for air pollution and clearer obligations for member countries and companies to take action if the limits are exceeded. Air quality is a key aspect of the new Corporate Sustainability Reporting Directive (CSRD), which applies from 2025. Companies are required to report their activities that impact the environment, including emissions that contribute to air pollution, such as PM_{2.5}, nitric oxide and other harmful substances. Companies are also expected to report on measures they take to reduce these emissions and their impact.

KEY INITIATIVES IN THE US AND CHINA

Stricter air quality requirements are also being introduced in the US. In 2024, the Environmental Protection Agency (EPA) tightened its limits for particles (PM_{2.5}) and ozone, among others, as part of a national effort to reduce air pollution and protect

public health. In addition, investments are being made in clean energy and reduced emissions from the transport sector to further improve air quality. China has made significant progress in improving air quality. Stricter environmental regulations, such as new limits for PM_{2.5} and other air pollution, have been introduced. China's Blue Sky Action Plan, launched in 2018, has contributed to reduced emissions from industry, transport and the construction sector, particularly in hard hit areas.

INDUSTRY LEADING DEVELOPMENTS

Industry is one of the largest sources of air pollution, while, at the same time, playing a crucial role in developing new solutions for a cleaner future. Using innovative technology, improved production processes and a high level of self-imposed environmental requirements, industry is working actively to reduce its emissions and improve air quality. Progress in such areas as energy efficiency, recycling and emissions control enable production to be conducted with a smaller environmental footprint. In addition, increasingly strict demands are being placed on the capacity of ventilation and air filtration systems to not only improve the work environment and meet statutory requirements, but also to contribute to reduced energy consumption and more efficient processes. A key part of this is smart digital monitoring and control, which enables a fully optimised production flow.

Read more about the need for clean air worldwide in, for example, the World Air Quality Report (IQAir), the State of Global Air (SOGA), the World Health Organization (WHO) Global Ambient Air Quality Database 2024, the 2024 Environmental Performance Index (EPI) and the UNEP Emissions Gap Report.

This is driving the demand for clean air solutions.

Stricter
environmental
legislation

Health
and
safety

Environmental
threats and
resource shortages

Increased
consumer
awareness

Digitalisation
and new
technology

99%

According to the WHO's most recently updated air quality database, 99 percent of the world's population breathes air containing harmful particles.

Our strategy for global market leadership and growth

Demand is being driven by the enormous need for better air quality in communities and industries the world over. Our business concept is built on market leadership and offering innovative products and solutions that combine the need for clean air to protect human health with industry's growing demand for efficiency and productivity.

Nederman has evolved from a dedicated product-based engineering company into a solutions-oriented environmental technology company and has become an active driving force in the transition to a more sustainable and resource-efficient society. Today, we are a global technology leader in industrial air filtration, with a presence in all major industrial markets. Accordingly, the growing global need for reduced emissions and more efficient production makes us more relevant than ever in a growing number of industries.

STRATEGY FOR GLOBAL MARKET LEADERSHIP

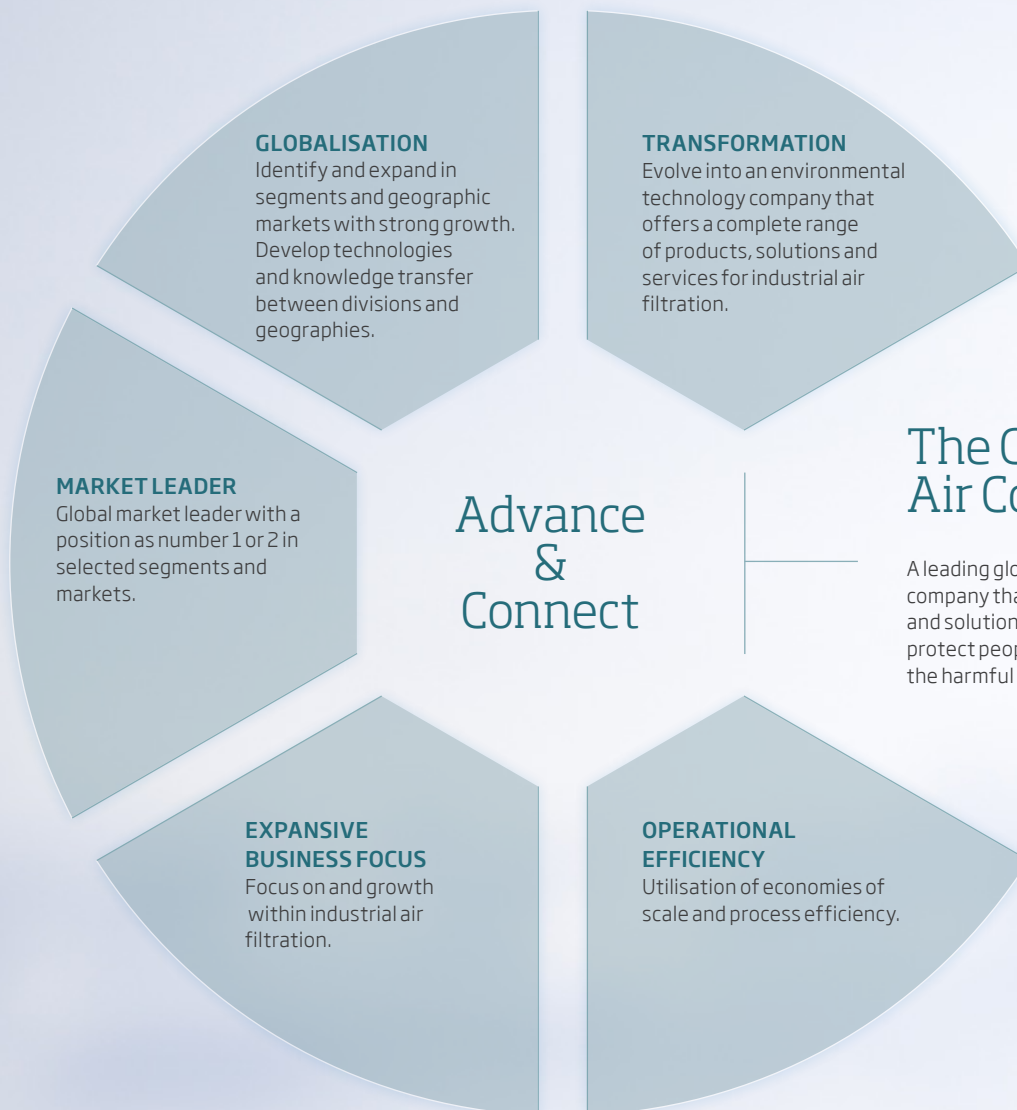
Our Advance & Connect strategy focuses on five key areas to achieve global market leadership and growth. By optimising and further developing our strengths – whereby digital technology develops our offering, our operations and presence and visibility in digital communication channels – we are able to strengthen our core operations, increase our market shares

and drive continued growth. We use our solid financial position, competence and offering to expand into new markets and segments, develop end-to-end solutions and broaden our service offering.

GROWTH AND PROFITABILITY IN FOCUS

Market leadership, an expansive business focus and globalisation are some of the key components in our continued growth and consolidation in the market. Through continuous product development – taking full advantage of digital technology – and strategic acquisitions, we constantly develop our offering and our market position, and stand stronger and closer to our customers. Our stable sales, high rate of innovation and cost-effective production give us the possibility to offer market-leading and optimised solutions for industrial air filtration and future-proof production. This supports increased profitability for us and our customers and creates long-term value for our shareholders.

“The growing global need for reduced emissions and more efficient production makes us more relevant than ever in a growing number of industries.”



The Clean Air Company

A leading global environmental technology company that provides products, services and solutions in industrial air filtration to protect people, planet and production from the harmful effects of industrial processes.

Our mission

We shape the future for clean air

Our promise

We protect people, planet and production from the harmful effects of industrial processes.

Change is in the Air

Our sustainability plan "**Change is in the Air**" demonstrates our long-term commitment to leading the change towards a cleaner and more sustainable world. We strive to drive positive change globally and to achieve ambitious goals through activities to improve air quality, create fair and inclusive working conditions, reduce climate impact and promote a circular economy. Read more on page 38.

Circularity
Climate
Clean air Co-workers

The most important goals to be achieved and how we will do it

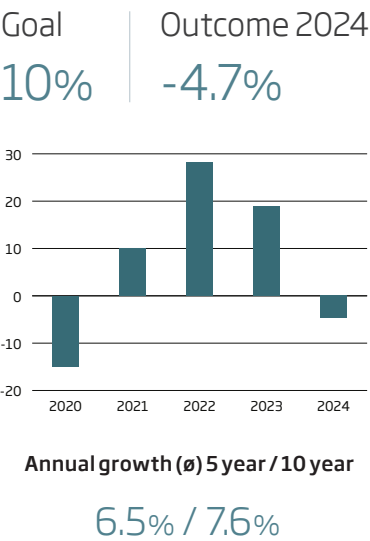
Our three financial goals provide important guidance to ensure long-term success, competitive-
ness and shareholder returns. In relation to these, in 2024, we defined four new overall goals for our
sustainability work. We can see that financial success and sustainable development are mutually
dependent and our goals serve as guidelines for the way in which Nederman is to develop and
create value for various stakeholders, in the long and short term.

Growth

What
The goal is to achieve a minimum of 10 percent annual sales growth over a business cycle, which includes organic growth and acquisitions.

Why
Continuous growth indicates retained and strengthened market positions. We foresee opportunities to expand our business both geographically and into new sectors.

How
We continuously strengthen our leading offering and grow in new segments, and at the same time, actively participate in the consolidation of our industry.

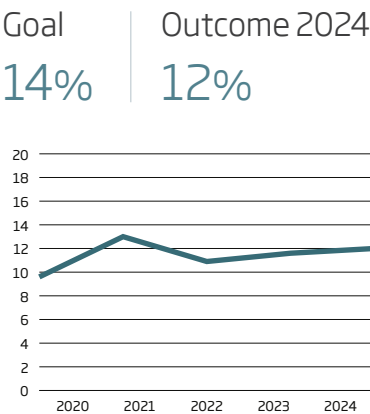


Profitability

What
The goal is an adjusted EBITA margin of at least 14 percent, that is, earnings before interest, taxes, amortisation and impairment and non-recurring items.

Why
This indicates the underlying profitability that we regard as reasonable in terms of our technology leadership and our operational efficiency.

How
We enhance the efficiency of our production and logistics and continuously upgrade our offering with new solutions and a growing service business.

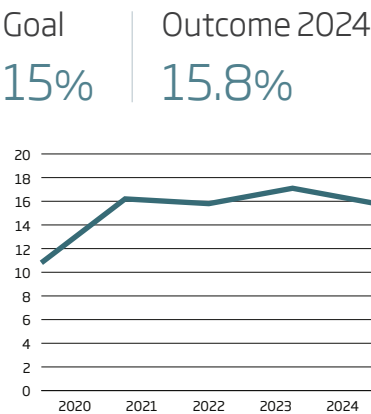


Return

What
The goal is a return on operating capital of not less than 15 percent, that is, adjusted operating profit as a percentage of average operating capital.

Why
This shows the return that we regard as possible on the capital we utilise to drive our core business, a measure of our financial stability.

How
It is basically a matter of finding the right balance between increasing profitability and using the capital that is tied up in the operations in a smart way.





CleanAir

The share of sales derived from intelligent solutions that clean air, measure air pollution and optimise these processes to reduce customers' energy and resource consumption, continued to increase in 2024 as a result of a higher pace of development and the launch of new solutions, among other activities.

Goal 2030

>90%

Outcome 2024

90%

Co-workers

We want to improve the working conditions for co-workers in our own operations, and those who work for customers and suppliers. We have also established a goal that all suppliers will sign our Supplier Code of Conduct. In 2024, we made some more progress towards this goal.

Goal 2030

100%

Outcome 2024

90%

Climate

Approximately 98 percent of our climate impact arises in the use phase of our products and solutions, and by making these smarter and more efficient, we have set the goal of reducing climate impact in absolute terms by 25 percent by 2030, compared with the 2022 base year. During 2024, we achieved a reduction of 12 percent.

Goal 2030

-25%

Outcome 2024

-12%

Circularity

Circular economy is central to sustainable resource usage. Our goal is that at least 50 percent of our total purchase volume of steel, aluminium and polyester filter bags will come from recycled sources by 2030. We began measuring this share in 2024 and the outcome for the year was 33 percent.

Goal 2030

>50%

Outcome 2024

33%

Market-oriented expansion with continued acquisition focus

Nederman is a leading global environmental technology company and growth is created in current market segments and by using the existing expertise and offering to expand into new areas. In addition, acquisition is a key part of the growth strategy.

Nederman's industry is global, but most players are focused on an individual geography, application or technology. Strong positions in all of our markets are a decisive advantage for us. The goal is to become number one or two in selected segments and geographies. Delivering end-to-end solutions and the latest technologies is becoming increasingly important, for example, for customers who require global contracts.

MEETS NEW CUSTOMER NEEDS

Our unique expertise makes it possible to meet the market's increasing demands for industrial air filtration and specific customer requirements, such as the management of explosive dust, energy efficiency, system optimisation and safe operation. We invest in profitable growth through innovative product development and digitalisation, at the same time as we use our existing expertise to expand within strategic growth areas. In recent years, we have successfully grown organically in such market segments as battery manufacturing, defence industry, waste management and renewable energy production.

SIGNIFICANT MARKET POTENTIAL

A key part of our strategy for higher growth is to increase sales and maximise synergies between our divisions. When we broaden our product range and develop new digital services, while also expanding our global presence, we gain access to larger markets. The global market for the segments in which Nederman is active

is currently estimated at approximately EUR 5 billion, with Nederman's share estimated at 10 percent. In addition, Nederman's addressable market and the total market of products and services is considerably larger, thereby creating good potential for continued growth.

GROWTH THROUGH ACQUISITIONS

Acquisitions play a key role in our growth strategy, for example, to strengthen our presence in specific geographic areas or to expand within rapidly growing industries. Several of our most recent acquisitions have focused on technologies that we deem to be strategically important in enabling us to help our customers future-proof their production. These technologies can function both as components in large systems and as stand-alone products, and with continued development, they are key to our organic growth. The focus is often on globalising technologies and making them available in all relevant markets and business segments, while we develop the service and support offerings.

STRONG BRANDS

Nederman addresses the market with a broad portfolio of strong brands, with each brand bringing leading-edge expertise in a defined product area, technology or market segment. The management of acquired brands is assessed individually and they are integrated strategically to optimise our offering on a global level.

Total market

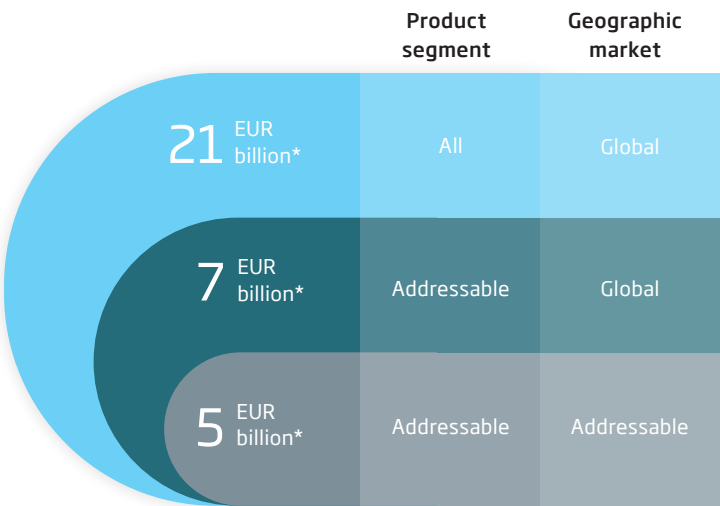
Global market for products and services in industrial air filtration.

Total addressable market

Total market for products and services in Nederman's current segments.

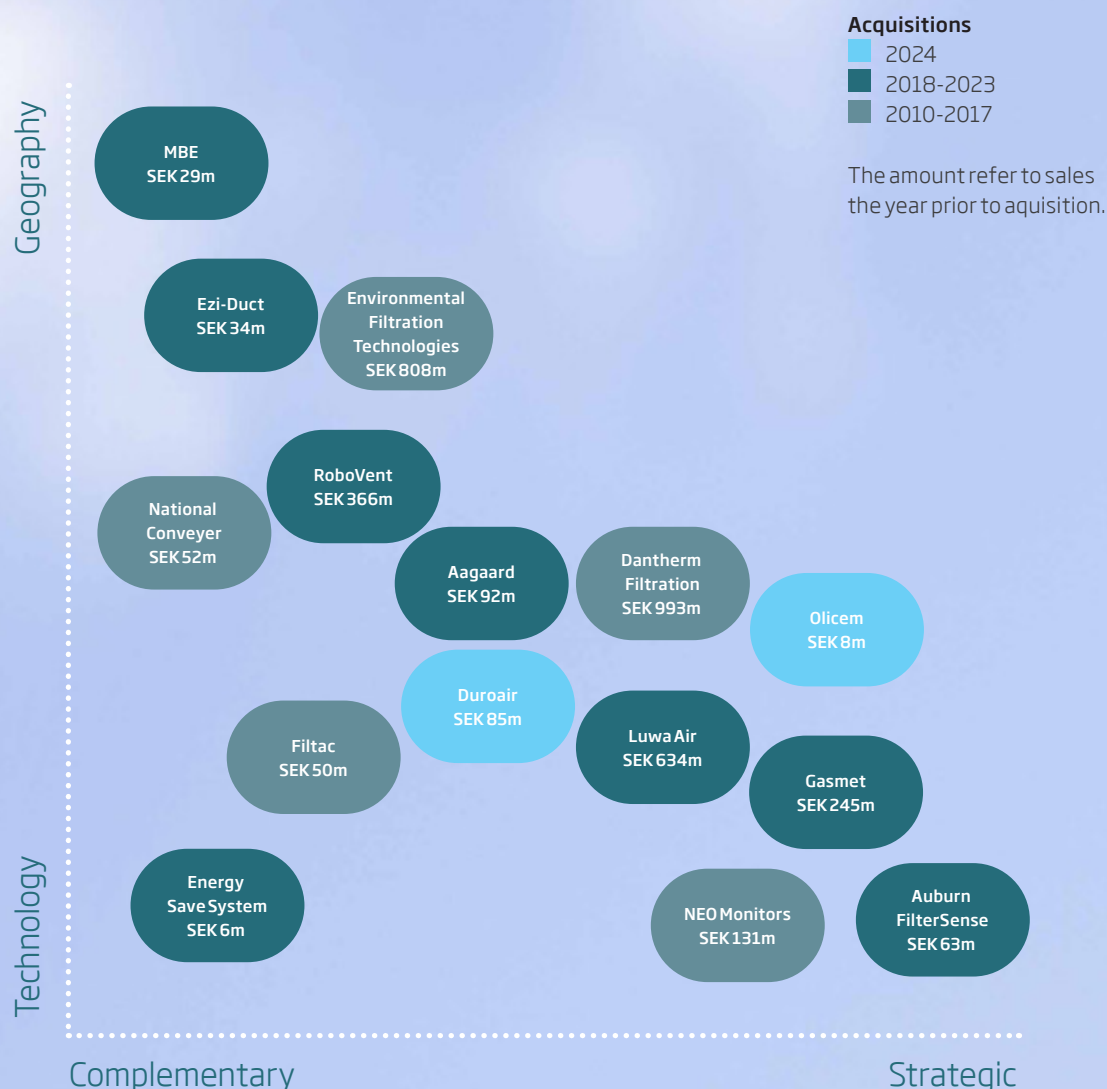
Potential addressable market

Product segments and geographic markets addressed by Nederman with its current products and services, and through existing sales and service channels.



*Estimated market value, internal calculations

From regional product-based company to global solutions provider



MOST RECENT ACQUISITIONS

Olicem

Danish company Olicem A/S offers a market-leading system for monitoring and emissions reporting, which gives the user the possibility to ensure and report that emission levels do not exceed legal requirements. The acquisition strengthens Nederman's position and competence in monitoring and reporting in Europe.

Duroair

Canadian company Duroair Technologies has a unique market position in designing, manufacturing and selling climate controlled air filtration with the US and Canada as the main markets. The acquisition strengthens Nederman's range of, for example, solutions for the defence and aeronautics industries.

Aagaard

Danish company Aagaard A/S, which was acquired in 2023, has a strong market position and develops complete turnkey systems for the woodworking and furniture industry globally. The acquisition strengthens Nederman's position in woodworking in the European market and developed positively in 2024.



Expansion and growth in new industries with existing solutions

Nederman is active in numerous of industries including, for example, metal, wood, textile and composite processing. At the same time, the need and requirement for clean air and to protect people, planet and production is common for all production. New demands for sustainable development increase growth and also drive the development of new industries. This, combined with strong global megatrends, strengthens Nederman's market and growth potential, with expansion taking place by using existing expertise and solutions for new areas.

Incineration, Waste-to-energy

The amount of waste is increasing globally and is placing demands on efficient recycling and the necessary incineration of residual waste. Incineration processes are used for energy recovery (waste-to-energy), but generate air pollution, including flue gases. Our solutions help to clean these emissions and improve the effectiveness of this process.

Battery production

The growing demand for high-capacity batteries is driving the electrification of the vehicle fleet and the need for energy storage. The manufacturing and recycling of batteries require a large amount of energy and the management of harmful substances, such as heavy metals and flue gases. Our solutions contribute to a safer and cleaner production process.

Wind power

Wind power as a source of energy is growing rapidly and the manufacture of wind turbines requires high precision and cleanliness. Such processes as the grinding of composite materials, welding and metalworking place high demands on clean air in the production environment. Our solutions ensure a controlled working environment and protect employees and production.

Hydrogen

The hydrogen industry is an emerging sector for clean energy, with major future potential. Hydrogen production requires effective filtration and recycling of by-products such as carbon powder (carbon black). We provide technology that assists in monitoring and cleaning the processes, thereby contributing to more sustainable production.

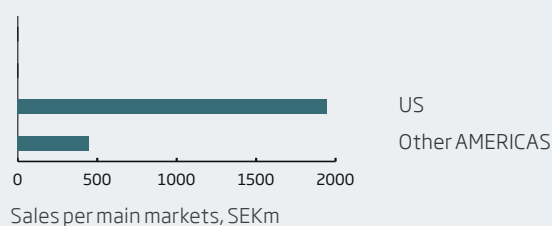
Recycling

The recycling industry is central to global sustainability and continues to grow. Nederman's expertise contributes to increased recycling of such materials as metal shavings, wood and paper fibre. Our solutions meet the recycling industry's need for effective air filtration and process monitoring to ensure more sustainable and safe management.

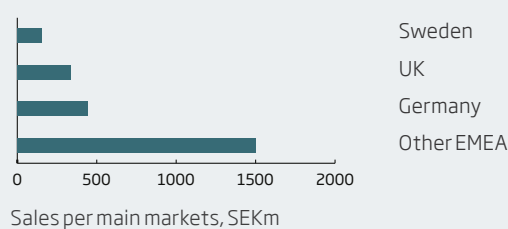
Read more about Nederman's industries and the customers to which it sells its products and solutions in the division sections on pages 54, 56, 58 and 60.

Strong positions in all major markets

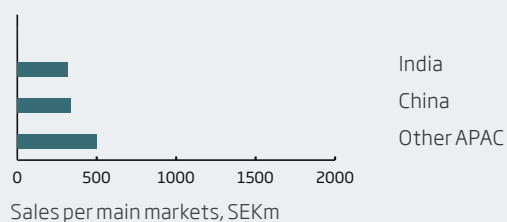
Americas



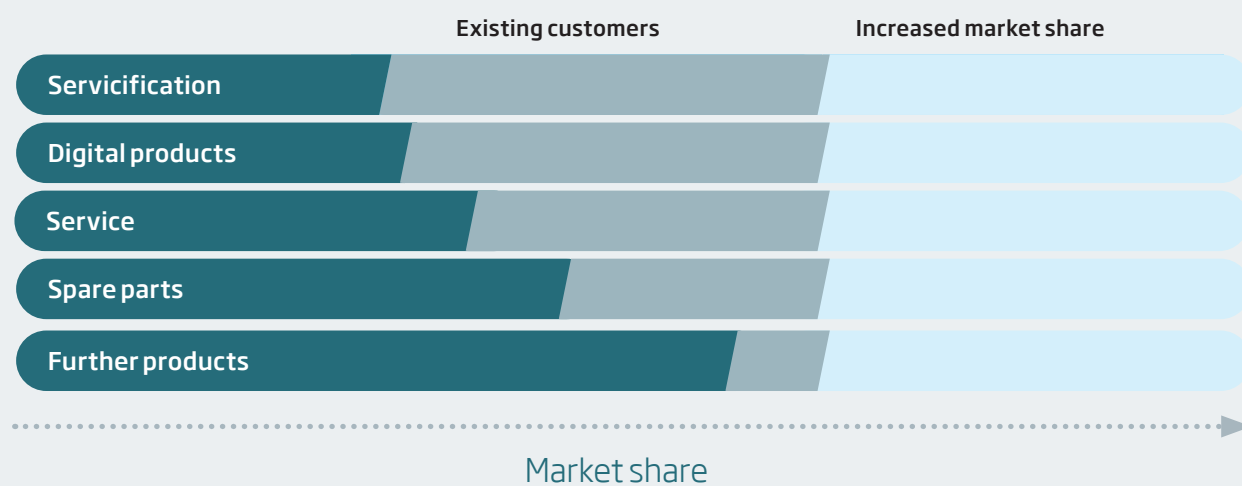
EMEA



APAC



Expansion within existing customers and industries



Significant potential in Europe

With more than 80 years' experience, Nederman is established as a leading player in industrial air filtration and monitoring globally, and particularly in Europe. Europe is not only our largest market in terms of sales, but also a central platform for innovation and development due to the strict regulations in the region that place high demands on emissions control and health and safety.

Despite a decline in the share of the Group's sales in Europe in the past decade, as we have expanded globally, our sales in the region have continued to grow in absolute terms. Through strategic investments and acquisitions, we have broadened our market coverage and strengthened our position in important segments. The acquisition of the Danish company Dantherm Filtration in 2010 essentially doubled sales and made us world-leading in air filtration, while the acquisition of Swiss company Luwa Air Engineering gave us a leading role in air conditioning and ventilation solutions for the textile industry, a position that we have successfully developed globally. The acquisition of technology companies such as Finnish Gasmet Technologies, Norwegian NEO Monitors, UK Energy Save Systems, and most recently, in 2024, the Danish company Olicem Technologies, has made us leading in digital monitoring, control and the reporting of production processes. Not only in Europe but across the globe.

A KEY PLATFORM FOR GLOBAL EXPANSION

Europe remains an exemplary region for environmental and health and safety regulations, and other parts of the world often adapt to the standards established here. This makes our leading position in the region an important springboard for global expansion. In recent years, tighter demands for reduced emissions of hazardous particles and greenhouse gases have driven demand for our solutions.

Although certain traditional industries, such as automotive manufacturing and the wood products industry, are currently displaying a weaker trend, this is being offset by structural growth in sectors with a clear connection to the green transition. We foresee, for example, growth potential in such segments as battery manufacturing, hydrogen production and recycling. In addition, the defence industry has become a growing market, driven by heightened security policy tensions. With our existing expertise and offering, we are strengthening our position in these high-growth segments.

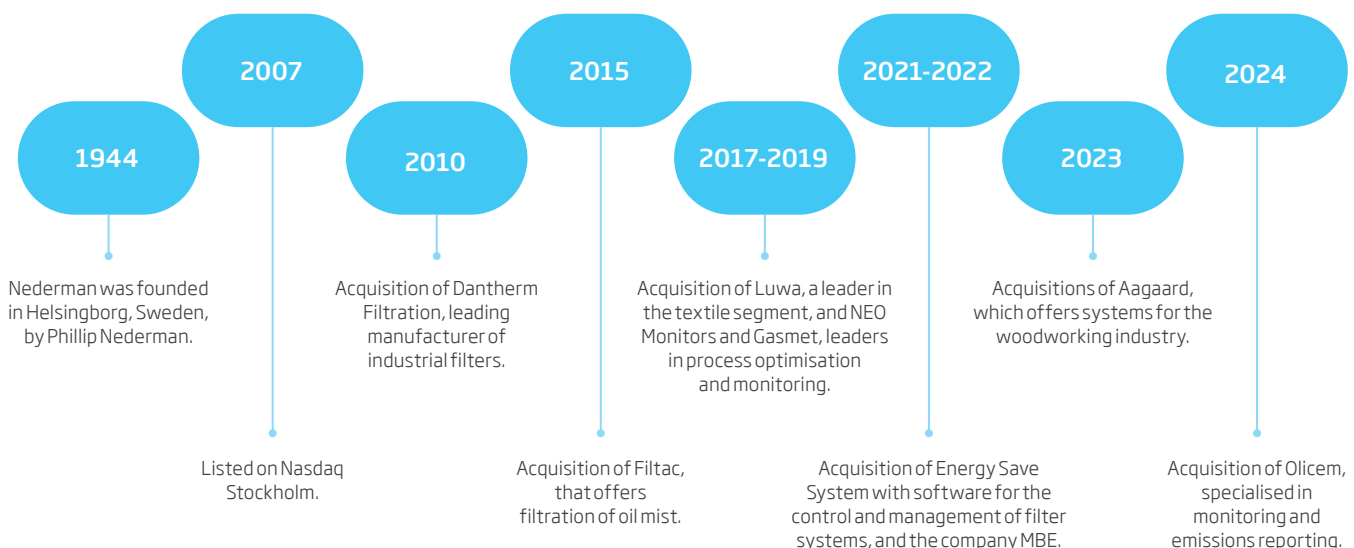
REINFORCING OUR MARKET-LEADING POSITION

Three of our four divisions have their largest market in Europe; our largest division, Extraction & Filtration Technology, has more than half of its sales in the region, for example. All of the divisions work actively to strengthen their positions through organic growth and acquisitions. To meet the continued growing demand, we are making major investments in production, logistics and product development. Through innovative solutions and local presence, we strengthen our competitiveness and create value for our customers, even in times of macroeconomic uncertainty.

European industries are facing a number of challenges, from stricter regulatory requirements to the need for increased efficiency. Nederman is well positioned to meet these with its offering of clean air and higher process and energy efficiency. By continuing to develop our presence and our solutions, we are consolidating our position as a market leader in Europe and laying the foundation for continued global growth.



Read about our development in the US in the 2023 Annual Report.





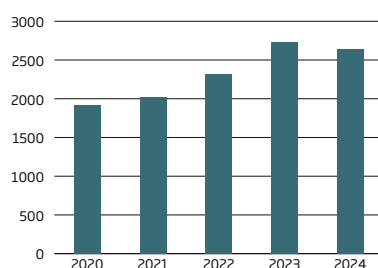
Market position

#1

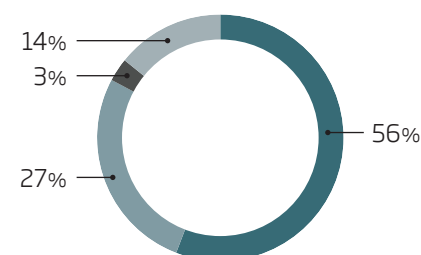
Share of
group employees

49%

Net sales, SEKm



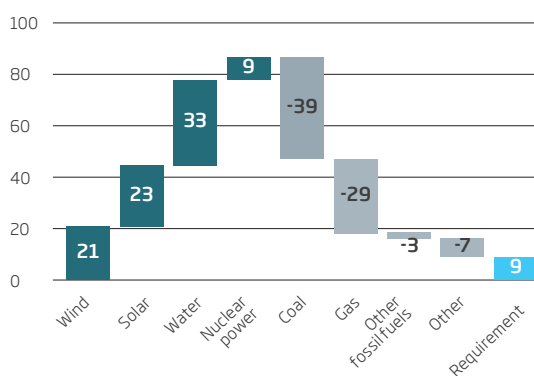
Net sales per division



External sales

- Extraction & Filtration Technology
- Process Technology
- Duct & Filter Technology
- Monitoring & Control Technology

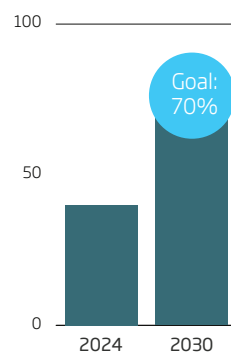
RENEWABLE ENERGY NOW LARGEST



The investments in renewable energy sources in recent years means that their share in the EU has now surpassed fossil energy sources, a trend that is expected to strengthen further in the future.

Source: Monthly electric data, Ember

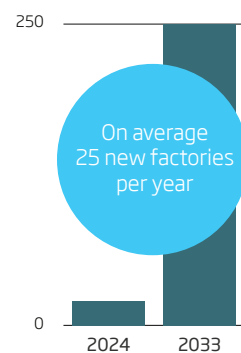
MORE METAL RECYCLING



The recycling of metals is important from a climate and resource perspective, and the EU has set a target of increasing this share to 70 percent by 2030, which corresponds to a high annual rate of growth.

Source: Ecostar

MORE BATTERY PLANTS



The electrification of society, such as conversion of the vehicle fleet to electrical operation, means that the number of battery plants in Europe needs to be doubled.

Source: Statista



A unique range based on technology leadership

A comprehensive product and service portfolio, combined with our digitalisation expertise, makes us a leading competence and technology partner for industries globally that want to improve their air filtration processes, increase their operational efficiency and, at the same time, contribute to sustainable development.

Air filtration, together with heating and ventilation, are central support processes within industry. Using new technology, digitalisation and Artificial Intelligence (AI), these processes are being increasingly integrated with the overall production flow. This gives air filtration, and Nederman as a supplier, a more prominent role in the decision-making process in connection with new establishments and redevelopments. By becoming involved early in the process, we can ensure that the latest technology can be implemented from the start.

DIGITALISATION - THE NEW NORMAL

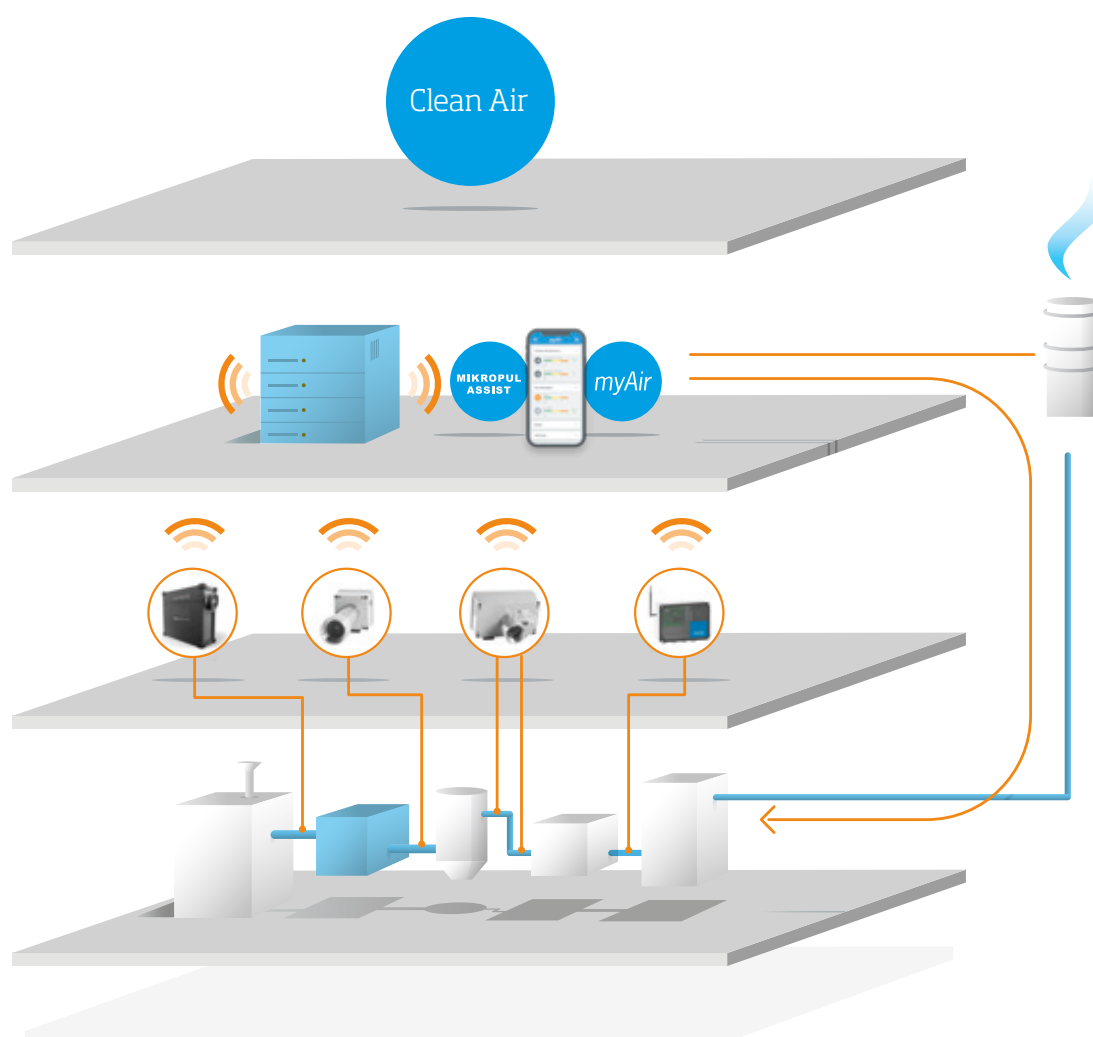
Digitalisation is a basic requirement for maximising the potential within industry. Analogue systems cannot be fully utilised and integrated into modern control systems, which renders them unable to deliver data for optimisation or to harmonise with other advanced processes, such as heat recovery. Through our digital solutions, such as Nederman SAVE, myAir ONE and Nederman Insight, we can enable a fully optimised production flow and maximise the customers' efficiency.

SERVICIFICATION AS A KEY FACTOR

Digitalisation also brings the possibility to combine hardware with services for monitoring, optimisation and maintenance. This shift towards servicification is becoming increasingly relevant as industries focus on their core operations and outsource support functions such as air filtration, for which Nederman offers end-to-end solutions. Our services cover everything from local needs to global demands, making us a leading player in the market.

SIGNIFICANT MARKET POTENTIAL

As market leader, Nederman has a strong starting point with expertise, advanced filter systems and long customer relationships. We can increase sales and upgrade existing installations using our digital products and services. At the same time, new industries are emerging, such as high-capacity batteries and hydrogen, where customers regard digitalised processes and outsourced operations as a natural part of operations. In this, we have a competitive advantage with our broad product offering and advanced digital solutions.



Nederman Clean Air Concept

In order to minimise emissions and pollution in production processes, we have developed the Nederman Clean Air Concept, a unique service concept for industrial air filtration. This revolves around integrating various products, technologies and solutions, and includes the unique and completely decisive possibility of being able to measure and collect data from the customer's process. Based on this knowledge, we then have the opportunity - in an integrated flow - to clean and extract particles, optimise the process, validate the process results and report in accordance with regulatory requirements. The concept comprises four steps.

Capture, transport, filter

We capture, transport and filter polluted air, which is a basic requirement for clean air and ensuring a clean and healthy working environment.

Monitor, optimise

Using sensors and measuring equipment, we monitor air quality in real time and optimise the entire air filtration process. We offer both local (on-site) and remote (on-line) solutions.

Validate

We store and analyse all collected data to provide the customer immediate insight and long-term optimisation of the production process.

Report

Our system enables reporting in real time, generating significant cost savings for documentation and fulfilment of internal requirements and regulatory requirements.

The value we deliver – Clean Air Optimised

Air pollution, indoor and outdoor, which is calculated in accordance with WHO (World Health Organisation) parameters, causes approximately 7 million premature deaths each year. Using our advanced air filtration solutions and expertise, we help our customers to reduce their environmental impact, achieve their sustainability goals and create cleaner and safer working environments.

ENERGY EFFICIENCY

Industry accounts for approximately one third of energy consumption globally, and a portion of this energy is used in support processes such as air filtration. Nederman contributes to increased energy efficiency by offering energy-efficient products and digitalised and automated air filtration solutions that optimise processes and energy use. In turn, this leads to economic savings and more sustainable production.

PROCESS EFFICIENCY

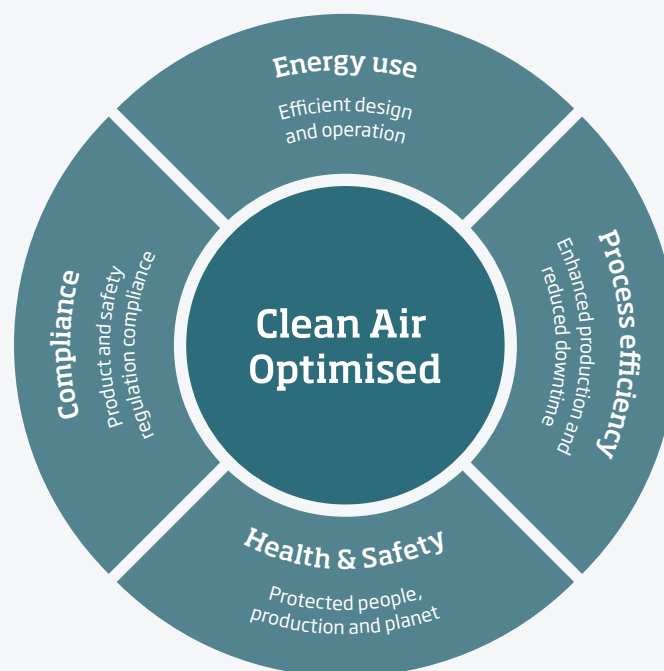
In many industries, air filtration is a central part of production. High demands are placed on operational reliability and availability to ensure efficient production. Through digital measurement, monitoring and optimisation of air filtration, Nederman offers solutions that not only improve air quality, but also increase productivity and ensure more efficient operation.

HEALTH AND SAFETY

Research shows clear connections between air pollution and a number of health problems. Improved air filtration in industry makes for a better working environment and reduces harmful emissions. This results in lower sickness absence and lower costs for companies. It also leads to better public health in the community, resulting in less pressure on healthcare and public costs for care and treatment.

LEGAL AND REGULATORY COMPLIANCE

Industry is facing increasingly stricter environmental laws and regulations. Using our expertise in filtration, digital monitoring and data collection, we help our customers to ensure that their operations comply with all applicable regulatory requirements. Through real time follow-up and automated reporting, we facilitate effective documentation and compliance, thereby ensuring more secure and more sustainable production for companies.





Nederman SAVE and IoT technology ensure optimal environment in Hungarian factory

JOST, a global leader in truck and trailer components, implemented Nederman's intelligent airflow control solution, including MCP SmartFilter and the SAVE system, to optimise its factory in Hungary. The solution improved the air quality and the work environment through effective welding fume extraction, which provided protection to employees and met safety standards. IoT-based monitoring provided detailed insight into machine usage, energy consumption and performance, thereby enabling significant energy savings and a rapid return on investment (ROI) within 18 months. In addition, the maintenance requirement was reduced and the system offers flexibility for future machinery additions, which supports JOST's goal of more sustainable and efficient production.




Rapid and reliable deliveries to critical industrial projects in Europe

In new industrial projects, reliable deliveries are often crucial. Nordfab, a part of the Duct & Filter Technology division, has become renowned for delivering quickly, reliably and with high quality using its Fast, Friendly, and Reliable concept. During 2024, several major orders were secured for the installation of ducting systems for process ventilation in Europe, including within rapidly growing industrial segments in Sweden. One customer needed particularly fast delivery, which was possible due to an efficient process supported by technical documentation. Both standard and configured ducting products valued at more than SEK 1m were supplied and installed within only a few weeks. The rapid installation was facilitated by Nordfab's patented Quick Fit technology, by which the ducts simply click into each other. In total, nearly 1,500 ducts were installed in the industrial building.

Emissions analysis for reduced climate impact in cotton production

A study at Texas A&M Agri Life Research in Lubbock, supported by Nederman, investigated how cover crops and conservation agriculture affect greenhouse gas emissions and agronomic production in Texas High Plains, one of the world's largest cotton-producing regions. Using Gasmeter's analysis system, greenhouse gas flows could be measured in real time and revealed that the earth's capacity to bind N_2O can be strengthened using the correct fertilisation strategies. The study also found that wheat as a cover crop can contribute to soil carbon sequestration, although CO_2 emissions increase initially. The results show that conservation agriculture surpassed traditional methods in reducing climate impact, at the same time as productivity is maintained, with the potential to generate even greater benefits in the long term.





During 2024, Nederman established its new facility in Helsingborg, featuring, for example, more efficient production and logistics, and the leading Nederman Innovation Center and the innovative Nederman Experience Center.

Our world of innovation

Innovation is the core of our offering, the constant development of our business and our strong position in the global market. It is by constantly developing new products, services and business models that we create value for our customers and contribute to a cleaner, more sustainable world. We not only endeavour to improve, but set new standards and drive change.

Through the years, we have developed a number of different groundbreaking solutions that protect people and the environment. From specific technological solutions and advanced filtration systems that clean the air in heavy industry, to IoT-based digital tools that enable real-time optimisation of air quality and energy efficiency. Our innovations provide customers with long-term benefits, such as increased productivity and reduced environmental impact.

HELSEINGBORG AS GLOBAL INNOVATION HUB

The new Nederman Innovation Center in Helsingborg is now the heart of our global innovation work. An industry-leading innovation centre that combines expertise, advanced technology, testing and pilot projects to create solutions that meet the needs of today and tomorrow. Our 14 innovation hubs throughout the world have specific areas of competence and together, we ensure that our customers gain access to the best solutions for their respective operations and that we strengthen and develop our world- and market-leading positions.

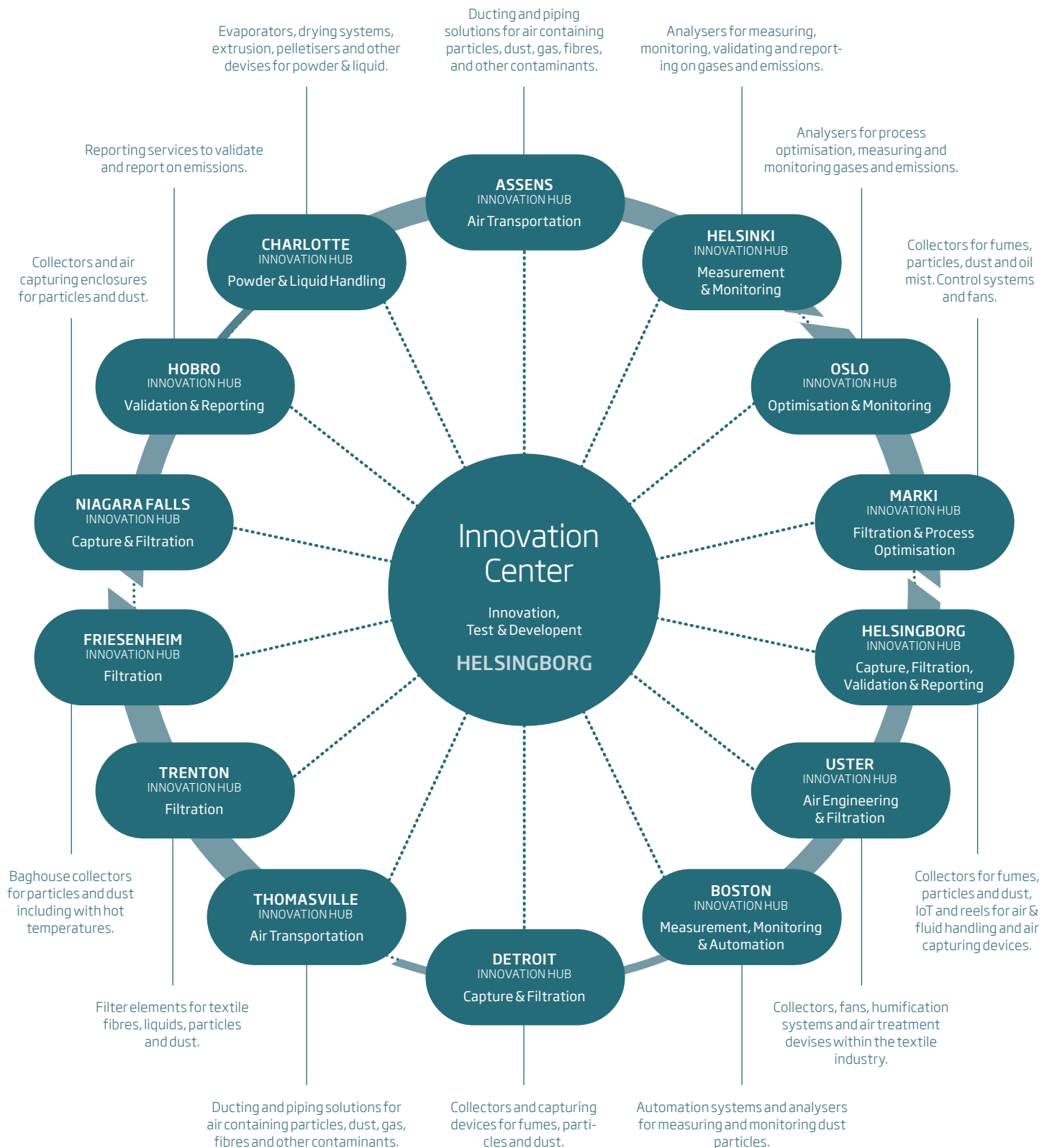
DIGITALISATION IS AN IMPORTANT DRIVING FORCE

The ability to offer monitoring, validation and reporting is a key element of our innovation work. Using, for example, IoT and digital technology, we enable real-time monitoring and optimisation, which helps customers to save resources, reduce emissions and strengthen their competitiveness. Our ambition as market leader in environmental technology is that each innovation must lead to more effective production processes and support a more sustainable future.

COLLABORATION CREATES SUCCESS

We work closely with our customers and collaborate with leading universities, research institutes and technology partners. Together, we develop solutions that strengthen industry's competitiveness and contribute to a cleaner planet. Innovation is not only part of what we do, it is part of our promise: to protect people, strengthen customers' operations and shape a future in which clean air is the norm.

“ The strong and proven innovation capacity we possess is central in our world-leading position, now and in the future.”



2.6%

R&D/sales 2024

As market leader, investments in R&D have the highest priority and in 2024, these increased by 17 percent to SEK152m.

15

Innovation centre and hubs

Through our innovation centre and 14 specialised hubs throughout the world, we continuously ensure world-leading development.

NEW CONCEPTS AND NEW APPLICATIONS

Automation, digitalisation and connection are the starting points when we develop the next generation of our range of solutions. The filtration of industrial air flows gains a completely new meaning, focusing on a turnkey approach and creating completely new business concepts.

The need for clean air in industry has focused in recent decades on more effective filtration, an area in which Nederman is at the leading edge with its digital filter systems. At the same time, we have built up expertise in measurement and process control using a broad portfolio of hardware and software solutions, which are characterised by a high degree of intelligence and innovative technologies. This is supplemented by services that increase availability and improve knowledge transfer.

STRONG BASE BUSINESS PROVIDES WEIGHT AND EXPERIENCE

Our sales base comprises a broad range of products and components, marketed through our own and external channels. We offer the market's largest range of solutions for filtration and separation of dust, welding fumes, oil mist, gas and explosive dust. The focus is on industrial segments with extensive environmental impact, including metalworking, the fibre industry and energy production. All product and service development aims to increase productivity and improve air quality.

KNOWLEDGE TRANSFER TO NEW INDUSTRIES

New segments and needs arise when changed consumption patterns and technology development lead to a need for customisation to meet requirements from society and investors. Thanks

to our experience and broad range, we are able to rapidly develop new applications and create new positions in the market. As applications become more complex, the added value increases, which means that our engineering expertise becomes decisive in adapting products and services for new industries and applications.

SERVICE OFFERING INCREASES IN VALUE

Filtration is central to industrial air filtration. Each year, Nederman installs a four-figure number of stationary filter systems, and since their launch in 2019, the share of IoT-ready systems increased to 70 percent in 2024. With more digital filter systems, demand is also growing for our IoT-based subscription services, including myAir ONE and MikroPul-Assist. These services optimise the systems and reduce operational stoppages. During 2024, sales of services increased and we expect continued growth in the years to come.

NEDERMAN INSIGHT - A PRODUCT FOR DATA-DRIVEN EFFICIENCY

Through digitalisation, we can now monitor and control industrial air flow systems in real time. The Nederman Insight IoT platform collects all process data and analyses it to optimise operation. This leads to immediate efficiency gains that reduce energy consumption and increase the system's availability. The platform also stores historical data that can be used to identify trends and improve future operation. This data-driven strategy provides us and our customers with a strong basis for making decisions that improve profitability and sustainability.



PAK-M

A compact and energy-efficient high-vacuum unit, perfect for the elimination of welding fumes, grinding dust and other non-combustible material in workshops and on construction sites. Its design enables simple installation, low noise level and energy savings of up to 50% due to variable frequency drive (VFD).



Nordfab Now®

A programme which, via an online portal for simple ordering, provides rapid delivery of Nordfab's duct products. By maintaining more than 900 of the most popular standard items in stock in a newly extended factory of 55,000 square metres, orders are dispatched already the next working day.



LaserGas™ iQ2 analyser

The first analyser that measures up to four gases (O₂, CO, CH₄, H₂O) and temperature, which eliminates the needs for multiple units for combustion analysis. It's cutting-edge design and functionality ensures that the instrument delivers unmatched reliability and durability.



“The leading supplier of connected solutions”

To meet the rising demand for digital solutions – cloud-based and local – we are building up our own expertise to be able to deliver more value to customers. The establishment of the Operational Technology Center (OTC) under the management of Peter Blomberg, clearly marks our ambition to lead development.



Peter Blomberg
Director Operational
Technology Center
Helsingborg, Sweden

Peter, what does this venture look like in concrete terms?

We are building a dedicated team to develop and maintain our IoT and automation platforms, as well as support our standard products using these solutions. To strengthen Nederman in general and our innovation capacity, investment has been made in a new facility in Helsingborg, with access to an ultra-modern test lab, where we can verify that we deliver the best solutions before they reach our customers.

How have you succeeded in recruiting the right talents?

It has been an incredibly exciting process in which we have had major successes. Over a short period, we have recruited a large number of people, with know-how in such areas as automation, back-end and front-end development, technical documentation, support and cyber security. Our profile as “the Clean Air Company” has proved attractive in a competitive labour market. In addition, our new premises in Helsingborg have played an important role in attracting the right people.

What are the ambitions for the future?

One of our major projects in the near term is to launch an entirely new IoT and automation platform. The goal for the team is that all products must be able to connect, either to the cloud or to local

solutions, depending on the customers’ needs. With a commercial and market-leading IoT platform, we enable faster delivery of new customer values. We have a clear ambition to future-proof our customers’ operations and to be the leading supplier of connected solutions for industrial air filtration.

What is the role of the new innovation centre in Helsingborg?

At OTC, we are responsible for everything from visualising IoT and automation solutions to ensuring that we deliver stable, connected services for our high-quality products. With a new, advanced innovation centre and test lab in the building, we enable rapid and effective development of industry-leading solutions.

Finally, what motivates you in this venture?

Exactly like the others in my team, I am motivated by building something from the ground up. With a background in automation and IoT, and experience in building similar organisations, I believe there is great potential to position Nederman as a technology leader. It is incredibly motivating to be able to support our vision of a future with cleaner air – and to do so with innovation at the centre.

Operational efficiency for stronger competitiveness

With sales in 50 countries and production plants in 13 of these, we work with a clear and coordinated strategy. By improving the supply chain and optimising our manufacturing processes, we can reduce costs, increase productivity and thereby strengthen our competitiveness and that of our customers.

Nederman's global presence places demands on high efficiency and reliability in all areas of operation. In recent years, we have adapted and developed the organisation to meet the customers' needs for secure and reliable deliveries, for example by investing in expanded capacity and increased automation. Another success factor is regionally adapted manufacturing close to the customer to enable changed needs to be rapidly addressed. We have also introduced shared platforms for automation and energy optimisation that support all divisions.

FOCUS ON CONSTANT IMPROVEMENTS

We work to ensure global availability, high quality and lower costs, while we endeavour to reduce our climate impact and resource usage. We constantly evaluate and adjust our supply strategies to optimise cost effectiveness and availability. Part of this strategy is to strengthen our customer-focused culture by measuring, following up and constantly improving our processes in all production units.

STRONG AND RELIABLE SUPPLY CHAIN

Nederman's four divisions are active in segments with partly separate business logics and thereby differences in their supply chains. This requires that we manage the supply of materials and production based on each division's profile, at the same time as we endeavour to develop synergies wherever possible. The emphasis is on the need for a strong and reliable supply chain with the shared principles:

- Final assembly close to the customer.
- Vertical integration and increased insourcing.
- Adapted inventory levels closer to the customers.
- Alternative supply chains.
- Partnership with key suppliers.
- Increased digitalisation.

Our foremost goal is to secure stable and effective supply chains on all continents where we are active. There is a particular focus on steel (availability and price fluctuations), semi-conductors (dependence on a small number of manufacturers), as well as motors and other critical components that are decisive for our products.



Investment in automation

To ensure even better delivery reliability, including to new plants in such structurally growing segments as EV batteries and semi-conductors, we have accelerated investments in production and logistics. In our largest plant in Thomasville, USA, we have installed warehouse robots as part of the Nordfab Now concept, with delivery of approximately 900 standard products within 24 hours.

During 2024, we also completed the investment in a new production and logistics facility in Helsingborg, moved the operations of US company RoboVent to a larger plant, invested in a new sandblasting and paint line at our production plant in Germany, invested in expanded production capacity for the NEO Monitors brand and, at the same time, continued the ongoing upgrade of machinery in various units.



Our presence across the globe

Nederman now has production and assembly units in 14 countries. Their location and effective supply chains create proximity to the markets and customers.

MANUFACTURING AND ASSEMBLY UNITS

Australia / Melbourne

Australia / Melbourne

Brazil / Sao Paulo

Canada / Niagara Falls

China / Shanghai

China / Suzhou

China / Suzhou

Denmark / Assens

Denmark / Hadsund

Finland / Helsinki

Germany / Friesenheim

India / Bangalore

Extraction & Filtration Technology

Duct & Filter Technology

Extraction & Filtration Technology

Extraction & Filtration Technology

Process Technology

Extraction & Filtration Technology

Process Technology

Duct & Filter Technology

Extraction & Filtration Technology

Monitoring & Control Technology

Process Technology

Process Technology

Norway / Oslo

Poland / Marki

Sweden / Helsingborg

Sweden / Töredal

Thailand / Chonburi

UK / Leeds

USA / Boston

USA / Charlotte

USA / Detroit

USA / Thomasville

USA / Trenton

Monitoring & Control Technology

Extraction & Filtration Technology

Extraction & Filtration Technology

Extraction & Filtration Technology

Duct & Filter Technology

Duct & Filter Technology

Monitoring & Control Technology

Extraction & Filtration Technology

Extraction & Filtration Technology

Duct & Filter Technology

Duct & Filter Technology

The people who drive the Clean Air Journey

Our success is based on having the right people who enjoy their work and grow in a creative and multi-cultural environment. Nederman offers an inspiring workplace and the possibility to be part of developing future solutions for air filtration and environmental technology, The Clean Air Journey.

We want to build a team of employees who contribute to a future with cleaner air throughout the world. This is made possible by a strong corporate culture based on shared values, which reflects our commitment to long-term customer relationships, respect for the environment and each other, as well as courage and initiative.

CLEAR CAREER PATHS

With long-term growth, global presence, a strong purpose and leading products, we attract a diverse group of talent. With a well-known brand and presence on key recruitment platforms, we were able to welcome a large number of highly skilled new talents to the group in 2024. Our new career page at nederman-group.com presents the opportunities that are available. We endeavour to nurture our talents by offering clear career paths and continuously updated succession plans, where we include all critical competence, not only leadership roles.

Our employees are offered continuous training and support to manage new challenges and to develop personally and professionally. The focus is on technical competence, digitalisation, project management, safety and leadership. In 2024, a new sustainability training course was launched in line with the group's new sustainability plan.

As a new employee at Nederman, employment begins with The Nederman Base Camp – a digital onboarding journey with seminars, training courses and meetings with various managers. This provides in-depth knowledge and the possibility to build networks.

Good leaders are central in attracting and retaining talent. Nederman's managers are to serve as examples and live the company's core values. We put a strong focus on recruiting the right people and developing managers. The Manager@Nederman training program provides the managers with an effective tool for better understanding of their roles and assignments. We also use a module-based program for targeted efforts in the development of our managers.

STRONGER COMMITMENT

To ensure that employees are content and develop, we conduct a major employee survey every year. In 2024, our employee commitment index strengthened to 92 (85), a new record, and all sub-indexes increased for the second consecutive year. We are also improving compared with other companies. Based on the results, all teams create action plans in prioritised areas.

Individual career appraisals with immediate managers are a key part of the employees' personal and professional development. During 2024, 86 percent (82) of all salaried employees and 75 percent (73) of employees in production completed these appraisals.

STRONG BELIEF IN DIVERSITY AND EQUALITY

We are convinced that diversity and equality strengthen innovation, creativity and happiness in the workplace. In recruitment, we endeavour to have a minimum of one candidate from the underrepresented gender among every three candidates. All managers and employees are trained in diversity and inclusion to increase awareness of these issues and to be able to benefit from the strength offered by cultural differences.

In our employee survey, we measure health and safety and discrimination, with active follow-up at management level. We have zero tolerance of harassment and discrimination and our Diversity Policy explains how we approach these situations. During 2024, no such cases were reported.

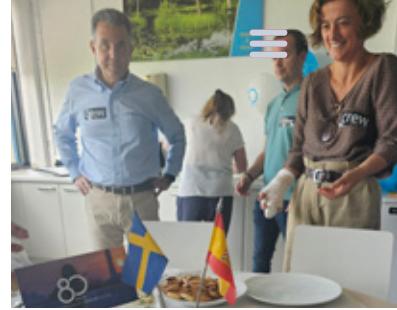
Competence, ambition and potential always determine career possibilities at Nederman, regardless of gender, age or background. During 2024, we saw a larger share of women taking on leading positions. Of the entire workforce, women accounted for 22 percent (21), while 12 percent (12) of the managers were women. We are working actively to increase the number of women in our male-dominated industry and are seeing positive results, including through more women earning university degrees in relevant areas.

HEALTH AND WELL-BEING IN FOCUS

A safe and healthy work environment is decisive for our success and is a key part of our overall purpose. We offer flexible working hours, a healthcare allowance and opportunities for exercise, both externally and at our facilities. We see a distinct connection between physical and mental strength, and the way in which these factors affect performance and stress management.

OUR VALUES

- Sustainable customer relationships
- Respect for the environment and each other
- The courage to act





“Learn to face setbacks with humility”

Pia Wetterling
Product Center Manager, Helsingborg

From childhood memories to leadership role. My fantastic journey at Nederman.

I currently work as a team leader at the Product Center in Helsingborg, a unit that has technical responsibility for Nederman’s products, from verification to implementation in the business system. However, my history with Nederman is long and actually began back in 1971.

Not only because this is the year I was born, but because my mother started work at Ph Nederman when I was only a few months old. I usually joke that I was weaned on Nederman. Mum worked in bookkeeping and salaries and subsequently became secretary to Bill Nederman, son of the founder, Philip. At the time, there were only seven people in the office and, as the only woman apart from Bill’s mother Greta, mum had to fight for her place sometimes. Greta was in charge of invoicing and the telephone and was also “the gatekeeper” – nobody entered Nederman without her approval, as my mum used to say.

Mum always spoke warmly of her job, her boss and coworkers, and the company organised family excursions several times a year. There was a community that felt like one big family and that left an impression on me. When I was 13 years old, we children had the opportunity to work for a week in the summer and when I was 15, that became two weeks. This strengthened my connection with the company and the people there.

Then, immediately after secondary school, I got a job in Nederman’s quality department in goods control. It was a rich learning experience and at the time, I took my forklift licence and was trained in measurement technology. However, I also wanted to

experience life outside Nederman and moved to Stockholm and later to Borås, where I trained further and worked in healthcare for ten years, mainly with adults with neuropsychiatric disorders.

In mid-life, I was affected by worsened problems due to my severe scoliosis, which threatened my ability to work and disability retirement was discussed. But I refused to give up. I contacted Nederman and had a meeting with the production manager, which led to a job training place in production. That saved me. After six months, I was given a permanent position and two years later, I got the opportunity to move to Preproduction, where I coordinated product items from start to finish.

After ten years as a Preproduction Engineer, I was asked if I wanted to head up smaller projects and a team comprising technical writers, engineers and processors. I took on this challenge with pleasure. It involved coordinating all internal requests for product alterations and supporting, motivating and serving as a link between my team and other departments. At the end of 2024, I then embarked on the next stage of my journey and became Product Center Manager for our processors and technical writers.

I am proud of my long journey within Nederman, from childhood memories to a role in which I can make a difference. I am part of something greater – products that help people to breathe clean air. What would I say to current and future colleagues? Dare to believe in yourself, have patience and learn to face setbacks with humility.



*"Do you have an idea?
Go for it."*

Richard Bloch
Director Business Development - Service
Berlin, Germany

I have had my current internationally focused role since October 2022, based at home in Berlin. My responsibilities include the commercialisation of Nederman SAVE - a system that not only cleans air, but also reduces energy consumption for customers. My contribution requires both technical knowledge and sales ability, a challenge that I really enjoy. With my extensive experience in air filtration solutions and studies and work in international environments, I now travel throughout Europe to support our local sales and service units. My major goal is to build networks, in which units can rapidly and easily support each other and share knowledge. The purpose of this is to strengthen our ability to deliver technically advanced solutions, where data analysis and connectivity are in focus. At Nederman, there is a unique culture that is not held back by hierarchy. Do you have an idea? Go for it. My advice to everyone - at Nederman and those who want to join the company - is to be bold enough to try things, learn from your mistakes and build relationships that help you to succeed.



*"A place in which to
grow and develop."*

Juliane Dimura
HR Specialist
Friesenheim, Germany

I grew up in a small village near Friesenheim, where I still live. My parents moved here in 1989, and both they and my siblings still live in the village. Today, I work as an HR specialist at Nederman in southern Germany, where I am responsible for onboarding, payroll management and the commercial trainee programme. I joined Nederman in 2012 and was able to combine the job with a bachelor's degree in personnel administration - a fantastic opportunity. After a few years, I wanted to broaden my experience and worked for a time at a local, family-owned company. This provided me with valuable insights, but in 2021, I returned to Nederman, which has always felt like home. Now I put a large amount of focus on recruiting new talent. The competition is intense, but Nederman's work for clean air particularly attracts younger people who want to make a difference. My advice to others is to be open to possibilities and to dare to take the initiative. At Nederman, there is always help to be had and it is a place in which to grow and develop.



*"A powerful
motivating factor."*

Alysha Yinger
Director of Engineering - RoboVent
Detroit, USA

As technical manager at RoboVent, I head up a team of engineers that develops and implements innovative solutions in product and project design. What I value most is our strong culture of collaboration; from product engineers to project managers, we work closely together to create cleaner and safer work environments. My passion for manufacturing was ignited during my university studies, when the building of a hydrogen-driven vehicle was part of my degree project and my advising professor gave me insight into metalworking. This led to ten years on the factory floor, where I designed and built equipment for various industries. Several years ago, I started at RoboVent to contribute to the company's mission to improve the work environment. Clean air not only makes workplaces more efficient, but also protects people's health, an aspect I am passionate about. Having a clear "why" or a purpose for your work makes the more challenging aspects of the job more manageable. In addition, being part of Nederman Group and surrounded by coworkers who are working towards a shared objective, serves as a powerful motivating factor.



*"Take advantage of
new opportunities."*

Rijesh Raman
Finance Director - Shared Service Centre
Bangalore, India

I am an authorised public accountant and work as financial manager at the Shared Service Centre (SSC) in Bangalore, India. My responsibility comprises financial operations for Luwa India, Nederman India and MikroPul India, with a focus on regulatory compliance, taxation, planning, risk management and reporting. My journey commenced in 2013 as a project controller at Luwa India, and in 2015, I was promoted to Assistant General Manager, which was a big step so early in my career. Following the acquisition of Luwa by Nederman in 2018 and the decision to introduce a new SSC, I was given the opportunity to head this function in India and together with the rest of the team, we implemented a smooth transition to the new system. I am inspired by Nederman's values and its focus on innovation and sustainability, which contribute to a better and safer world. It is also a company that allows its employees to grow and contribute ideas. By focusing on your work, developing your skills and having patience, you will be offered new opportunities - take advantage of them!



Our sustainability plan “Change is in the Air”

Sustainability is at the core of our business and a foundation for how we do business. As a world-leading global partner in industrial air filtration, we have an opportunity to make a positive difference to both human health and the well-being of our planet.

Our vision is to create a world where industrial air pollution no longer poses a threat to human health or our planet. We strive to achieve this by offering more sustainable and innovative solutions that reduce emissions and improve energy and resource efficiency, and by supporting equity and inclusion.

OUR PLAN FOR CHANGE

In 2024, we launched our long-term sustainability plan for 2030, which includes four key focus areas: Clean Air, Co-workers, Climate and Circularity. These focus areas have been identified on the basis of the UN Sustainable Development Goals (SDGs) and the double materiality assessment that we performed in line with the EU's Corporate Sustainability Reporting Directive (CSRD), combined with solid knowledge of how Nederman works to protect people, planet and production from the harmful effects of industrial processes. By focusing on these four areas, we ensure that our actions help to address key global sustainability challenges.

Each focus area has specific commitments, targets and action plans that we follow up on a regular basis. In 2024, we established an overall long-term target for each specific focus area, which will be complemented by additional metrics linked to our sustainability reporting under the CSRD.

IN LINE WITH INTERNATIONAL STANDARDS

We are proud members of the UN Global Compact and committed to the Science-Based Targets initiative (SBTi) during the year. Through these commitments, we are actively working to meet science-based climate targets and promote sustainable development. To ensure transparency and credibility in our sustainability processes, we report in accordance with the Global Reporting Initiative (GRI) standards and are preparing to comply with the CSRD next year. In addition, we comply with sustain-

ability frameworks such as Ecovadis and Nasdaq Sustainability Reporting Guidelines. We are also working towards ISO 9001 and ISO 14001 certification for all of our production units, to ensure third-party audited quality and environmental management for our entire operations.

We have a particular focus on the SDGs and when creating our sustainability plan, we analysed all 17 goals on the basis of which goals we should, and could most strongly, contribute to. In the first instance, our efforts are focused on Goals 3 (Good health and well-being), 7 (Affordable and clean energy), 8 (Decent work and economic growth) and 12 (Responsible consumption and production). Each individual goal is linked to one of our four focus areas within the framework of the new sustainability plan.

FROM PLAN TO REALITY

Our committed leaders and employees are the real driving force in the implementation of our sustainability plan. By integrating sustainability into all aspects of our business – from policies, targets and processes to the clarification of roles and responsibilities – we are ensuring that we create real change. For Nederman, sustainability is an ethical obligation, but also a strategic business opportunity. Each of Nederman's divisions has identified specific business opportunities linked to sustainability, which is helping to drive growth and to contribute to environmental and social improvements for both their own operations and our customers' operations worldwide.

We monitor our sustainability performance on a regular basis by continuously reviewing and adjusting our processes in order to achieve continuous improvement. With a clear focus, strong commitment and a constant strive for progress, we are working to protect people, planet and the industries we support.

"No sustainable development without clean air"

As sustainability becomes increasingly important, it is time to put more focus on the world's air quality challenges. Air pollution is often seen as a secondary challenge, overshadowed by other environmental problems. But clean air is fundamental to both human health and the ecological balance, and is strongly linked to broader sustainability goals, including those related to the climate.

The statistics are staggering. According to the World Health Organization (WHO), air pollution kills an estimated seven million people worldwide every year. This invisible threat is largely caused by industrial activities, transportation and households. WHO identifies particulate matter (PM_{2.5}), nitrogen oxides, sulphur dioxide and volatile organic compounds as the most harmful pollutants, with PM_{2.5} as the biggest threat to human health. Many of these pollutants not only damage the lungs and other organs in the body, but also the surrounding environment.

In April 2024, the European Parliament adopted tougher clean air requirements as part of the EU's zero air pollution vision. The CSRD also takes a step forward by including pollution as one of its five environmental standards. The new legislation requires companies to assess their environmental impacts, risks and opportunities (IROs), including pollution that affects air quality. Unlike the EU Taxonomy, which currently limits the reporting of pollutants to specific sectors, the CSRD's IROs enable more companies to give air quality the attention it deserves in their sustainability processes and related reporting.

Air pollution and climate change are intertwined. Pollutants such as particulate matter, soot, methane and ground-level ozone not only degrade air quality but also accelerate global warming. Combating air pollution is therefore a key step in climate change mitigation. This relationship was described in the 2023 IPCC Sixth Assessment Report (AR6) and is increasingly being recognized in international fora such as UN Climate Change Conferences, and by initiatives such as the Climate and Clean Air Coalition (CCAC). By focusing on clean air, we can achieve both health and climate benefits.

Nederman is at the forefront of the fight for clean air. Through advanced filtration systems, air filtration technology and monitoring solutions, we strive to minimise harmful air emissions across a wide range of industries. Our solutions tackle pollution at the source, enabling cleaner industrial processes and safer working environments. We are convinced that this proactive approach will play a crucial role in companies' sustainability efforts, helping them not only to meet but also exceed the legal requirements and contribute to cleaner air for all.

We are now calling for a broader perspective on sustainability - one that also recognises the crucial importance of air quality. With new directives, legal requirements and a greater understanding of the link between health and climate, air pollution can no longer be seen as a side issue. Clean air must be a key item on sustainability agendas - in Sweden, Europe and the world - crucial for both human well-being and the good of the planet. Through this, we can create a more sustainable future together where clean air and a stable climate go hand in hand.

"Fighting air pollution is central in the work to get a better world."

The Clean Air Company

We protect people, planet and production

"We want to create a world where industrial air pollution is no longer a threat to human health and to our planet."

Clean Air

Target 2030
> 90%

Share of our turnover that derives from intelligent product innovations, services and solutions that clean air, measure air pollution and optimise these processes to reduce customers' energy and resource use.



CSRD topic

■ Pollution

Co-workers

Climate

Circularity

Target 2030
100%

Share of suppliers that have signed our Supplier Code of Conduct.



CSRD topic

- Consumers and end-users
- Own workers
- Workers in the value chain
- Business conduct

Target 2030
-25%

Absolute climate impact from our products in use. Base year 2022.



CSRD topic

- Climate change

Target 2030
> 50%

Average share of total steel, aluminum and polyester filter bags used in our products that come from recycled sources.



CSRD topic

- Resource use and circular economy



Clean Air

We improve air quality to protect people, planet and production.

We are committed to protecting people, planet and production from the harmful effects of industrial processes. Air pollution is a global health challenge, and WHO has tightened its guidelines to address these risks. Nederman is determined to meet this challenge by constantly developing products and services that can help to reduce air pollution. Our overall goal is to shape the future for clean air, and that requires expertise, commitment and concrete actions.

Our commitments

- Continuously improve our products, services and solutions to further reduce air pollution
- Embrace stricter air quality standards
- Share our clean air expertise

Key sustainability goal

Over 90 percent of our sales will come from intelligent solutions that clean air, measure air pollution and optimise these processes to reduce energy and resource consumption for our customers. In 2024, these solutions accounted for 90 percent of our sales.

Link to the Sustainable Development Goals (SDGs)

Our work with Clean air mainly contributes to SDG 3, Good health and well-being, and SDG Target 3.9, Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

Co-workers

We contribute to good working conditions for people throughout our value chain.

Work constitutes a significant part of many people's lives. Contributing to safe and fair working conditions across the value chain is therefore an essential part of how we work with sustainability. We are committed to ensuring that our employees, our customers and our suppliers enjoy a safe, secure and healthy working environment, where human rights are respected and promoted.

Our commitments

Improve working conditions for the employees of:

- Our customers
- Our own workforce
- Our suppliers

Key sustainability goal

All of our suppliers must comply with the requirements of our Supplier Code of Conduct. In 2024, 90 percent of our suppliers had signed this code.

Link to the Sustainable Development Goals (SDGs)

Our work with Co-workers mainly contributes to SDG 8, Decent work and economic growth, and SDG Target 8.8, Protect labour rights and promote safe and secure working environments for all workers.

NEDERMAN IS A MEMBER OF THE SBTi



In 2023, Nederman commissioned IVL Swedish Environmental Research Institute to map the sources of greenhouse gas emissions in Nederman's value chain.

The study showed that as much as 98 percent of the climate impact in our value chain comes from the use of our products and solutions. Therefore, our main climate action will be to continue working on energy efficiencies linked to the product portfolio.

Based on our climate impact mapping, we committed to the Science-Based Targets initiative* (SBTi) in early 2024, which subsequently validated that our emissions reduction targets are in line with the Paris Agreement's 1.5°C goal and also highlighted the fact that Nederman Group's targets are currently the most ambitious available in the SBTi process.

* The Science-Based Targets initiative (SBTi) was formed as a collaboration between the United Nations Global Compact, World Resource Institute (WRI), the World Wide Fund for Nature (WWF) and the Carbon Disclosure Project (CDP) with the aim of enabling companies to set greenhouse gas emissions reduction targets in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement. Companies that set targets can submit them to the SBTi for validation and then have them published and use them in their communication.

Climate

We will become a climate net-zero business and help our customers reduce their climate impact

As a leading environmental technology company and part of the industrial sector, we have a responsibility to help reduce the global climate impact and create a more sustainable future. Our target is to achieve climate net-zero in line with the Paris Agreement, and to help our customers reduce their own emissions by offering energy-efficient solutions and products. Our value chain analysis shows that around 98 percent of our climate impact arises during the actual use phase of our products and solutions. Read more below and on page 129.

Our commitments

We will reduce absolute climate impact from:

- Our products in use
- Our materials
- Our operations

Key sustainability goal

By 2030, we will reduce absolute climate impact from our products and solutions in use by 25 percent, compared with 2022. Over the past year, the climate impact has decreased by 12 percent.

Link to the Sustainable Development Goals (SDGs)

Our work on Climate mainly contributes to SDG 7, Affordable and clean energy, and SDG Targets 7.3, Double the improvement in energy efficiency, and 7.2, Increase global percentage of renewable energy.

Circularity

We focus on circularity in our products, services and solutions.

A circular economy is the cornerstone of our ambition to use resources more sustainably. We strive to make our products more sustainable by increasing the use of recycled materials and creating solutions that extend the life of products and enable reuse.

Our commitments

Improve resource efficiency by:

- Making more from less
- Extending the life of our products
- Using more recycled materials

Key sustainability goal

At least 50 percent of our total purchase volume of steel, aluminium and polyester filter bags will come from recycled sources by 2030. In 2024, 33 percent of these materials came from recycled sources.

Link to the Sustainable Development Goals (SDGs)

Our work in Circularity mainly contributes to SDG 12, Responsible consumption and production, and SDG Target 12.2, Sustainable management and use of natural resources.

Greenhouse gas (GHG) emissions from Nederman's value chain, Base year 2022		% of total
Scope 1:	Direct emissions from sources owned or controlled	0.01%
Scope 2:	Indirect emissions through the use of purchased electricity, heat and cooling	0.03%
Scope 3:		
	Purchased goods and services	1.12%
	Capital goods	0.13%
	Fuel- and energy-related activities	0.02%
	Upstream transportation and distribution	0.07%
	Waste generated in operations	0.00%
	Business travel	0.04%
	Employee commuting	0.03%
	Downstream transportation	0.08%
	Use of sold products	98.38%
	End-of-life treatment of sold products	0.09%
Total		100%

Source reference: Read more on page 129



Around 98 percent of the climate impact from our value chain arises when customers use our products and solutions

"We will continue to deliver strong business development that supports our customers' needs for clean air, employee health and safety, energy savings, circularity and resource efficiency. Committing to the SBTi and having our targets validated is another step in our clean air journey."

Sven Kristensson, CEO Nederman Group.

Examples of activities in our focus areas

Clean Air

AIR FILTRATION OF CARCINOGENIC SILICA DUST

Working closely with a manufacturer of iron products, we have developed a solution that removes carcinogenic silica dust from the air. By monitoring the workplace and measuring the exposure of each worker, we could offer a tailored solution that improved both the working environment and safety.

GASMET - AT THE FOREFRONT OF SCIENCE

Gasmet, part of Nederman, is at the forefront of digital air pollution analysis and monitoring. Its solutions enable companies and researchers to measure and analyse air pollution at a scientific level and adapt their processes to reduce emissions. The University of Helsinki, for example, is using the GT5000 analysis tool in its multi-year research project "Climate Impact of Agri-based Aerosols."

SHARED KNOWLEDGE FOR CLEANER AIR IN THAILAND

In 2024, Nederman was approached by Industrial Estates of Thailand to support the government's efforts to reduce air pollution and introduce stricter regulations for agriculture and industry. As we can contribute with expertise, we accepted the request and will now hold a first seminar on air quality in Amata City Chonburi Industrial Park outside Bangkok. The plan is to then hold seminars four times a year and extend them to other industrial parks in the country.

Co-workers

AN EMPLOYEE-DRIVEN FUND FOR OUR SUSTAINABILITY

The Nederman Sustainability Fund has been set up to capture and realise the good ideas of our employees that support our sustainability plan. The fund provides financial support for investments linked to the SDGs and our focus areas. In 2024, this led to expanded air filtration at a unit in the US, improved ergonomics at several workplaces, solar panels on our new innovation centre, LED lighting, charging points, and the purchase of high-quality second-hand office furniture.

RESPONSIBLE SUPPLY CHAIN

We actively assess the sustainability performance of our suppliers in order to promote responsibility in relation to labour, human rights, environmental impact and ethical governance. Existing methods are under continuous development. In 2024, we started an in-depth mapping of our supply chain in regard to our core materials of steel, aluminium and polyester.

ELIMINATION OF RISKS ASSOCIATED WITH EXPLOSIVE DUST

Industrial companies that use advanced manufacturing techniques may face risks associated with explosive dust. Recognizing these potential hazards and their catastrophic consequences, we strengthened our offering in 2024 with industry-leading specialists who, through careful analysis and adaptation of the working environment, monitor, manage and eliminate the risks.

Clean air Co-workers

Climate

PAK-M - A NEW STANDARD FOR EXTRACTION AND FILTRATION

We work to continuously improve the energy efficiency of our products and solutions. In 2024, we launched PAK-M, which sets a new standard for compact vacuum units for fumes and explosive dust. A built-in variable frequency drive (VFD) enables energy savings of up to 50 percent compared with traditional systems, while offering significantly better performance.

STEEL, ALUMINIUM AND POLYESTER - CLIMATE ASPECTS

Our core materials – steel, aluminium and polyester – account for nearly 65 percent of our total climate impact from purchased materials. We are working to reduce this carbon footprint, in particular by increasing the share of recycled materials. The carbon footprint of recycled steel is estimated to be 71 percent lower, on average, than virgin steel. The corresponding figure for aluminium is a full 94 percent.

SOLAR ENERGY AND ENERGY EFFICIENCIES

In our plant in Charlotte, in the US, we implemented several measures to reduce energy consumption. By optimising systems and introducing new technologies, we reduced compressed air requirements by over 20 percent, which lowered both our energy consumption and operating costs. At our new facility in Helsingborg, we installed solar panels, which is increasing the share of renewable energy in our energy mix.

Circularity

MANY BENEFITS WITH LIGHTWEIGHT SOLUTIONS

We have developed lightweight components that reduce material use in a range of products by, for example, reducing the thickness of certain steel structures. This reduces costs, improves product quality and makes handling easier, while reducing our use of resources.

REDUCED CUSTOMER NEED FOR SPARE PARTS

For one aluminium recycling customer, our full-service agreement has led to a sharp reduction in the need for spare parts, especially filter bags and steel components. These were previously replaced several times a year. Due to optimized processes and the Nederman Insight monitoring system, the customer has not needed to replace any parts for two years, which has lowered maintenance costs, minimised production disruptions and reduced resource use.

MORE SUSTAINABLE FILTERS FOR INDUSTRIES OF THE FUTURE

We are working to develop longer-lasting, cleanable and reusable filter solutions and offer polyester filter bags, which are gradually being produced with a higher percentage of recycled material. This will result in lower resource consumption and reduced waste in industrial processes.

Sustainability governance

The Board of Directors is ultimately responsible for Nederman's sustainability performance and sets the long-term goals. Group management is responsible for following-up and developing the processes using a governance model that is integrated into strategy and business processes. These processes apply to all divisions and customer offerings and are aimed at creating long-term value for our stakeholders. The sustainability department is responsible for developing, driving and implementing the sustainability agenda. This includes implementation, monitoring and follow-up of Nederman's sustainability-related metrics and goals.

THE DIVISIONS' WORK WITH THE SUSTAINABILITY PLAN

Nederman's sustainability plan is integrated into the divisions' business plans, and each management team is responsible for ensuring delivery and continuous sustainability improvements. Each division also identifies and pursues specific business opportunities linked to the four focus areas of the sustainability plan. Group management monitors the main sustainability goals four times a year as part of the divisions' Management Performance Reviews.

SUSTAINABILITY FOR EMPLOYEES

Sustainability is integrated in the workplace and permeate everything from recruitment to measuring engagement in the annual employee survey. Since the 2023 survey, questions have been included to measure employees' awareness, pride and commitment, as well as managers' support for Nederman's sustainability agenda. The results of the 2024 survey show a clear positive shift in regard to all of these issues. The "Introduction to the Nederman group's sustainability plan" training module is designed for all employees and was launched in 2024 to reflect the Group's updated sustainability plan. Since the role of managers is so important, they are offered customised training with a focus on how they can, and should, work to engage their employees in sustainability practices and the tools that are available.

NEDERMAN SUSTAINABILITY FUND

The Nederman Sustainability Fund has been established to further encourage our employees to contribute actively to the company's sustainability practices. The Fund provides financial support for employees' ideas that contribute to our sustainability plan and that can improve our efforts, both locally and globally.

SUSTAINABILITY-LINKED LOANS

Nederman's sustainability agenda is also part of the group's bank relationships. Since 2022, the group has had a Sustainability-linked Credit Facility for some of its financing. This means that interest on the facility is linked to the performance of key sustainability data that is continuously monitored. The criteria were met in 2024.

REMUNERATION POLICY

The criteria for annual variable remuneration (STI) include sustainability goals linked to the business and designed to promote the company's business strategy and long-term interests, including its sustainability. Read more on page 72.

GLOBAL MANAGEMENT SYSTEM



Our global management system, GuideUs, is based on the ISO 9001 (quality) and ISO 14001 (environment) management systems and covers all Group companies. Acquired companies are to be certified within two years. At the end of 2024, 15 of 20 production units were certified according to ISO 9001 and 14 out of 20 units were certified according to ISO 14001.

QUALITY IMPROVEMENTS

We are committed to delivering cost-effective and innovative solutions that create real improvements for our customers, in both the long and short-term. The focus is on resource efficiency and process improvements to reduce costs and environmental impact. The target of limiting quality-related costs to 0.20 percent of sales in 2024 was achieved, with an outcome of 0.20 percent (0.18) in 2024.

DATA COLLECTION, REPORTING AND REVIEW

During the year, we worked actively to adapt to new sustainability requirements. We launched several initiatives to improve processes, data collection and reporting. As of 1 January 2024, the collection of sustainability data has been mandatory for all of the group production units. Note, however, that Nederman excludes companies that have been acquired during the year. Reporting takes place every quarter and follows the same calendar year as the financial reporting, i.e. 1 January 2024 to 31 December 2024. The report is published on 18 March 2025. Contact person for Nederman's sustainability report is Nina Fall, Group Sustainability Manager: Nina.Fall@nederman.com.

The data is reported in accordance with the GRI standards and can be found on pages 38-50 and 116-130 of the Annual Report. It also constitutes the company's statutory sustainability report under the Swedish Annual Accounts Act, and has been subject to limited assurance. Refer to the auditor's report on page 51.

OTHER VOLUNTARY SUSTAINABILITY REPORTING

In addition to our sustainability reporting in the Annual Report, we also apply sustainability frameworks such as Ecovadis and the Nasdaq Sustainability Reporting Guidelines.



EcoVadis

In 2024, Ecovadis awarded Nederman a silver medal for its sustainability performance. From a total of around 130,000 companies evaluated by Ecovadis, the top 15 percent are awarded this silver medal.



Nasdaq ESG Transparency Partner

Nederman is a Nasdaq ESG Transparency Partner, meaning that we report transparently on our sustainability activities in Nasdaq's ESG Data Portal.

Our corporate governance documents

Our corporate governance documents set out the principles and values that guide our activities, particularly in the area of sustainability. Policies and plans are regularly updated as needed.

CODE OF CONDUCT

Nederman's Code of Conduct is central to our operations. All employees undergo continuous training in our Code of Conduct to ensure compliance. In 2024, we began updating our Code of Conduct. The updated Code will be launched in spring 2025 and be published on our website.

Whistleblower Policy

We have a Whistleblower Policy that protects the whistleblower and allows anonymous reporting of irregularities. Reports are treated confidentially and appropriate action is taken. The Whistleblower Policy, including procedures and reporting channels, is described transparently on our website.

Human Rights Policy

We emphasise our commitment to protecting human rights, in line with international standards and guidelines.

Diversity Policy

Diversity is a key source of innovation and success. We have zero tolerance for discrimination and actively promote diversity in the company by, for example, ensuring that at least one candidate of an underrepresented gender is available for recruitment.

Health and Safety Policy

Providing a good working environment is crucial for Nederman. We work actively to promote physical and mental health and the well-being of our employees. Day-to-day processes with health and safety are decentralised, and each company is responsible for compliance with the Group's policy and local regulations.

Sustainability Policy

Our Sustainability Policy describes the principles of our sustainability agenda and the plan we have created on the basis of our double materiality assessment.

Anti-corruption and Fraud Policy

Our Anti-corruption and Fraud Policy describes how we prevent corruption and fraud in our operations. We take issues such as corruption and bribery very seriously and our employees undergo training every two years to ensure compliance. Our goal is zero violations of our Anti-corruption and Fraud Policy.

Anti-trust Policy

We adhere strictly to our Anti-trust Policy, which prohibits all forms of market manipulation. Employees are encouraged to report violations of this policy anonymously.

SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct is based on international guidelines and applies to all suppliers and their sub-contractors. We encourage our suppliers to implement their own codes to ensure responsibility throughout the value chain.

EXPORT CONTROL AND SANCTIONS POLICY

We comply with applicable export laws and sanctions in all of the jurisdictions in which we operate. Compliance is important and to ensure awareness, training is compulsory for the relevant personnel.





Double materiality assessment in preparation for the CSRD

The identification of environmental and social impacts, risks and opportunities linked to our activities is part of our day-to-day work. As a first step in preparing Nederman for the CSRD, we performed a double materiality assessment (DMA) in accordance with the ESRS together with IVL Swedish Environmental Research Institute. Surveys and interviews conducted with internal and external stakeholders and experts were used to create the assessment documentation. The results of the DMA were used as the main input for Nederman’s sustainability plan and objectives, and are now being incorporated into the risk management process and the development of our sustainability reporting which, as of 2025, will be in accordance with the CSRD. Our sustainability reporting for 2024 will be prepared in accordance with the GRI standards and based on our previous materiality assessment.

ENVIRONMENTAL IMPACT

When assessing our environmental impact, the positive effect of our products on reducing air pollution received one of the highest scores. Nederman’s products, services and solutions were found to help protect the environment and people in our downstream value chain. In terms of climate impact, resource use and a circular economy, we identified some material impacts as well as opportunities, particularly in regard to the energy efficiency of our products and the use of recycled materials.

SOCIAL IMPACT

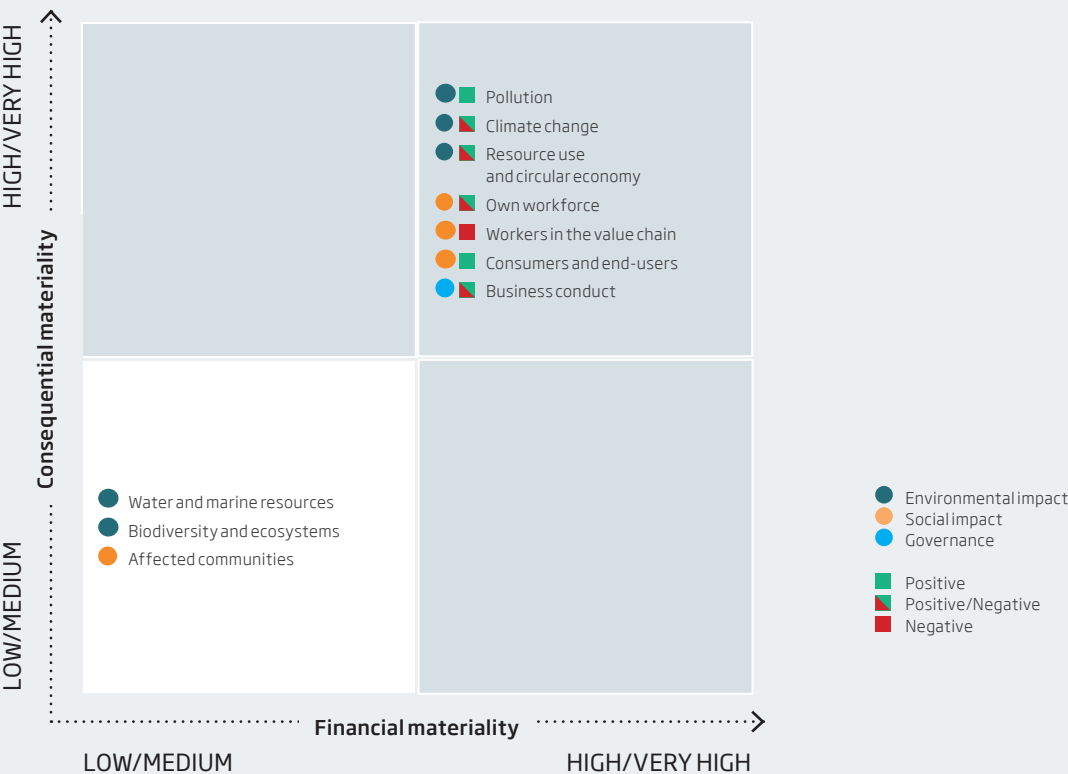
Our commitment to protecting workers’ rights was identified as material. Employment conditions, work-life balance and favourable working hours were highlighted as positive by our employees and other stakeholders. The health and safety of our employees is a priority, and accident rates are low. The positive impact of our products on the health and safety of our end users was also identified as material.

We work with supply chains in the steel, aluminium and polyester sectors. These were identified as a potential risk to human rights and environmental protection. We work actively to ensure good working conditions throughout our supply chain and to protect workers’ rights.

GOVERNANCE

In our sustainability governance, we identified positive impacts linked to our strong and well-communicated corporate culture. At the same time, a risk was identified in the implementation of our Code of Conduct in the supply chain, and we are working actively to strengthen supplier compliance.

The topics of water, biodiversity and ecosystems and affected communities were assessed as non-material. However, Nederman is still planning to conduct regular double materiality assessments of these and other areas defined by the CSRD.



EU Taxonomy

The establishment of a classification system for more sustainable activities, a green Taxonomy, is a central measure within the framework of the EU's action plan for the financing of sustainable growth. Since 1 January 2022, companies such as Nederman have been required to apply the Taxonomy and disclose their sales (turnover), capital expenditure (CapEx) and operating expenditure (OpEx).

Based on the objectives of the Taxonomy, Nederman must identify the activities in the business that are Taxonomy-eligible and Taxonomy-aligned. Nederman has identified activities that are Taxonomy-eligible for Climate change mitigation and Circular economy.

The activities within Climate change mitigation comprise the manufacture of various measuring systems and development of software within the Monitoring & Control Technology Division;

these are reported under 3.6 Manufacture of other low carbon technologies and 8.2 Data-driven solutions for GHG emissions reductions, respectively. These activities are also considered to be aligned with the target area.

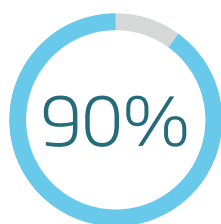
The activities in Circular economy comprise the manufacture of various measurement systems and the development of software in the Monitoring & Control Technology Division and manufacturing renovation equipment in the Process Technology Division; these are reported under 1.2 Manufacture of electrical and electronic equipment, 5.1 Repair, refurbishment and remanufacturing and 4.1 Provision of IT/OT data-driven solutions and software. For 2024, activities under Circular economy are not reported on the basis of their alignment.

See the complete report on pages 117-122.

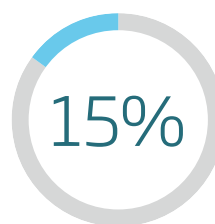
NEDERMAN'S CONTRIBUTION TO THE POLLUTION AREA

In 2023, four objectives were added to the EU Taxonomy. These are: Water, Circular economy, Pollution and Biodiversity. Since Nederman's business mainly involves air filtration, we want to

clarify our contribution to Pollution, although according to the EU Taxonomy's classification system, our operations are non-eligible in this respect.*



Filter air and measure air quality
90 percent of Nederman's turnover is derived from sales of products, solutions and services that filter air and measure air quality in and from industrial processes.*



Eligibility according to EU taxonomy
According to the EU Taxonomy, 15 percent of Nederman's turnover is eligible.

* 90 percent of Nederman's turnover pertains to products and services that contribute to filtering air from pollution caused by the customers' activities in production. Although the definition is in line with the technical screening criteria for pollution prevention and control within the EU Taxonomy, Nederman's activities are not Taxonomy-eligible. As the definitions are currently written, the Taxonomy area for pollution only covers activities related to the manufacturing of pharmaceuticals and active pharmaceutical ingredients or active substances as well as water supply, wastewater treatment, waste management and remediation.

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Auditor's Limited Assurance Report on Nederman Holding Aktiebolag's Sustainability Report and statement regarding the Statutory Sustainability Report

This is the translation of the auditor's report in Swedish.
To Nederman Holding Aktiebolag, Corp Id 556576-4205

INTRODUCTION

We have been engaged by the Board of Directors of Nederman Holding Aktiebolag to undertake a limited assurance engagement of Nederman Holding Aktiebolag's, Sustainability Report for the year 2024. Nederman Holding Aktiebolag has defined the scope of the Sustainability Report referred to on page 50, the Statutory Sustainability Report is defined on page 46.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE EXECUTIVE MANAGEMENT

The Board of Directors and the Executive Management are responsible for the preparation of the Sustainability Report including the Statutory Sustainability Report in accordance with applicable criteria and the Annual Accounts Act respectively, according to the previous wording in the Annual Accounts Act that applied before July 1, 2024.

The criteria are defined on page 50 in the Sustainability Report, and are part of the Sustainability Reporting Guidelines published by GRI (The Global Reporting Initiative), that are applicable to the Sustainability Report, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our review is limited to the information in this document and to the historical information and does therefore not include future oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) Assurance engagements other than audits or reviews of financial information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR's accounting standard RevR12 The auditor's opinion regarding the statutory sustainability report. A limited assurance engagement and an examination according to RevR 12 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Management 1, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of Nederman Holding Aktiebolag in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to RevR 12 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and Executive Management as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusions below.

CONCLUSIONS

Based on the limited review performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and Executive Management.

A Statutory Sustainability Report has been prepared.

17th of March 2025
Ernst & Young AB

Andreas Mast
Authorized Public Accountant

Malin Ekman Lorentzon
Authorized Public Accountant

A person is seen from the back, looking out a large window at a multi-story brick building with many windows. The scene is captured in a soft, slightly blurred manner. A blue geometric shape is overlaid on the lower half of the image, containing the main text.

Four global divisions with leading solutions

Nederman is organised in four divisions, based on differences in business logic, customer structure and technology. The organisation is driven by simplicity and has the group's brands as its starting point. The operating segments are global and have an explicit focus on the customer.





Nederman Extraction & Filtration Technology

MARKET POSITION

Sales are conducted globally through our own sales companies and through an extensive network of partners. The division has significant aftermarket sales in the form of spare parts and service. The sales organisation and offerings are gradually being expanded into new markets, segments and applications in order to strengthen competitiveness. Tougher regulatory requirements and increased environmental awareness drive the demand for new products and solutions.

CUSTOMERS

Customers comprise industries and operations with air contamination that must be managed effectively and safely, including metalworking, fibre-based industry (wood and composites), vehicle workshops and industries exposed to dust particles that – if not handled correctly – are liable to cause explosions and could lead to diseases and premature death if they enter the lungs and bloodstream.

OFFERING

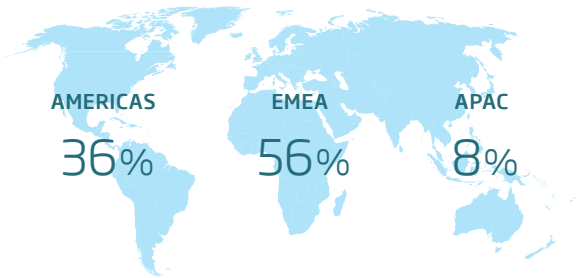
The division offers its customers clean air optimised in terms of energy, process efficiency, health and safety, while ensuring regulatory compliance. The products comprise a broad assortment of capturing devices, digital IoT-based monitoring systems, ducting systems, fans, high-vacuum and low-vacuum filters, and reels for the distribution of a variety of liquids or compressed air. Digitalisation enables an advanced service offering and increased after-market sales.

DIVISION AT A GLANCE

Head of Division: Hans Dahlén
Brands: Nederman, RoboVent, Aagaard, Duroair
Average number of employees: 1,067

SEKm	2024	2023	2022
External orders received	2,605	2,581	2,238
Sales	2,646	2,583	2,165
Adjusted EBITA	352	340	357
Adjusted EBITA margin	13.3%	13.1%	16.5%

External sales by region



Growth in strong segments and high rate of innovation

Nederman Extraction & Filtration Technology continued its positive development, with one strategic acquisition and successful product launches. The division grew steadily in structurally strong segments such as green energy, transportation and electrification in all regions.

In a challenging macro environment, the division increased its market share in 2024 driven by, for example, targeted sales initiatives and a continuous flow of new or upgraded products and solutions. Profitability strengthened slightly despite a market environment of price pressure and fierce competition. The year was marked by two major production relocations in the US and Sweden, and continued investments in research and development.

Consumer-driven growth in the world's economies remained under pressure, which dampened demand in the automotive and wood products industries, to which the division has significant exposure. This development was successfully counteracted through increased sales activities targeting industries with good structural growth, such as food, transport, green energy, the defence industry and activities related to electrification. During the year, a large number of orders were secured for these areas and in all regions. In EMEA, a new record was noted for large orders in areas such as green energy, transport and from the defence industry. Australia was positively affected by new health and safety legislation. In China, a major order was secured from a global transportation company, but conditions in the country remained challenging. In parallel, a clear trend in the country towards improving urban air quality is increasing demand for the division's solutions. The major orders won by the division in Americas during the year were mainly in the welding and wood products segments, but the majority of orders were also in structurally growing industries.

One of the division's major defence industry orders was secured by the Canadian company Duroair Technologies, which was acquired during the year. The company's flexible enclosures and filtration systems complement the division's offering and create new opportunities in the defence and aerospace industries in North America.

The Clean Air Optimised concept continued to highlight the value created by the division's solutions. Health and safety, process and energy efficiency and regulatory compliance are key elements of the offering. The Nederman SAVE system, which contributes to lower energy consumption and higher efficiency, became available in more markets during the year and was ordered primarily by customers in energy-intensive industries.

The division's investment in product development continued at a high pace in 2024. Launches included the MCP-GO SmartFilter, a compact cartridge dust collector for welding fumes, and the MCP Air Purification Tower, a stand-alone unit to clean air of welding fumes and dust. The Modular Filter System, a duct mounted filter system, was upgraded with nanofibers, which significantly

improves performance through higher efficiency and longer lifetime. A new version of the ATEX mobile range was developed for use in potentially explosive environments, and a new range of high-vacuum cartridge dust collectors were introduced, with up to 60 percent higher energy efficiency resulting in significantly lower operating costs. The launch of the Future of Welding concept, adapted to the new ISO standard, also attracted considerable market interest and resulted in several orders.

One priority during the year was optimising the logistics and manufacturing structure. The new facility in Helsingborg was completed at the end of 2024 and will enable more efficient logistics flows and strengthen production capacity, as well as drive innovation through the Group's new innovation centre with the accompanying test lab. At the same time, the move to a new facility in Chesterfield, US, was completed, contributing to increased efficiency and stronger competitiveness. These investments have had a short-term impact on profitability, but will lay the foundation for long-term growth and innovation.

The strong performance in service continued, with greater loyalty among customers thanks to a broader offering and new concepts. The service business not only contributes to a more stable sales performance over time, but also to higher profitability, as it often has better margins than new sales.

SALES AND MARKET DEVELOPMENT

The division's orders received increased currency neutrally by 1.4 percent to SEK 2,605m (2,581) and sales increased currency neutrally by 3.0 percent to SEK 2,646m (2,583). Sales and orders received increased in both EMEA and APAC during the year, while orders received were slightly lower in Americas. The division's sales in service and aftermarket strengthened during the year.

Milestones in 2024

- Large number of orders in structurally growing industries.
- Record number of major orders.
- Strong trend in service and aftermarket.
- Acquisition of Duroair, strengthens position in the US and Canada.
- Moved in to new, ultra-modern facility in Helsingborg.
- Relocation of RoboVent's production and offices to a new larger facility.
- High level of activity in product development with several important launches.



Nederman Process Technology

MARKET POSITION

The customer base includes large multinational companies that are integrating and optimising the efficiency of their global production operations, which increases the need for suppliers that can provide services for the entire life cycle of the product in all parts of the world. All of the division's systems can be delivered with the option of remote control and monitoring which, in combination with our service offering, enables a long-term relationship with our customers.

CUSTOMERS

The customers comprise companies in a large number of industries, of which the textile industry is the largest. The division also offers air filtration solutions used in metal recycling to leading companies active in the recycling of lead, aluminium, tin and other metals, as well as for incineration and heat recovery. Foundries and smelters, with the automotive industry as the engine, are another key segment, as well as the chemicals industry.

OFFERING

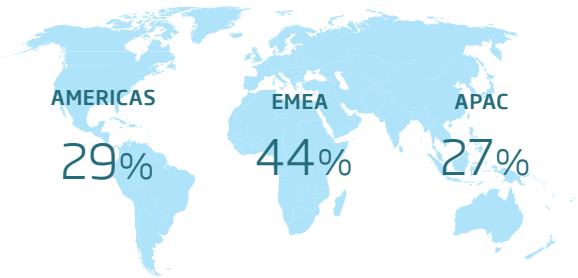
The division offers its customers clean air optimised in terms of energy, process efficiency, health and safety, while ensuring regulatory compliance. The solutions often comprise an integrated part of the customer's manufacturing process and are decisive in creating safe work environments, stable production conditions and managing emissions to the local environment. The offering comprises advanced filter solutions that also include hardware and software, as well as digital monitoring and control.

DIVISION AT A GLANCE

Head of Division: Tomas Hagström
Brands: MikroPul, Luwa, Pneumafil, LCI
Average number of employees: 679

SEKm	2024	2023	2022
External orders received	1,559	1,921	1,825
Sales	1,657	2,147	1,722
Adjusted EBITA	182	209	100
Adjusted EBITA margin	11.0%	9.7%	5.8%

External sales by region



High profitability and increased focus on innovation

A clear slowdown in cyclical industries dampened orders received for Nederman Process Technology and sales fell in line with fewer project deliveries. Meanwhile, a better sales mix together with continued high efficiency in manufacturing and project execution resulted in record profit margins.

In 2024, the division continued to build on the work of previous years. Since the division was formed in 2018, its focus has been on creating efficient ways of working and on building a stable platform for delivery. Less attractive markets have been de-prioritised in favour of attractive growth segments, such as the recycling of metals and the textile industry. Success was also achieved through growth with strong products and solutions in new geographic markets and for new applications. Following the establishment of the division's three segments, global centres of excellence were created, thereby strengthening the division's position. During the year, focus increased on innovation, with several new solutions under development.

A weakening global economy, geopolitical concerns and weakness in certain markets and segments combined to dampen demand for the division's equipment and thereby result in lower orders received. In parallel, the division continued to deliver on its projects in line with or in excess of budgeted margins, contributing to high profitability and strong cash flow. The division also significantly strengthened its working capital position, and now has negative working capital with very good return on capital employed.

The division continued to expand globally by launching solutions in new geographic markets and applying its technology in new applications. One example is the success in non-woven for hygiene products, where the division is leveraging its world-leading position in the textile industry. In addition, configurable system solutions have been successfully introduced in new regions and applications, with a particular focus on metal recycling in Americas.

The core of the division's strategy is to be at the forefront in segments that drive global megatrends. The green transition is accelerating, and the division is a world leader in air filtration in aluminium recycling. The non-woven segment is benefiting from a strong health trend as well as increased prosperity in developing countries. The green steel and chemicals industries are also benefiting from the division's solutions. Virtually all technology in the division has an application in recycling.

The division has intensified its focus on being a long-term partner to meet customer needs for clean air for the full service life of equipment. Service and aftermarket have been strengthened through digital solutions, including remote monitoring and IoT-based services, which have enabled new business models. During the year, service sales increased and made a positive contribution to profitability.

By focusing on digital processes and improved collaboration, the division has integrated different activities, leading to lower costs and higher efficiency. Capacity was strengthened through investments in manufacturing, such as a new painting line in Germany. The restructuring programme in China was concluded during the year and operations are better adapted to local conditions.

In the textile segment, demand was dampened by short-term overcapacity, but the long-term outlook remains positive. The division, which is market leader, is capturing market shares through local manufacturing and launches of supplementary solutions that strengthen customers' competitiveness. The innovative and energy-efficient fan system launched in 2023 continued to attract great interest. In 2024, more than 200 units were sold.

For foundries and smelters, the green transition is contributing to a long-term increase in demand, particularly in recycling, which displayed favourable growth during the year. The globalisation of this segment has enabled it to enter new and growing markets.

Customised solutions reported lower orders received and sales in 2024, in part due to reduced activity in the European chemicals industry. The division's projects are often small components in large capital investments and they are therefore dependent on major capacity expansions and plant renovations. Investments in the mining and petrochemical industries are expected to boost demand for the division's equipment in the long term.

SALES AND MARKET DEVELOPMENT

The division's orders received decreased currency neutrally by 18.7 percent to SEK 1,561m (1,921) and sales decreased currency neutrally by 22.1 percent to SEK 1,671m (2,147). Both orders received and sales declined in all three regions. In EMEA, where the division is leading in foundries and smelters, sales decreased due to fewer major orders but the division grew in new geographic markets. In APAC, orders received and sales decreased mainly as a result of low capacity utilisation in the textile industry. In Americas, orders received and sales decreased due to fewer major customised installations.

Milestones in 2024

- New record level of profit margins.
- Investment in new sandblasting and paint line in Germany.
- Successful execution of a large number of projects.
- Strengthened establishment in new markets using existing products.
- Increased focus on innovation in all segments.
- Strengthened digital offering, particularly in service.



Nederman Duct & Filter Technology

MARKET POSITION

The division is market leader for ducting systems under the Nordfab brand. Market shares in Europe grew in the past year, but the US remains the dominant market. In filter elements, under the Menardi brand, the US is also the most important market. The division's strong position is based on the continuous development of products, design and configuration tools, and logistics solutions paired with in-depth application and engineering expertise.

CUSTOMERS

Customers are found in a wide range of industries, such as woodworking, metalworking, cement and concrete production, recycling, energy production, the automotive industry, plastics manufacturing and the chemicals industry. Sales are conducted via distributors and OEM customers, but some sales, particularly in filter solutions, are also directly to major end-customers. In addition, there are significant intra-group sales.

OFFERING

The division's concept for ducting systems includes product programmes, design, dimensioning and installation support for dust, fume, gas and smoke extraction as well as industrial ventilation, headed by its proprietary Quick-Fit system. The division's filter solutions are based on technology solutions that generate documented longer lifetimes and reduced maintenance requirements compared with competing products, resulting in the best possible lifecycle cost.

DIVISION AT A GLANCE

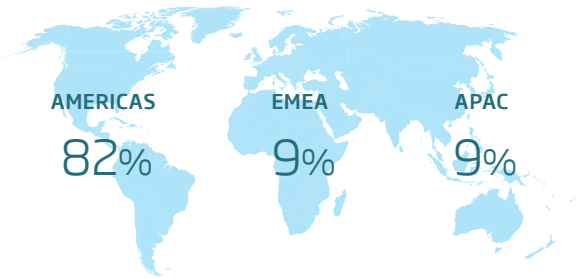
Head of Division: Jeppe Rasmussen

Brands: Nordfab, Menardi

Average number of employees: 317

SEKm	2024	2023	2022
External orders received	803	763	704
Sales	893	839	791
Adjusted EBITA	175	157	127
Adjusted EBITA margin	19.6%	18.7%	16.1%

External sales by region



Successful strategy led to new record year

The development of innovative product solutions and business models has enabled Nederman Duct & Filter Technology to continue to successfully position itself in prioritised and structurally growing customer segments, which has contributed to the division reporting a new record for sales and profitability in 2024.

In 2024, the division's performance was characterised by good growth, operational efficiency and progress in strategic areas. This helped to further boost profitability and continue the positive trend from 2023, with strengthened foundations and a broadened customer base through the division's core strategy concept: Fast, Friendly and Reliable (FFR). Through efficient production, high delivery reliability and a presence in fast-growing industries such as battery manufacturing, recycling and the defence industry, the division has consolidated its leading position.

One of the key milestones in 2024 was the launch of Nordfab Now, which has transformed the supply chain for the division's range of standardised ducting systems. This concept, which includes a new warehouse management system with warehouse robots and more warehouse space in Thomasville, US, enables delivery within 24 hours. The division can now handle all the many product variants with extra speed and precision, a crucial factor in meeting the demands of customers in the production of high-capacity batteries and semi-conductors. A similar project has been launched in Europe in Assens, Denmark, with the aim of doubling production capacity and creating the conditions to gain market share in the region in structurally growing industries.

The division's global presence was further strengthened in 2024. In the US, the base business has developed steadily, driven by major orders in a number of different industries and where investments in EV batteries have consolidated Nordfab's position as a prioritised supplier to this segment. Europe saw a recovery after a weak start to the year, particularly in the Nordic/Baltic region and the UK, with increased demand in sectors such as food, defence and agriculture. In the UK, Nordfab has grown into a market leader with strong customer loyalty.

In APAC, the division is working to gradually improve the quality of its offering to the same level as in Europe, which will strengthen competitiveness. In Thailand, investments are being made in production to increase efficiency, while the division continued to create a reseller network in Australia to accelerate the roll out of the Quick-Fit ducting system to new customers in the country. Orders were secured in priority segments such as metal recycling and the defence sector.

The division's filter solutions operations, under the Menardi brand, also continued its positive development from 2023. A stronger sales organisation increased sales in the western US, and the company has successfully gained shares in a consolidating market by offering customised solutions and high delivery reliability. The investment in a new laser cutting machine and the continued upgrade of production equipment helped to improve capacity and meet high customer demands in structurally growing segments such as food and pharmaceuticals.

Innovation and the continuous upgrade of products and systems play a central role in the division's strategy. During the year, BIM models for Nordfab products were launched in both North America and Europe, a key factor in winning specification assignments with engineering companies and consultants. With the launch of laser-welded ducting systems for the APAC market, the division is meeting customer demands for precision and quality, and digital solutions, such as QR codes on packaging, and improved product kits for resellers have improved the user experience.

The success of the division has not been without challenges. Capacity shortages in the division's production of large-diameter, heavy-duty ducting systems required rapid action, resulting in the decision to expand factory space at the Thomasville plant and construct a new warehouse. In Australia, profitability has not yet reached the desired level, but restructuring and cost-cutting measures are under way to reverse this trend. However, the earlier problems with an ageing machine park and production disruptions have been significantly reduced, thanks to continuous investment in new and modern production equipment.

SALES AND MARKET DEVELOPMENT

The division's external orders received increased currency neutrally by 5.7 percent to SEK 803m (763) and sales increased currency neutrally by 6.8 percent to SEK 893m (839). The Americas, with just over 80 percent of the division's sales, performed strongly, mainly as a result of Nordfab's deliveries to battery plants. Otherwise, EMEA was the region that accounted for the highest percentage increase.

Milestones in 2024

- Sales and order growth, and continued high profitability.
- Launch of Nordfab Now, strengthening the supply chain in the US.
- BIM models for Nordfab products to help engineering companies.
- Establishment as market leader in the EV battery segment.
- Launch of laser-welded ducting systems in APAC.
- Investment in modernisation of production at Menardi.



Nederman Monitoring & Control Technology

MARKET POSITION
With its solid application and technology know-how, the division has gained a market-leading position in the transformation that has commenced in the industry. Sales are conducted through the division’s own companies, their networks of distributors and other divisions within Nederman. Product development, increased integration with other divisions and further acquisitions are priorities for continued expansion.

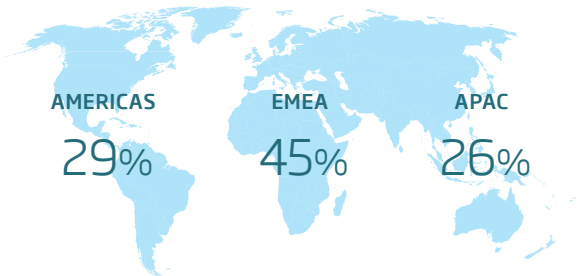
CUSTOMERS
The division works with a broad spectrum of industries that need to continuously monitor and control their production, processes and emissions. Waste incineration, power production and oil/gas extraction, as well as steel, aluminium and chemicals are industries with major needs and potential. The product programme is being continuously developed, and together with Insight, now covers a large part of the group’s overall customer and industry segments.

OFFERING
The division develops and sells products and systems for laser-based measurement of gases (NEO Monitors), products and systems for emissions analysis based on infrared measuring technology (Gasmet), continuous particle monitoring systems (Auburn FilterSense) and systems for monitoring and emission reporting (Olicem). The digital offering is based on a proprietary IoT platform (Nederman Insight), which provides customers with information on critical parameters and processes.

DIVISION AT A GLANCE
Head of Division: Joakim Ryrstedt
Brands: NEO Monitors, Auburn FilterSense, Gasmet, Olicem
Average number of employees: 250

SEKm	2024	2023	2022
External orders received	813	740	657
Sales	824	733	606
Adjusted EBITA	144	153	97
Adjusted EBITA margin	17.4%	20.8%	15.9%

External sales by region



Record levels of sales and orders received

In 2024, Nederman Monitoring & Control Technology continued its positive development and reached new records in sales and orders received. Strategic acquisitions, intensified investments in new segments and a high level of innovation have created a strong platform for profitable growth.

The division is well equipped to meet future challenges through its rapid technological development, focus on customer-centric solutions and growing global presence. Growth is being driven by investments to increase direct sales, internal synergies, key markets such as China and the US, and continued development of the service offering. By combining technological leadership with a more integrated business model, a strong global position is being created in digital monitoring, control and reporting of production processes.

Intensified collaboration between the division's four business units – Auburn FilterSense (AFS), NEO Monitors, Gasmeter and the recently acquired Olicem – has resulted in synergies that strengthen both the product portfolio and customer relationships. By combining solutions from several business units, broader concepts can be offered that drive cross sales and new revenue streams. Olicem's leading emissions reporting tools combined with Gasmeter's and NEO Monitors' advanced technologies for emissions and gas analysis enable a joint offering to help companies meet stricter EU environmental regulatory requirements while becoming more cost effective. The division is also planning to grow with similar concepts in other regions.

The division has continued to leverage its strengths in different regions to drive growth and strengthen its presence. EMEA remains the division's largest region, with a high proportion of direct sales of solutions to help customers meet stricter environmental legislation. NEO Monitors has delivered stable growth where Gasmeter as a representative in Finland has helped to strengthen its market presence. Gasmeter has also developed strongly in the region during the year, and AFS has begun to expand its sales to Europe through various strategic initiatives. In APAC, NEO Monitors' new sales office in Singapore provides an enhanced opportunity to meet local customers in the energy industry face to face, and the new Technical Centre in Shanghai improves service for the entire region. Gasmeter's portfolio is well positioned to meet increasing demands in the region. Americas continues to report strong growth, particularly in the US, led by NEO Monitors, such as through service contracts, and Gasmeter is continuing the success of its portable products. AFS, with 90 percent of its sales in the US, performed well during the year and also increased sales in Latin America.

At industry level, the division is particularly strong in segments such as energy, automotive, metal recycling, mining, petrochemicals and waste-to-energy, where demand is being driven by requirements for an increased focus on sustainability. The ability to offer adapted solutions to these segments is a competitive advantage that drives both customer satisfaction and growth. The division's leading offering in monitoring and emissions control helps customers reduce their emissions. In addition, solutions are continuously being developed for new applications in segments such as battery manufacturing, the hydrogen industry and carbon capture.

Technological innovation is central to the success of the division. NEO Monitors has launched products such as LaserGas™ iQ2 NOx and LaserGas™ III Ultra SP NH₃/H₂O, which strengthen its position in advanced gas analysis. Gasmeter's certification of GT6000 Mobilis according to the MCERTS standard has broadened its applications in stack testing and consolidated its leading position in portable emissions analysis. AFS has continued to focus on comprehensive product updates to meet growing demand. In addition, the new testing laboratory in Helsingborg has helped to strengthen the business unit's ability to certify products for the European market.

The development of the division's service offering has continued and is an integral part of the strategy. Using digital tools and effective knowledge sharing, the division has strengthened customer relationships and generated new service contracts, particularly in Americas and EMEA. The focus is on optimising customers' investments through continuous calibration, follow-up and advice. The development of Nederman Insight as an agnostic platform enables local connectivity and increased flexibility for customers.

SALES AND MARKET DEVELOPMENT

The division's orders received increased currency neutrally by 10.7 percent to SEK 813m (740), while sales increased currency neutrally by 13.2 percent to SEK 824m (733). The division's exposure is relatively evenly distributed across Nederman's three regions. EMEA reported a sharp increase in sales and orders received during the year, while APAC and the Americas noted only a marginal uptick.

Milestones in 2024

- Record levels of sales and orders received.
- Acquisition of Olicem, for stronger offering in emissions reporting.
- Establishment of the NEO Monitors Technical Centre in China.
- Certification of GT6000 Mobilis to MCERTS standard.
- Increased direct sales in APAC via sales office in Singapore.
- New major service contracts in Americas and EMEA.



Review of business operations

The Board of Directors and CEO of Nederman Holding AB (publ), corporate registration number 556576-4205, have prepared the annual report for the 2024 financial year.

BUSINESS

Nederman is an environmental technology company and one of the world's leading suppliers of products and solutions for advanced air filtration in demanding industrial environments. Nederman's business concept is clean air. Our portfolio comprises individual products, complete solutions, project design, installation, commissioning and service. The company's products contribute to reducing the environmental impact from industrial production, creating a clean and safe working environment, and increasing production efficiency. Nederman's customers operate within such industries as metal, wood and composite processing, food production, pharmaceutical production, waste management, agriculture, the textile industry, the chemicals industry, the process industry, energy production and the automotive industry aftermarket. To realise its financial goals, Nederman works in accordance with a market-driven agenda: Market-driven organisation, global key customers, product development with digital focus and active acquisition strategy.

Nederman has a strong global presence in sales and manufacturing. Sales are conducted through our own sales companies and distributors in over 50 countries. Most sales take place in Europe and North America, although Nederman is also active in a number of markets in Asia and South America. Manufacturing is carried out on five continents. Units for production and assembly are located in Australia, Brazil, Denmark, Finland, India, China, Norway, Poland, the UK, Sweden, Thailand, Germany and the US. At the end of 2024, 15 out of 20 production units were certified according to ISO 9001 and 14 out of 20 units were certified according to ISO 14001. Certification of additional units is planned to take place in 2025. The parent company is also certified according to ISO 9001 and ISO 14001. The manufacturing and assembly units are responsible for manufacturing, distribution, product care, logistics, purchasing and quality systems.

GROUP STRUCTURE

Nederman Holding AB (publ) is the parent company of Nederman group with its registered office in Helsingborg, Sweden. Nederman Holding AB's directly or indirectly wholly owned subsidiaries are presented in the parent company's note 13, Shares and participations. The Nederman group's operations are conducted in four operating segments: Nederman Extraction & Filtration Technology, Nederman Process Technology, Nederman Duct & Filter Technology and Nederman Monitoring & Control Technology. This organisation is based on technology, customer structure and business logic with its starting point in the group's brands. This means that the operating segments are global. Nederman Extraction & Filtration Technology develops and sells a broad range of filters and monitoring services, capturing devices, fans, high-vacuum products and reels for the distribution of a variety

of liquids and compressed air. Nederman Process Technology offers services and advanced filter solutions that are integrated into the customers' production processes where they catch harmful particles and gases. Nederman Duct & Filter Technology sells different types of ducting systems, valves and filter elements to ensure good air quality in a number of industries. Nederman Monitoring & Control Technology's digital portfolio includes advanced measurement technology and an IoT platform that consists of hardware and software that provide customers with information and insight into critical parameters and processes. On a secondary level, the operations are monitored based on the following regions: EMEA (Europe, Middle East and Africa), Americas (North and South America) and APAC (Asia-Pacific).

Finance, IT, HR, Sustainability and Strategy & Business Development are group functions with the task of supporting operational activities and being responsible for global coordination within each function.

STOCK EXCHANGE LISTING

The Nederman share has been listed on Nasdaq Stockholm under the NMAN ticker since 16 May 2007. Since January 2014, the share has been listed on Nasdaq Stockholm Mid Cap. The Mid Cap segment includes companies that have a market capitalisation between EUR 150m and EUR 1 billion. As of 31 December 2024, there were 4,648 (4,569) shareholders.

ACQUISITION OF BUSINESS OPERATIONS

Duroair Technologies

On 30 August 2024, Nederman acquired 100 percent of the shares in the Canadian company Duroair Technologies Inc. and 100 percent of the shares in the US company Duroair Technologies USA, Inc. The acquisition price amounted to SEK 48.0m, of which SEK 40.2m comprised a deferred consideration. Acquired net assets amounted to SEK -44.2m and a surplus was identified in customer relationships and deferred net debt in a net amount of SEK 14.3m and a remaining SEK 77.9m was attributable to goodwill. The acquisition's impact on cash and cash equivalents amounted to SEK 6.8m. The acquisition analysis is preliminary, with the analysis of the acquired balance-sheet items still ongoing.

Duroair, founded in 2012, has a unique market position in designing, manufacturing and selling climate controlled air filtration with the US and Canada as the main markets. Duroair's unique and flexible protection and filtration systems capture and extract steam, dust and gases created by coating, grinding, sandblasting and adhesive bonding processes. The company has a strong position in the defence, aerospace and industrial manufacturing industries, including the reduction of hexavalent chromium. Duroair's headquarters are located in Niagara Falls, Ontario, Canada. The company has ten employees and will continue to operate under the Duroair brand.

Olicem A/S

On 4 November, Nederman acquired 51 percent of the shares in the Danish company Olicem A/S. The acquisition price amounted to SEK 31.2m. Acquired net assets amounted to SEK 1.0m and the transaction generated preliminary partial goodwill of SEK 30.2m. The acquisition's impact on cash and cash equivalents amounted to SEK 30.1m. The acquisition analysis is preliminary, with analysis of acquired inventory and customer contracts still ongoing.

Olicem, founded in 2019, specialises in monitoring and emissions reporting within the European market with sales worldwide. Olicem's proprietary system is one of the market leaders and can be used with all types of analytical and monitoring instruments. With Olicem's system, the user can ensure and report that emission levels do not exceed legal requirements in waste incineration and in several other industries. Real-time monitoring and reporting emission levels is increasingly required by government agencies to ensure good air quality not only in Europe but also around the world. Olicem's headquarters are in Hobro, Denmark and the company has six employees.

ORDERS RECEIVED AND SALES

Orders received amounted to SEK 5,779.9m (6,004.6), equivalent to a currency neutral decline of 3.3 percent compared with 2023. Sales amounted to SEK 5,899.9m (6,187.8), equivalent to a currency neutral decline of 4.0 percent compared with 2023.

PROFIT/LOSS

Consolidated operating profit for 2024 totalled SEK 592.5m (592.8), corresponding to an operating margin of 10.0 percent (9.6). Adjusted EBITA amounted to SEK 707.6m (714.9). The adjusted EBITA margin was 12.0 percent (11.6). Profit before tax amounted to SEK 480.7m (476.2). Net profit totalled SEK 345.2m (340.9), corresponding to earnings per share of SEK 9.83 (9.71). Despite a rather challenging macroeconomic environment, Nederman continued its generally positive performance in 2024. Sales grew in three of four divisions and net profit for the group reached new record levels. Cash flow from operating activities was also very strong and helped to support the additional capital expenditure made by Nederman in product development and operational efficiency.

For Nederman Extraction & Filtration Technology, sales and orders received increased to new record levels, boosted by the acquisition of Duroair. Adjusted EBITA for the division also increased in 2024. Nederman Process Technology reported a stable year but failed to reach the record levels of 2023. Demand for larger solutions was clearly lower than in 2023 and orders received, sales and EBITA all decreased as a result. However, the EBITA margin increased in percentage terms driven by a higher share of service sales in the product mix as well as strong project execution. It was another successful year for Nederman Duct & Filter Technology, which has strengthened its customer base and market-leading position, leading to new record levels of orders received, sales and profitability. Profitability developed well, not least as a result of previous and sustained investments made in production equipment and facilities. For Nederman Monitoring &

Control Technology, the trend was also strong in 2024 and this division also saw good growth in orders received and sales. The high rate of product development seen in previous years continued while capital expenditures in increased production capacity are ongoing.

The group's profitability target to achieve an adjusted EBITA margin of at least 14 percent, announced in April 2022, remains valid, and during the year the adjusted EBITA margin increased to 12.0 percent (11.6). The long-term targets of annual sales growth over a business cycle in excess of 10 percent, return on operating capital of 15 percent and a dividend policy of 30-50 percent of net profit for the year, stand firm.

PRODUCT DEVELOPMENT

The group's total research and development expenses amounted to SEK 151.6m (130.1), of which SEK 52.4m (51.5) was capitalised in the statement of financial position, and is primarily related to capital expenditure in the group's digital product offering and also the launch of new and updated filter systems and more energy-efficient products.

CAPITAL EXPENDITURE IN FIXED ASSETS AND DEPRECIATION/AMORTISATION

The group's capital expenditure in intangible assets for the year amounted to SEK 103.3m (91.7). Capital expenditure for the year was primarily related to capitalisation of some development expenses for products mentioned above and the continued implementation of a global business system. Amortisation of intangible assets for the year was SEK 110.8m (104.9). The group's capital expenditure in tangible assets for the year amounted to SEK 161.4m (103.9) and related primarily to the new plants in Helsingborg and Detroit and to additional investments in Thomasville in the US. Depreciation of tangible assets for the year was SEK 62.4m (59.4).

CASH FLOW

Cash flow for the year amounted to SEK -18.8m (115.4) and cash flow from operating activities to SEK 595.9m (576.3). Inventory and accounts receivable were reduced during the year and more than offset the decline in advance payments from customers in major projects. In total, this contributed to an inflow in cash flow from changes in working capital of SEK 7.6m (-7.9). The year's net investments in fixed assets amounted to SEK 252.7m (198.3). The largest single investment relates to the new facility in Helsingborg, which was commissioned in the autumn. Cash flow from financing activities mainly relates to the amortisation of loans of SEK 100.0m (52.1) and dividends paid to shareholders of SEK 138.7m (131.6). Net borrowing for the year, including utilised overdraft facilities, amounted to a total of SEK -72.8m (0.6).

LIQUIDITY AND FINANCIAL POSITION

At the end of the period, the group had SEK 825.2m (815.2) in cash and cash equivalents, as well as SEK 144.9m (88.8) in unutilised overdraft facilities. The group has a financing agreement with Skandinaviska Enskilda Banken (SEB) and Svenska Handelsbanken (SHB) for SEK 2,000m and a financing agreement

with the Swedish Export Credit Corporation (SEK) for SEK 500m. The agreements with SEB and SHB were signed in March 2022 and have a three-year maturity with extension options for two additional years with one year at the time. The final option of a one-year extension, meaning a final maturity date in March 2027, was utilised in 2024. At the end of the year, the scope within the agreement with SEB and SHB had been utilised in an amount of SEK 1,365m (1,368). Accordingly, at the end of the period, the group had a credit facility of SEK 635m (632) within the scope of Nederman's loan agreement with SEB and SHB. In December 2024, a new loan agreement was signed with SEB for SEK 500m and a fixed term of three years. Under certain conditions, the banks are entitled to terminate the agreements early.

Net debt amounted to SEK 1,696.8m (1,332.4). Equity amounted to SEK 2,718.6m (2,372.0), corresponding to an equity/assets ratio of 37.5 percent (36.9) and a net debt/equity ratio of 62.4 percent (56.2). The net debt/equity ratio increased compared with the preceding year, which is a result of the fact that net debt increased more in relation to equity. Debt attributable to bank loans declined by SEK 24.8m, which was due to net amortisation of SEK 72.8m, while the weakening of the SEK increased the loans by SEK 47.0m. In comparison with the preceding year, the pension liability increased by SEK 11.2m, which was primarily a consequence of a decrease in the discount rate. The lease liability increased by SEK 388.0m, which was primarily due to the two new large leases in AB PH Nederman in Helsingborg, Sweden and Robovent Inc. in the US. The cash balance continued to strengthen due to high orders received and the resulting advance payments.

Equity was strengthened during the year as a consequence of favourable profitability. In addition, equity was impacted by the mix of currency exposure, which led to the translation reserve, attributable to the translation of foreign subsidiaries, amounting to SEK 146.5m (-54,2).

EMPLOYEES

The group had 2,485 (2,462) employees at year-end. The average number of employees in the group during the year was 2,407 (2,377). Other personnel data is shown in note 8, Employees.

PARENT COMPANY

The activities of the parent company comprise group functions. The parent company also owns and manages shares in the subsidiaries. The parent company's sales amounted to SEK 29.6m (21.2) and pertained to service revenue from subsidiaries. Profit for the period amounted to SEK 402.9m (3.4). The increase compared with the preceding year was mainly attributable to higher dividends from the subsidiaries.

PROPOSED APPROPRIATION OF PROFIT

The following is at the disposal of the Annual General Meeting of Nederman Holding AB (publ):

Share premium reserve	5,866,700
Retained earnings	330,583,736
Net profit for the year	402,969,792
Total SEK	739,420,228
The Board of Directors proposes	
a dividend to shareholders of SEK 4.00 per share*	140,461,412
to be transferred to the share premium reserve	5,866,700
to be transferred to retained earnings	593,092,116
Total SEK	739,420,228

* Based on the number of shares outstanding at 31 December 2024. The dividend amount could be changed as treasury shares could be converted by the record date of 17 April 2025. For additional information about number of issued shares and treasury shares held see the Group's note 20, Equity and number of shares.

Based on the group's financial stability and healthy capital structure, the Board's assessment is that a dividend can be justified. After payment of the dividend, the group's equity/assets ratio amounts to 36.3 percent and is therefore good in relation to the industry sector in general. The dividend corresponds to 41 percent of net profit for the financial year, meaning that the dividend is in line with the company's dividend policy.

NOTICE OF ANNUAL GENERAL MEETING

The notice to attend the Annual General Meeting is to be issued no earlier than six weeks and no later than four weeks prior to the Meeting.

EVENTS AFTER THE END OF THE REPORTING PERIOD

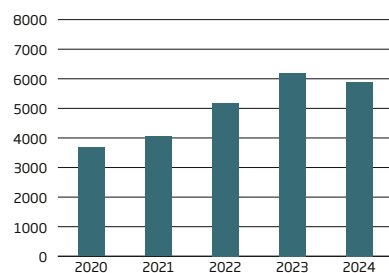
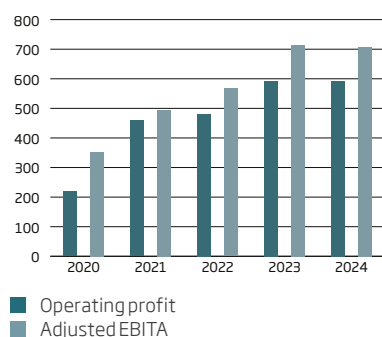
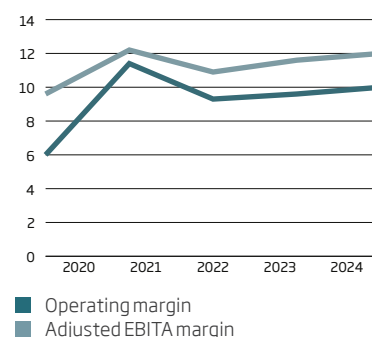
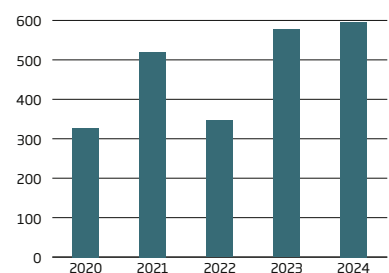
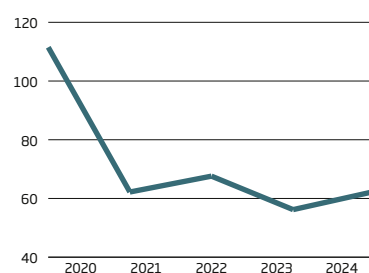
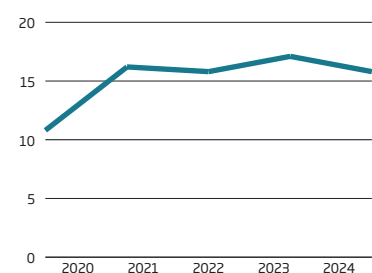
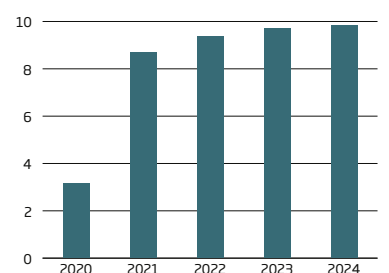
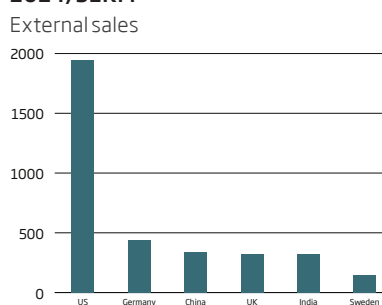
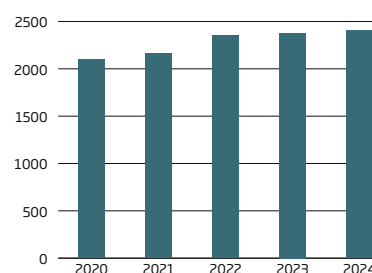
No significant events have occurred after the end of the reporting period. See also note 33 Events after the end of the reporting period.

OUTLOOK

Demand is slightly slower, but our base business and strong digital range enable us to assert ourselves well in the current market. Even if the performance of our divisions is largely positive, there is a risk that the economic uncertainty will continue to impact customers' investment decisions in the quarters ahead. Moreover, the growing geopolitical uncertainty could lead to increased protectionism. Our order backlog remains good and we have a strong offering, enabling us to advance our positions even in this challenging macro environment. Even if the outlook in our industry could be temporarily dampened by various external factors, the long-term potential remains. In a world with growing insight into the damage that poor air does to people, Nederman, with its leading industrial air filtration offering, has a key role to play and good possibilities for continued growth.

Five-year overview

SEKm	2024	2023	2022	2021	2020
Operating revenue and earnings					
Net sales	5,899.9	6,187.8	5,178.9	4,041.8	3,674.8
EBITA	703.3	697.6	558.2	522.3	275.7
Adjusted EBITA	707.6	714.9	566.6	494.6	352.3
EBITDA	865.5	850.3	682.0	633.2	384.6
Adjusted EBITDA	869.9	867.5	690.4	605.5	461.2
Operating profit	592.5	592.8	480.2	458.9	219.0
Adjusted operating profit	596.8	610.0	488.6	431.2	295.6
Profit before tax	480.7	476.2	438.8	417.1	148.5
Net profit	345.2	340.9	328.7	305.3	110.4
Assets, equity and liabilities					
Fixed assets	4,187.2	3,412.5	3,358.8	2,645.6	2,480.8
Current assets	3,063.1	3,009.9	2,861.3	2,083.4	1,768.7
Cash and cash equivalents	825.2	815.2	721.2	541.6	466.8
Equity	2,718.6	2,372.0	2,186.5	1,717.4	1,300.8
Interest-bearing liabilities	2,522.0	2,147.6	2,198.3	1,609.4	1,917.3
Non-interest-bearing liabilities and provisions	2,009.7	1,902.8	1,835.3	1,402.2	1,031.4
Balance sheet total	7,250.3	6,422.4	6,220.1	4,729.0	4,249.5
Profitability					
EBITA margin	11.9%	11.3%	10.8%	12.9%	7.5%
Adjusted EBITA margin	12.0%	11.6%	10.9%	12.2%	9.6%
EBITDA margin	14.7%	13.7%	13.2%	15.7%	10.5%
Adjusted EBITDA margin	14.7%	14.0%	13.3%	15.0%	12.6%
Operating margin	10.0%	9.6%	9.3%	11.4%	6.0%
Adjusted operating margin	10.1%	9.9%	9.4%	10.7%	8.0%
Return on equity	13.6%	15.0%	16.8%	20.2%	8.2%
Return on operating capital	14.7%	16.6%	15.2%	15.6%	10.4%
Capital turnover rate, multiple	1.5	1.7	1.6	1.5	1.3
Return on operating capital excluding IFRS 16	15.8%	17.1%	15.8%	16.2%	10.8%
Capital structure					
Net debt	1,696.8	1,332.4	1,477.1	1,067.8	1,450.5
Net debt/equity ratio	62.4%	56.2%	67.6%	62.2%	111.5%
Net debt/adjusted EBITDA, multiple	2.0	1.5	2.1	1.8	3.1
Adjusted EBITDA/net financial items, multiple	7.8	7.4	16.7	14.5	6.5
Interest coverage ratio, multiple	4.3	4.4	7.9	9.6	4.1
Equity/assets ratio	37.5%	36.9%	35.2%	36.3%	30.6%
Operating capital	4,415.4	3,704.4	3,663.6	2,785.2	2,751.3
Share data					
Number of shares on closing date	35,146,020	35,146,020	35,146,020	35,146,020	35,146,020
Weighted average number of shares prior to dilution	35,112,042	35,101,313	35,093,096	35,093,096	35,093,096
Weighted average number of shares after dilution	35,112,042	35,101,313	35,093,096	35,093,096	35,093,096
Equity per share, before dilution, SEK	77.43	67.58	62.31	48.94	37.07
Equity per share, after dilution, SEK	77.43	67.58	62.31	48.94	37.07
Earnings per share, before dilution, SEK	9.83	9.71	9.37	8.70	3.15
Earnings per share, after dilution, SEK	9.83	9.71	9.37	8.70	3.15
Proposed dividend per share, SEK	4.00	3.95	3.75	3.50	-
Employees					
Average number of employees	2,407	2,377	2,288	2,154	2,097

SALES, SEK M**OPERATING PROFIT AND ADJUSTED EBITA, SEK M****OPERATING MARGIN AND ADJUSTED EBITA MARGIN, %****CASH FLOW FROM OPERATING ACTIVITIES, SEK M****NET DEBT/EQUITY RATIO, %****RETURN ON OPERATING CAPITAL EXCLUDING IFRS 16, %****EARNINGS PER SHARE, SEK****LARGEST MARKETS AND SWEDEN IN 2024, SEK M****AVERAGE NUMBER OF EMPLOYEES**

Risks and risk management

RISKS THAT COULD SIGNIFICANTLY IMPACT THE GROUP

Nederman is exposed to a number of risks that could significantly impact the group's operations, earnings and financial position. Nederman conducts continuous risk assessments that include identifying the risks that impact the group and taking measures to manage these risks.

Nederman does not calculate the economic value of all risks because many of them are highly complex and interrelated. However, the practical management of these risks is facilitated in several different ways, including through group-wide policies, business processes, training, internal controls, and processes for the audit and approval of reports. Nederman group's risks are organised into five categories: Strategic risks, Operating risks, Compliance risks, Financial risks and Cyber and information risks.

STRATEGIC RISKS

Customer offerings, succession planning, official or sector regulations, fluctuations in the global market.

OPERATING RISKS

Demands on the products' function or quality, competition or technology shifts, IT systems, and production or delivery disruptions.

COMPLIANCE RISKS

Compliance with laws, regulations and group policies relating to, for example, data confidentiality, competition legislation, corruption, health and safety and sustainability.

FINANCIAL RISKS

Currency, interest, credit and liquidity risks.

CYBER AND INFORMATION RISKS

Cyber and information risks related not only to technology in the products, solutions and services that Nederman provides to its customers, but also all technology and information used in the company's internal and external processes and operations.

MANAGING THE MAIN RISKS

The main risks described in this report are managed in accordance with Nederman's framework for risk management, which is integrated with the company's business processes. The Board of Directors also reviews the company's risk management.

Strategic risks	Management
Retain skills and capacity to implement strategic activities	Continued succession planning. Incentivising, motivating and developing key personnel. Recruitment is to be based on the company's values and vision.
Acquisition-related risks	Professional "due diligence". A clear divisional fit for acquired companies, standard onboarding procedures including for IT, brands, patents and finance.
Operating risks	Management
Production risks at key sites	Updating and replacing aging production machinery and equipment, global management system, standardisation of processes – a prerequisite for ERP roll-out, maintaining product documentation, updating of IT hardware and software.
External factors, such as fire, extreme weather conditions, natural disasters, war or pandemics	Continued contingency planning, regular risk assessments and site inspections.
Project-related risks	Systematic evaluation of projects, even in the tender phase. Focus on financial and operational project management.
Compliance risks	Management
Corruption and fraud	Established policies and internal control, whistleblower system where any employee can report any suspicions of legal or regulatory breaches without reprisal, compulsory training including on the Nederman Code of Conduct.
Non-compliance with laws and regulations	Training in policies, laws and regulations, formalisation and expansion of the group's internal control work with a focus on compliance, export control process including compulsory training, with a focus on sanctions and trade restrictions.
Health and safety risks relating to, for example, technical defects or deficiencies in Nederman's products	Nederman's commitment to quality assurance safeguards product quality and functionality, and ensures that legal requirements regarding safety, for example, machinery directive and ATAX-directive, are complied with in full.

Financial risks	Management
Underlying weakening of the economy	Continual updating of contingency plans, on local, regional and global levels.
Geopolitical turbulence/trade war	Continued policy of local/regional production and purchasing. Continual updating of contingency plans, on local, regional and global levels.
Price increases and inflation	Increasing production efficiency, purchasing coordination across group companies, close monitoring and management of sales and purchase pricing. Continuous cost control and long-term efficiency enhancements based on digitalisation
Price competition	Differentiation including digital products and solutions, market leading technology, focus on being market leader in operational markets, increasing production efficiency including from machinery investments and IT upgrades.
Foreign currency risks: Through its global operations, Nederman group is exposed to currency risk since exchange rate changes affect the group's income and financial position. The group's currency exposure includes transaction exposure, financial exposure and translation exposure.	Transaction exposure arises when the group's companies buy in one currency and sell in another currency. In order to limit transaction exposure in the Nederman group, the general rule is that supply companies sell to sales companies in the sales companies' local currencies. In this way, the transaction exposure in sales companies is low. The largest production company is located in Sweden and approximately 61 percent of purchases by this company are made in SEK. Other purchases are mainly in EUR and, to a lesser extent, in USD. Financial exposure arises when exchange rate changes impact the value of loans. Translation exposure arises when exchange rate changes affect the value of assets and liabilities in foreign subsidiaries, which comprises a currency exposure of equity.
Interest rate risks: The Nederman group is exposed to interest rate risk through its net debt. Movements in interest-rate levels may impact the group's net income and cash flow and the value of financial assets and liabilities.	Interest risk pertains to the risk that changed interest levels could impact Nederman group's income and cash flow. The group's bank loans have floating interest rates or a maximum term of six months, according to the funding agreement with the group's lenders. The usual fixed interest term is between one and three months. A change in the interest rate of 1 percentage point would have affected net financial items in 2024 by SEK 18m (19), calculated on net debt on the balance sheet date. The Nederman group has determined that reasonable changes in interest rates do not affect the group's earnings to such a material extent that there is a need to secure interest rates through financial instruments. This assessment is updated on an ongoing basis and may be reviewed in the event of an increase in loan exposure.
Credit risks: The risk that the group's customers might not pay their accounts receivable and contract assets constitutes a customer credit risk.	To limit the credit risk, the Nederman group employs credit policies that limit outstanding amounts and the credit period for different customers. For new customers and new markets, letters of credit or advance payments normally apply. For established customer relationships, credit limits are carefully monitored to limit the risk. In some cases, credit insurance is used to secure accounts receivable. The group's largest individual customer accounted for 1.1 percent of sales. The five largest customers accounted for 3,9 percent of sales. The company's risk spread can thus be regarded as very good. Contract assets consist of work performed that has not yet been invoiced, and mainly refers to the sale of small and medium-sized projects, which by its nature constitutes a credit risk. If several of the group's larger customers fails to meet its undertakings the group could suffer significant losses. Ongoing risk assessments are carried out of accounts receivable and contract assets, and given that customers operate in several different industries and markets, the risks are deemed to be low.
Liquidity risks: The risk that the Nederman group may be unable to finance or refinance its assets or meet its payment obligations constitutes a liquidity risk.	To limit the liquidity risk, the Nederman group has a financing agreement with Skandinaviska Enskilda Banken (SEB) and Svenska Handelsbanken (SHB) for SEK 2,000m and a financing agreement with the Swedish Export Credit Corporation (SEK) for SEK 500m. The agreements with SEB and SHB were signed in March 2022 and have a three-year maturity with extension options for two additional years with one year at the time. The final option of a one-year extension, meaning a final maturity date in March 2027, was utilised in 2024. At the end of the year, the scope within the agreement with SEB and SHB had been utilised in an amount of SEK 1,365m (1,368). Accordingly, at the end of the period, the group had a credit facility of SEK 635m (632) within the scope of Nederman's loan agreement with SEB and SHB. In December 2024, a new loan agreement was signed with SEB for SEK 500m and a fixed term of three years. Under certain conditions, the banks are entitled to terminate the agreements early.
Cyber and information risks	Management
IT security	Updating and upgrading hardware, software and processes in accordance with the group IT security policy. Compulsory training for all employees. Monitoring of systems, testing to identify areas of vulnerability, securing and testing of backups.
Ongoing IT projects	Systematic planning, securing relevant internal competence updating IT hardware and software.

Corporate Governance

Nederman Holding AB (publ) is a Swedish public limited company with its registered office in Helsingborg, Sweden. Nederman was listed on the Nasdaq Stockholm Small Cap list in 2007 and has been registered on the Nasdaq Stockholm Mid Cap list since 1 January 2014.

As a listed company, Nederman applies the Swedish Corporate Governance Code (the Code). The Corporate Governance Report has been prepared in accordance with the Swedish Annual Accounts Act and the Swedish Companies Act, Nasdaq Stockholm's Rule Book for Issuers, the Code, and other applicable Swedish laws and regulations. In addition to rules pursuant to laws or other legislation, Nederman uses internal control instruments that are also the basis for the group's corporate governance, including the Articles of Association, rules of procedure for the Board of Directors, the terms of reference for the CEO, policy documents and the group's Code of Conduct. The Articles of Association and the group's Code of Conduct are available at nedermangroup.com and policy documents are available at the group's intranet.

Governance of the Nederman group takes place through the shareholders via the General Meeting of Shareholders, the Board of Directors, the CEO and Group management of Nederman in accordance with, among other things, the Swedish Companies Act, other laws and regulations, the Articles of Association and the rules of procedure for the Board of Directors. Considering Nederman's group structure, the composition of the boards of its operating subsidiaries, which often include representatives from Group management, constitute another element of governance for the group.

SHAREHOLDERS

At the end of 2024, the company had 4,647 shareholders. Investment AB Latour was the largest shareholder with 29.98 percent of the shares, while Neudi Kapital AB owned 10.03 percent, IF Skadeförsäkring AB (publ) owned 9.90 percent and Swedbank Robur Fonder AB owned 8.43 percent. The ten largest shareholders had a total holding corresponding to 80.18 percent of the shares. Foreign investors held 16.12 percent of the shares. For further information about the share and shareholders, see pages 150-151.

ANNUAL GENERAL MEETING

The General Meeting of Shareholders is the highest decision-making body, in which the shareholders can exercise their influence by voting on key issues, such as the adoption of the income statement and balance sheet, appropriation of the company's profit, discharge from liability of Board members and the CEO, the election of Board members, the Chairman of the Board and auditors, and remuneration to the Board of Directors and auditors. The Annual General Meeting was held in Helsingborg on 26 April 2024. At the Meeting, 33 shareholders participated, representing 83.65 percent of the total number of shares and votes in the company.

The Meeting adopted the income statement and balance sheet, and the consolidated income statement and balance sheet, and granted discharge from liability for the Board members and CEO. The Board decided to distribute the profit in accordance with the proposal on the allocation of profits, meaning that the dividend for the 2023 financial year would be SEK 3.95 per share, corresponding to SEK 138.7m, and SEK 334.9m would be carried forward.

The Meeting decided in accordance with the Board of Directors' proposal on the transfer of treasury shares under the 2023 LTI programme and on authorisation of the Board of Directors' to acquire and transfer the company's treasury shares. The Meeting also resolved to approve the Board of Directors' remuneration report.

The Meeting decided in accordance with the proposal in the notification of the Meeting to elect six Board members. In accordance with the proposal of the Nomination Committee, Anders Borg, Gunilla Fransson, Ylva op den Velde Hammargren, Sven Kristensson, Johan Menckel and Sam Strömerstén were re-elected to the Board of Directors. Johan Menckel was elected Chairman of the Board.

NOMINATION COMMITTEE

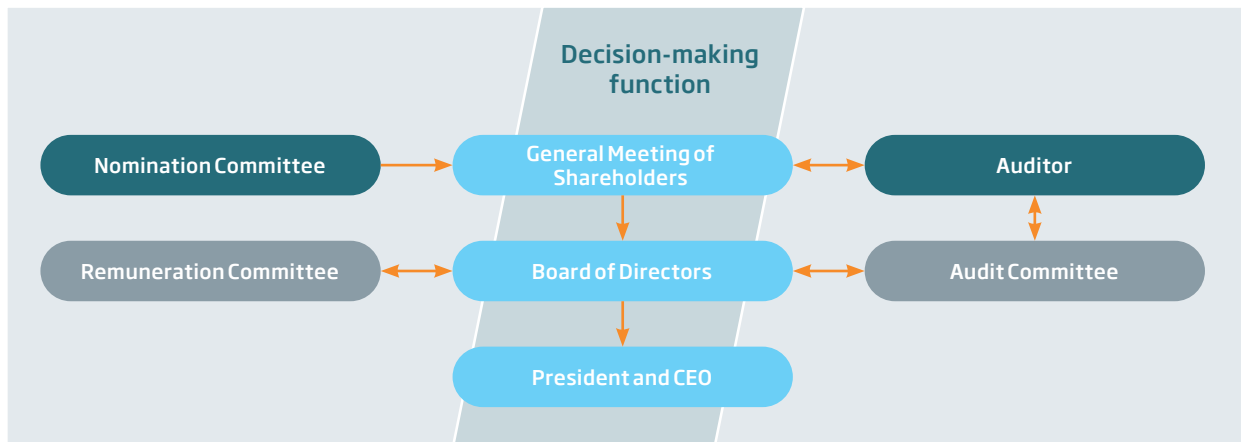
The 2019 Annual General Meeting decided to establish instructions for the Nomination Committee concerning the composition of the committee and its assignments. According to the instructions, the Nomination Committee is to consist of one representative from each of the four largest shareholders and the Chairman of the Board. If any of the four largest shareholders waives their right to appoint a representative to the Nomination Committee, the right will pass to the next largest shareholder. The Nomination Committee's tasks are to prepare proposals, ahead of the next Annual General Meeting, concerning the election of the Chairman of the Board and other Board members, the election of the Chairman of the Meeting, remuneration issues and related issues, and, where applicable, the election of auditors.

In accordance with the Annual General Meeting's guidelines for the work of the Nomination Committee, Ossian Ekdahl, Investment AB Latour (Chairman); Ola Cronholm, Neudi Kapital AB; Fredrik Ahlin, IF Skadeförsäkring AB and Oscar Bergman, Swedbank Robur, were appointed to the Nomination Committee ahead of the Annual General Meeting in 2025. Johan Menckel, Chairman of Nederman's Board of Directors, is a co-opted member of the Nomination Committee. For questions concerning the work of the Nomination Committee, contact ossian.ekdahl@gmail.com.

BOARD OF DIRECTORS

The Board of Directors is the second highest decision-making body after the General Meeting of Shareholders. The overall assignment of the Board is to decide on the company's business direction, its resources and capital structure as well as its organisation and management. The Board's general obligations

Overall structure of corporate governance in Nederman



also include continuously evaluating the company's financial situation and approving the company's business plan. In its general undertaking, the Board addresses overall issues such as the company's strategy, acquisitions, major investments, divestments, the publication of annual reports and interim reports, and the appointment of the CEO.

The Board of Directors follows a written rule of procedure that is adopted annually at the first Board meeting following election. The rules of procedure stipulate how work is to be divided between Board members, how often the Board of Directors is to meet and to what extent any deputies are to participate in the work of the Board and attend meetings. The rule of procedure also regulate the Board's obligations, the establishment of a quorum, the division of responsibilities between the Board and the CEO, etc. The Board meets according to an annual schedule that is decided in advance. Extraordinary meetings may be called to address events of unusual importance. In addition to Board meetings, the Chairman of the Board of Directors and the CEO conduct an ongoing dialogue with respect to the management of the company.

Once a year, the entire Board conducts a systematic evaluation of the company's senior executives. In this context, "senior executives" includes certain deputy managers, meaning a broader group of employees.

In recent financial years, the Board has made decisions concerning several matters of strategic importance. In 2024, particular emphasis was placed on measures to increase profitability in underperforming markets such as China, to develop the service business, as well as on investments in upgrading the Group's production and logistics as well as digital initiatives. The increased geopolitical uncertainty was also an issue for the Board of Directors' work during the year. In 2024, in addition to the first Board meeting following election, the Board held ten minuted meetings. To date, three minuted meetings have been held in 2025.

The 2024 Annual General Meeting resolved that SEK 812,000 is to be paid to the Chairman of the Board and SEK 325,000 to each of the other members elected by the Annual General Meeting, with the exception of the CEO. It was furthermore resolved that a fee of SEK 140,000 would be paid to the Chairman of the Audit Committee and SEK 80,000 to the committee members, and that a fee of SEK 60,000 would be paid to the Chairman of the Remuneration Committee and SEK 30,000 to the other member.

As stated in the Articles of Association, the General Meeting of Shareholders has full decision-making power in election of Board members and there are no other regulations concerning appointment and dismissal of Board members. The Annual General Meeting elects Board members annually for the period until the next Annual General Meeting is held. The Board of Directors is to consist of at least three and no more than eight ordinary members and may be supplemented with a maximum of three deputies. In addition, there may be employee representatives. The members elected by the Annual General Meeting are all, with the exception of Johan Menckel, independent in relation to the major shareholders and, with the exception of the CEO, in relation to the company and company management. The Board meets the requirements of the Code with respect to independent members. The members are presented on page 78 and at nedermangroup.com.

The main shareholders and Board members carry out a detailed annual evaluation of the Board. Among other things, the evaluation includes the Board's composition, individual Board members and the Board's work and procedures. The Nomination Committee has reviewed the written evaluation of the work of the Board and has received a report on the work of the Board from the Chairman of the Board.

In 2024, Nederman's Board of Directors comprised six members elected by the 2024 Annual General Meeting. The CEO is a member of the Board of Directors. The CFO is not a member of the Board of Directors but, as a rule, participates in Board meetings

by presenting information. The Chairman of the Board does not participate in the operational management of the company.

Attendance at Board meetings

■ Anders Borg	10 of 10 possible
■ Gunilla Fransson	10 of 10 possible
■ Ylva op den Velde Hammargren	10 of 10 possible
■ Sven Kristensson	10 of 10 possible
■ Johan Menckel	10 of 10 possible
■ Sam Strömerstén	10 of 10 possible

CEO

The division of activities between the Board and the CEO is regulated by the rules of procedure for the Board and in the terms of reference for the CEO. The CEO is responsible for implementing the business plan as well as the day-to-day management of the company's affairs and the daily operations of the company. This means that the CEO makes decisions on those issues that can be considered to fall under the day-to-day management of the company. The CEO may also take action without the authorisation of the Board in matters which, considering the scope and nature of the company's business, are unusual or of great importance, which cannot await a decision by the Board without seriously compromising the company's business activities. The terms of reference for the CEO also regulate the CEO's responsibility for reporting to the Board. The Board receives a monthly written report containing a follow-up of the company's order statistics, sales, operating results, working capital developments, income statement, financial position and cash flow statement. The report also contains comments from the CEO and CFO, for example, regarding the various markets.

Every year, the senior executives formulate a strategy proposal, which is discussed and adopted at the final Board of Directors' meeting during the autumn. Work on the business plan, including the budget for the coming year, is usually carried out from the bottom up and based on the strategy. The CEO and the CFO present the business plan proposal to the Board of Directors. After the Board of Directors discusses the business plan, it is usually adopted at the last meeting during the autumn. In addition, the company prepares a monthly updated forecast.

COMMITTEES

Remuneration Committee: Questions about salary and benefits for the CEO and senior executives are addressed and approved by the Remuneration Committee. This committee consists of Johan Menckel (Chairman) and Gunilla Fransson. The committee is a body within the company's Board of Directors assigned to draft matters for the Board related to remuneration and other terms of employment for company management. The committee is also tasked with preparing guidelines for executive remuneration, which the Board of Directors then presents as a proposal to the Annual General Meeting. The two members of the Remuneration Committee held one minuted meeting in 2024.

The prevailing guidelines for executive remuneration were adopted by the Annual General Meeting in 2024. The guidelines are presented in the section, "Remuneration to senior executives."

Audit Committee: The main purpose of the Audit Committee is to supervise the group's financial accounting and reporting and the audit of the annual accounts. The Audit Committee's tasks include, among other things, responsibility for the preparation of the Board's work to ensure the quality of the financial reporting by reviewing the interim reports, annual report and consolidated financial statements. The Audit Committee is also tasked with preparing matters regarding the procurement of audit services and other services from the auditor and preparing certain accounting and audit matters to be dealt with by the Board. The work of the Audit Committee is governed by rules of procedure adopted by the Board of Directors. The Committee convened on five occasions in 2024 and has held one minuted meeting to date in 2025. The company's auditor participated on these occasions. On 12 February 2025 the company's auditor informed the Board of the results of its work and presented a report on the year's audit and its view of the company's internal control system without the presence of any members of company management. In 2024, the Audit Committee consisted of Board members Anders Borg (Chairman), Ylva op den Velde Hammargren and Sam Strömerstén.

Attendance at Audit Committee meetings

■ Anders Borg	5 of 5 possible
■ Ylva op den Velde Hammargren	5 of 5 possible
■ Sam Strömerstén	4 of 5 possible

AUDITOR

The auditor audits the company's annual report and accounting as well as the management of the Board of Directors and the CEO. The auditor submits an audit report to the General Meeting of Shareholders after each financial year. From 2011, the Annual General Meeting appoints an auditor for a period of one year. At the Annual General Meeting on 26 April 2024, it was resolved in accordance with the Nomination Committee's proposal to re-elect the registered auditing firm Ernst & Young AB until the close of the 2025 Annual General Meeting, with Andreas Mast as lead auditor. Andreas Mast is an Authorised Public Accountant and member of FAR, the Swedish Institute of Authorised Public Accountants. Andreas Mast has long experience in auditing listed companies and companies in an international environment. He is now lead auditor for companies including Gunnebo, Latour, Revolutionrace and VBG Group. The company's auditor audits the annual accounts and financial statements and the company's ongoing operations and procedures to provide an opinion on the accounting and management of the Board of Directors and the CEO. The 2024 Annual General Meeting resolved that the auditors should be paid on a current account basis. Fees to Ernst & Young AB for assignments other than auditing amounted to SEK 1.1m in 2024 and pertain mainly to auditing of the nine-month report and the sustainability report, as well as other auditing-related services.

REMUNERATION TO SENIOR EXECUTIVES

The Annual General Meeting on 26 April 2024 adopted the Board of Directors' proposal for guidelines for executive remuneration. Nederman's Group management fall within the provisions of these guidelines. The remuneration shall be on market terms and may consist of the following components: basic salary, short-

term variable remuneration (STI), long-term variable remuneration (LTI), pensions and other benefits. Basic salary is paid for satisfactory work.

Annual variable remuneration ("STI")

The short term incentive shall be linked to predetermined, well-defined and measurable financial criteria. The satisfaction of criteria for awarding variable remuneration shall be measured over a period of one financial year (performance period). The STI remuneration may amount to not more than 50 percent of the total fixed salary under the performance period for the CEO and for other senior executives. The criteria for STI shall mainly relate to the group's profitability, working capital development and sustainability goals that are linked to the business. In addition, individual criteria may be established. The criteria shall be designed so as to contribute to the company's business strategy and long-term interests, including its sustainability.

Long-term variable remuneration ("LTI")

The STI shall be supplemented by a long-term incentive connected to the development of the share price. By connecting the LTI to the share price development, a common interest is created with the shareholders that aims to promote the company's business strategy, long-term interests and value creation.

The LTI payout, shall be subject to an undertaking by the executive to invest the LTI payout in Nederman shares without undue delay and to retain such shares for not less than three years.

The STI plus the LTI paid out to an executive each year, may in aggregate not amount to more than 150 percent of the total fixed salary for the CEO and not more than 100 percent of the total fixed salary for other senior executives.

Further variable remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 50 percent of the fixed annual salary and may not be paid more than once each year per individual.

For the CEO, pension benefits shall be premium-based. The pension premiums for premium-based pension shall amount to not more than 35 percent of the pension based salary. For other executives, pension benefits shall be based on a contractual ITP plan or be premium-based, unless the individual concerned is subject to defined-benefit pension under mandatory collective agreement provisions. Variable cash remuneration shall qualify for pension benefits. Pension premiums that follow from the contractual ITP plan or are premium-based, shall amount to not more than 35 percent of the pension based salary, unless other premium levels apply according to applicable ITP plan.

Other benefits may include, for example, life insurance, health and medical insurance and company cars. Such benefits may amount to not more than 20 percent of the fixed annual salary.

The notice period may not exceed 24 months if notice of termination of employment is made by the company for the CEO and twelve months for other executives. Basic salary during the period of notice and severance pay may together not exceed an amount equivalent to the CEO's fixed salary for two years, and one year for other executives. When termination is made by the executive, the notice period may not exceed six months, without any right to severance pay.

Resolution on the transfer of treasury shares under the 2023 LTI programme

The Annual General Meeting on 26 April 2024 decided in accordance with the Board of Directors' proposal on the transfer of 11,668 treasury shares under the 2023 LTI programme. The 2023 LTI programme was concluded according to plan on 31 December 2023 and ten senior executives received a bonus in accordance with the programme terms. The transfer of 9,932 shares took place in the second quarter of 2024. Transferred shares corresponded to SEK 1.9m, which has been recognised as share-based payments in equity.

Authorisation of the Board of Directors to acquire and transfer the company's treasury shares

The Annual General Meeting on 26 April 2024 decided in accordance with the Board of Directors' proposal on authorisation of the Board to acquire and transfer the company's treasury shares. The authorisation means the Board of Directors has the right on one or more occasions during the period until the 2025 Annual General Meeting to resolve on the acquisition of treasury shares and the transfer of treasury shares. The acquisition of treasury shares may take place on Nasdaq Stockholm at a price interval registered at any given time, that is to say, a range between the highest buying price and lowest selling price. The acquisition of treasury shares may take place so that the company's total holding of treasury shares does not exceed ten (10) percent of all shares in Nederman. The transfer of treasury shares may take place with no more than the number of shares held by the company on the date of the Board of Directors' decision and that are not transferred within the framework of the company's incentive programme. The transfer of shares may take place on Nasdaq Stockholm at a price interval registered at any given time, that is to say, a range between the highest buying price and lowest selling price. The transfer of shares may take place as payment of all or part of the acquisition price when acquiring companies or businesses or when merging when the consideration is to correspond to the market value of the shares. Reimbursement for transferred shares may be paid in cash, with capital contributed in kind or through set-off against the asset in the company. The transfer may take place with deviation from the shareholders' preferential rights.

INTERNAL CONTROL

Control environment. Operational decisions are made at the company or business area level, while decisions about strategy, aims, acquisitions and comprehensive financial issues are made by the parent company's Board and Group management. The internal controls within the group are designed to function in this organisation. The group has clear rules and regulations for delegating responsibility and authority in accordance with the

group's structure. The platform for internal controls of financial reporting consists of the comprehensive control environment and organisation, decision processes, authorisations and responsibilities which have been documented and communicated. In the group, the most significant components are documented in the form of instructions and policies in finance, ethics (Code of Conduct), communication, IT security, integrity, sustainability and quality, whistleblowing, export and sanctions, anti-corruption and fraud, anti-trust, diversity, health and safety, logistics, risk management, remuneration and authorisation instructions.

Nederman has a simple legal and operational structure and established management and internal control systems. The Board of Directors follows up on the assessment of the internal control, including through management reporting to the Audit Committee and through contacts with the Nederman's auditors. The Board of Directors has chosen not to have a special internal audit.

Control activities. To safeguard the internal controls, there are both automated controls, such as authorisation controls in the IT system and approval controls, as well as manual controls such as reconciliations and stock-taking. Financial analyses of the results as well as follow-up of plans and forecasts are used to supplement the controls and give a comprehensive confirmation of the quality of the reporting.

Information and communication. Documentation of governing policies and instructions are continuously updated and communicated in electronic or printed format. For communications with external parties, there is a communication policy that contains guidelines for ensuring that the company's information obligations are applied fully and correctly.

Sustainability. Nederman's business strategy process contains a clear focus on sustainability, which is anchored with the parent company's board. At each Board meeting, the company's CEO reports on social, environmental and economic movements within "The Clean Air Journey", a voyage with a focus on creating the solutions of the future in air filtration and environmental technology. At least one annual board meeting is held at one of Nederman's development units and/or at key customers, which provides an opportunity to present information and discuss environmental, social and economic progress for "The Clean Air Journey".

The Nederman Group sustainability-related performance measures and focal points are presented for Group management by division managers at every third meeting of Group management. The process means that the sustainability work is constantly evaluated and improved, which enables a good spread of efforts within the group.

As of 1 July 2024, Nederman is subject to the European Commission's Corporate Sustainability Reporting Directive (CSRD). For the 2024 financial year, Nederman continued to report according to the Global Reporting Initiative (GRI). In 2024, Nederman launched its sustainability plan that looks towards 2030. The plan is based on the Group's double materiality assessment and structured around four focus areas: Clean Air, Co-workers, Climate and Circularity. As part of this plan, during the year the group committed to, and had its climate goals validated by, the Science-Based Targets initiative (SBTi), a framework that supports companies and organisations in setting science-based climate goals.

Follow-up. The CEO is responsible for ensuring that the internal controls are organised and followed up according to the guidelines decided on by the Board of Directors. Financial management and control is carried out by the group's finance function. Financial reporting is analysed monthly at a detailed level. The Board has addressed the company's financial position at its meetings and has also received reports and observations from the company's auditor.

ARTICLES OF ASSOCIATION

The Articles of Association stipulate the company's activities, the number of Board members and auditors, how notification of the General Meeting of Shareholders is to be made, the matters to be addressed at the Annual General Meeting and where the Meeting is to be held. The General Meeting of Shareholders has full decision-making power concerning amendments in the Articles of Association. The current Articles of Association were adopted at the Annual General Meeting on 27 April 2020, and can be found on the company's website at www.nedermangroup.com and in the annual report for 2024 on page 153.



Guidelines for executive remuneration

The Annual General Meeting on 24 April 2023 adopted the guidelines for executive remuneration proposed by the Board of Directors of Nederman Holding AB (hereinafter "Nederman" or "the company"). In relation to the earlier guidelines, this proposal entails that the company has changed the structure in terms of long-term remuneration for senior executives in accordance with the section "Long-term variable remuneration" below.

These guidelines apply to the executives constituting Group management. The guidelines are forward-looking and as such are applicable to remuneration agreed, and amendments to remuneration already agreed. These guidelines do not apply to any remuneration decided or approved by the General Meeting of Shareholders separately.

PROMOTION OF NEDERMAN'S BUSINESS STRATEGY, LONG-TERM INTERESTS AND SUSTAINABILITY

In short, Nederman's business strategy is to be "the Clean Air Company", and to use Nederman's industrial air filtration expertise and solutions and services to protect people, planet and production from the harmful effects of industrial processes. In this way, Nederman helps to create safer workplaces, efficient production and provide significant environmental benefits. A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. The objective of Nederman's guidelines for executive remuneration is therefore to offer competitive remuneration on market terms, so that competent and skilful personnel can be attracted, motivated and retained. These guidelines enable the company to offer the executive management competitive total remuneration. For more information regarding the company's business strategy, please see www.nedermangroup.com.

TYPES OF REMUNERATION, ETC.

The remuneration shall be on market terms and may consist of the following components: fixed salary, variable remuneration, pension benefits and other benefits. Additionally, the General Meeting of Shareholders may from time to time and outside the scope of these guidelines, resolve on other equity based remuneration. The Remuneration Committee shall monitor and evaluate remuneration for the executive management however all remuneration for the CEO is approved by the Board of Directors.

Fixed salary

Fixed salary is paid for satisfactory work.

Variable cash remuneration

Annual variable remuneration ("STI")

The short term incentive shall be linked to predetermined, well-defined and measurable financial criteria. The satisfaction

of criteria for awarding variable remuneration shall be measured over a period of one financial year (performance period). The STI remuneration may amount to not more than 50 percent of the total fixed salary under the performance period for the CEO and for other senior executives. The criteria for STI shall mainly relate to the group's profitability, working capital development and sustainability goals that are linked to the business. In addition, individual criteria may be established. The criteria shall be designed so as to contribute to the company's business strategy and long-term interests, including its sustainability and since Nederman's business strategy is to be "the Clean Air Company" by protecting people, planet and production from the harmful effects of industrial processes, the criteria for STI, which are connected to the sale of the company's solutions and services within industrial air filtration, will inevitably contribute to the company's long-term interest and sustainability.

Long-term variable remuneration ("LTI")

The STI shall be supplemented by a long-term incentive connected to the development of the share price. By connecting the LTI to the share price development, a common interest is created with the shareholders that aims to promote the company's business strategy, long-term interests and value creation.

During year 1, the initial grant value of the LTI shall correspond to the STI earned during the previous year (the "Initial Grant Value"). The Initial Grant Value shall then be vested over a period of three years and indexed to reflect the share price development of the company's share. In year 2, the Initial Grant Value shall be indexed to reflect the share price development between the publication of the year-end report in year 1 and in year 2, following which 1/3 of the so indexed amount shall be paid to the executive. In year 3, the remaining (indexed) amount, shall again be indexed to reflect the share price development between the publication of the year-end report in year 2 and in year 3, following which 1/2 of said indexed amount shall be paid to the executive. In year 4, the remaining (indexed) amount, shall again be indexed to reflect the share price development between the publication of the year-end report in year 3 and in year 4, following which such indexed amount shall be paid to the executive. The share price index shall correspond to the increase or the decrease in the share price measured as the volume-weighted average of the price paid for the company's share at Nasdaq Stockholm during ten trading days immediately after the publication of a year-end report.

The LTI payout, shall be subject to an undertaking by the executive to invest the LTI payout in Nederman shares without undue delay and to retain such shares for not less than three years.

The STI plus the LTI paid out to an executive each year, may in aggregate not amount to more than 150 percent of the total

fixed salary for the CEO and not more than 100 percent of the total fixed salary for other senior executives.

The costs associated with the variable remuneration are regular personnel costs associated with cash compensation.

Other variable remuneration

Further variable remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Remuneration for extraordinary circumstances is not measurable, but the possibility for the Board of Directors to decide on such remuneration is considered important by the Board of Directors for the purpose of recruiting or retaining executives, or as remuneration for extraordinary work. Such remuneration may not exceed an amount corresponding to 50 percent of the fixed annual salary and may not be paid more than once each year per individual. Any resolution on such remuneration shall be made by the Board of Directors based on a proposal from the Remuneration Committee.

Pension benefits

For the CEO, pension benefits shall be premium-based. The pension premiums for premium-based pension shall amount to not more than 35 percent of the pension based salary. For other executives, pension benefits shall be based on a contractual ITP plan or be premium-based, unless the individual concerned is subject to defined-benefit pension under mandatory collective agreement provisions. Variable cash remuneration shall qualify for pension benefits. Pension premiums that follow from the contractual ITP plan or are premium-based, shall amount to not more than 35 percent of the pension based salary, unless other premium levels apply according to applicable ITP plan.

For employment governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Other benefits

Other benefits may include, for example, life insurance, health and medical insurance and company cars. Such benefits may amount to not more than 20 percent of the fixed annual salary.

CRITERIA FOR AWARDING VARIABLE REMUNERATION, ETC.

The Remuneration Committee shall monitor and evaluate programs for variable remuneration for the executive management. To which extent the criteria for awarding variable remuneration has been satisfied shall be evaluated when the performance period has ended. The Remuneration Committee is responsible for the evaluation so far as it concerns variable remuneration to the CEO. For variable remuneration to other executives, the CEO is responsible for the evaluation. For financial criteria, the evaluation shall be based on the latest financial information made public by the company. Variable cash remuneration can be paid

after the completion of a performance period or be subject to deferred payment. The Board of Directors shall have the possibility, under applicable law or contractual provisions, to in whole or in part reclaim variable remuneration paid on incorrect grounds (claw-back).

TERMINATION OF EMPLOYMENT

The notice period may not exceed 24 months if notice of termination of employment is made by the company for the CEO and twelve months for other executives. Fixed salary during the period of notice and severance pay may together not exceed an amount equivalent to the CEO's fixed salary for two years, and one year for other executives. When termination is made by the executive, the notice period may not exceed six months, without any right to severance pay.

SALARY AND EMPLOYMENT CONDITIONS FOR EMPLOYEES

In the preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

THE DECISION-MAKING PROCESS TO DETERMINE, REVIEW AND IMPLEMENT THE GUIDELINES

The Board of Directors has previously established a Remuneration Committee. The committee's tasks include preparing the Board of Directors' decision to propose guidelines for executive remuneration. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the Annual General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting of Shareholders. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the executive management, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the company. The members of the Remuneration Committee are independent of the company and its executive management. The CEO and other members of the executive management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

DEROGATION FROM THE GUIDELINES

The Board of Directors may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters. This includes any resolutions to derogate from the guidelines.

Board of Directors



JOHAN MENCKEL (1971)

Education: M.Sc. Eng. Industrial Economy, KTH Royal Institute of Technology

Nationality: Swedish

Role: Member, Chairman

Year of election: 2016, Chairman of the Board 2022

Committees: Chairman of the Remuneration Committee

Employment: CIO Investment AB Latour

Current activities*: *Chairman of the board:* Bemsig AB, CTEK AB (publ), Nord-Lock International AB and Swegon Group AB / *Board member:* Latour Industries AB, SAAB AB and Securitas AB / *Other key roles:* Member of the Steering Committee of the World Materials Forum

Previous key roles:

President and CEO of Gränges AB and CEO of Sapa Heat Transfer and Sapa Heat Transfer Shanghai. Board member of the Swedish Chamber of Commerce in China. Management consultant at Accenture and founder of addnature.com.

Shareholding: 4,000 shares

Dependency: Dependent in relation to the company's major shareholders



SVEN KRISTENSSON (1962)

Education: The Swedish Air Force. University of Linköping

Nationality: Swedish

Role: Board member

Year of election: 2008

Employment: President and CEO of Nederman Holding AB

Current activities*: *Chairman of the Board:* BK Pac AB, Dieden-ekodoor AB, Kristensson Holding AB and Novotek AB / *Board member:* Brohov AB, Swegon Group AB and Sydsvenska Industri- och Handelskammarens Service AB / *Other key roles:* Board member and Vice Chairman of the Board of Dr. P. Håkansson's stiftelser and Board member and Chairman of the Board of the Scandinavian Institute for Public Policy

Previous key roles: Various positions in medical technology (Group management of Getinge AB) and packaging (Group management of AB Åkerlund & Rausing), among others.

Shareholding: 340,166 shares

Dependency: Dependent in relation to the company



ANDERS BORG (1968)

Education: Studied political science, economic history, and philosophy at Uppsala University, and various studies at Stockholm University, including postgraduate studies in economics

Nationality: Swedish

Role: Board member

Year of election: 2023

Committees: Chairman of the Audit Committee

Employment: Professional board member and/or chairman of the board

Current activities*: *Chairman of the Board:* DanAds International AB, LKAB, Sehlhall Fastigheter AB and Sehlhall Holding AB / *Board member:* Anders Borg Investment AB, Rud Pedersen Public Affairs Company AB and Stena International SARL / *Other key roles:* Senior advisor to Amundi, East Capital, Kinnevik Investment and Nordic Capital

Previous key roles: Sweden's Minister of Finance 2006-2014. Board member of a number of companies in telecommunications and fintech, international organisations and public authorities. Previous assignments include positions at Sveriges Riksbank, Citigroup, ABN Amro, SEB and the World Economic Forum.

Shareholding: 1,834 shares

Dependency: Independent



GUNILLA FRANSSON (1960)

Education: M.Sc. Eng. and Licentiate of Technology, KTH Royal Institute of Technology

Nationality: Swedish

Role: Board member

Year of election: 2016

Committees: Member of the Remuneration Committee

Employment: Professional board member

Current activities*: *Board member:* The Dunker Foundations, Securitas AB and Trelleborg AB

Previous key roles: Various management positions within Saab AB and Ericsson AB

Shareholding: 800 shares

Dependency: Independent



YLVA OP DEN VELDE HAMMARGREN (1966)

Education: M.Sc. Eng. Materials Science, KTH Royal Institute of Technology

Nationality: Swedish

Role: Board member

Year of election: 2011

Committees: Member of the Audit Committee

Employment: Global Manager Manufacturing Technology AB SKF

Current activities*: Various management positions at SKF

Previous key roles: Board member of Södra

Shareholding: Owns no shares in Nederman

Dependency: Independent



SAM STRÖMERSTÉN (1955)

Education: M.Sc. Eng. Mechanical Engineering, Lund University, Faculty of Engineering

Nationality: Swedish

Role: Board member

Year of election: 2019

Committees: Member of the Audit Committee

Employment: Professional board member

Current activities*: *Board member:* Skurups Elverk AB and Skurups Energihandel AB / *Other key roles:* President of the Association of the Beverage Machinery Industry

Previous key roles: CEO & President Sidel. EVP Supply Chain, Tetra Pak. EVP Processing Systems, Tetra Pak

Shareholding: 500 shares

Dependency: Independent

* excl. deputy assignments

Group management



SVEN KRISTENSSON (1962)

Role: President and CEO
Year of employment: 2001
Nationality: Swedish
Education: The Swedish Air Force, University of Linköping
Current activities*: *Chairman of the board:* BK Pac AB, Dieden-ekodoor AB, Kristensson Holding AB, Novotek AB and the Scandinavian Institute for Public Policy / *Board member:* Brohov AB, Dr. P. Håkansson's stiftelser, Swegon Group AB and Sydsvenska Industri- och Handelskammarens Service AB
Shareholding: 340,166 shares



MATTHEW CUSICK (1977)

Role: SVP, CFO
Year of employment: 2011
Nationality: Swedish/UK citizen
Education: B.A. Accounting & Finance
Current activities*: No other activities
Shareholding: 3,642 shares



HANS DAHLÉN (1968)

Role: SVP, Head of Division Extraction & Filtration Technology
Year of employment: 2013
Nationality: Swedish
Education: M.Sc. Chemical Engineering
Current activities*: No other activities
Shareholding: 7,787 shares



TOMAS HAGSTRÖM (1976)

Role: SVP, Head of Division Process Technology
Year of employment: 2017
Nationality: Swedish/US citizen
Education: M.Sc. Electrical Engineering, B.Sc. Business Administration, MBA
Current activities*: No other activities
Shareholding: 3,379 shares



MIKAEL HÄGGBLAD (1977)

Role: SVP, Corporate IT & CIO
Year of employment: 2024
Nationality: Swedish
Education: M.Sc. Systems Sciences
Current activities*: *Board member:* Q Division AB
Shareholding: 400 shares



THOMAS NIKLASSON (1970)

Role: SVP, Marketing & Communications
Year of employment: 2014
Nationality: Swedish
Education: M.Sc. Business & Economics
Current activities*: No other activities
Shareholding: 2,463 shares



KETIL GORM PAULSEN (1961)

Role: SVP, Corporate Strategy & IP
Year of employment: 2017
Nationality: Norwegian
Education: M.Sc. Physics/Civil Engineer, Master of Management
Current activities*: No other activities
Shareholding: 2,037 shares



JEPPE RASMUSSEN (1962)

Role: SVP, Head of Division Duct & Filter Technology
Year of employment: 2019
Nationality: Danish
Education: M.Sc. Ph.D. Marine Engineering
Current activities*: *Board member:* Søren Jensen Technologies A/S
Shareholding: 1,914 shares



JOAKIM RYRSTEDT (1974)

Role: SVP, Head of Division Monitoring & Control Technology
Year of employment: 2021
Nationality: Swedish
Education: M.Sc. Business Administration
Current activities*: No other activities
Shareholding: 1,258 shares



EVA CARIN SVENSSON (1964)

Role: SVP, HR
Year of employment: 2009
Nationality: Swedish
Education: B.Sc. in Human Resources Management & Labor Relations
Current activities*: No other activities
Shareholding: 6,382 shares



ERIK WAHN (1980)

Role: SVP, Corporate Business Intelligence and M&A
Year of employment: 2019
Nationality: Swedish
Education: M.Sc. Business & Economics
Current activities*: *Chairman of the board:* Pej AB / *Board member:* Friway AB, Salutare AB, Waughn Ventures AB
Shareholding: 1,232 shares

* excl. deputy assignments

Consolidated statement of profit or loss

SEKm	Note	1 January - 31 December	
		2024	2023
Net sales	5, 6	5,899.9	6,187.8
Cost of goods sold	9	-3,576.2	-3,941.6
Gross profit		2,323.7	2,246.2
Selling expenses	9	-1,139.9	-1,075.2
Administrative expenses	4, 9	-511.8	-472.4
Research and development expenses	9	-99.1	-78.6
Restructuring costs	9	2.2	-14.4
Other operating income and expenses	7	17.4	-12.8
Operating profit	5, 8, 10, 13, 14, 15, 24, 27	592.5	592.8
Financial income	28	36.2	30.5
Financial expenses		-148.0	-147.1
Net financial items	11	-111.8	-116.6
Profit before tax		480.7	476.2
Taxes	12	-135.5	-135.3
Net profit for the year		345.2	340.9
Net profit for the year attributable to			
Parent company's shareholders		345.2	340.9
Non-controlling interest		-0.0	-
Earnings per share	20	9.83	9.71

Consolidated statement of other comprehensive income

SEKm	Note	1 January - 31 December	
		2024	2023
Net profit for the year		345.2	340.9
Other comprehensive income			
Items that cannot be reclassified to net profit for the year			
Revaluation of defined-benefit pension plans	24	-11.7	35.0
Tax attributable to revaluation of defined-benefit pension plans		2.4	-7.0
		-9.3	28.0
Items that have been or can be reclassified to net profit for the year			
Exchange differences arising on translation of foreign operations		146.5	-54.2
		146.5	-54.2
Other comprehensive income for the year, net after tax		137.2	-26.2
Total comprehensive income for the year		482.4	314.7
Total comprehensive income attributable to			
Parent company's shareholders		482.4	314.7
Non-controlling interest		-0.0	-

Consolidated statement of financial position

		31 December	
SEKm	Note	2024	2023
Assets			
Intangible assets	13	2,869.1	2,642.9
Tangible assets	14	568.5	443.5
Right-of-use assets	15	572.8	190.2
Long-term receivables	18	21.1	8.2
Deferred tax assets	12	155.7	127.7
Total fixed assets		4,187.2	3,412.5
Inventory	16	869.3	873.3
Current tax assets	12	140.6	134.6
Accounts receivable	17, 26	782.9	788.8
Contract assets	6, 26	200.4	197.4
Other receivables	18, 26	173.2	120.9
Prepaid expenses and accrued income	19	71.5	79.7
Cash and cash equivalents	26, 31	825.2	815.2
Total current assets		3,063.1	3,009.9
Total assets	5	7,250.3	6,422.4
Equity	20		
Share capital		1.2	1.2
Other capital contributed		345.9	345.9
Reserves		405.5	259.0
Retained earnings including net profit for the year		1,965.0	1,765.9
Equity attributable to the parent company's shareholders		2,717.6	2,372.0
Non-controlling interest		1.0	-
Total equity		2,718.6	2,372.0
Liabilities			
Long-term interest-bearing liabilities	3, 21, 26	1,859.8	1,862.6
Long-term lease liabilities	3, 21, 26	483.7	123.1
Other long-term liabilities	22, 26	37.7	11.3
Pension provisions	24	42.3	31.1
Other provisions	25	34.9	37.5
Deferred tax liabilities	12	114.6	120.0
Total long-term liabilities		2,573.0	2,185.6
Current interest-bearing liabilities	3, 21, 26	32.4	54.4
Current lease liabilities	3, 21, 26	103.8	76.4
Accounts payable	3, 26	457.0	423.2
Contract liabilities	6, 26	618.8	638.4
Current tax liabilities	12	160.3	127.0
Other liabilities	22, 26	157.7	168.8
Accrued expenses and prepaid income	23, 26	356.2	298.7
Provisions	25	72.5	77.9
Total short-term liabilities		1,958.7	1,864.8
Total liabilities	5	4,531.7	4,050.4
Total equity and liabilities		7,250.3	6,422.4

Consolidated statement of changes in equity

SEKm	Equity attributable to the parent company's shareholders				Total equity
	Share capital	Other capital contributed	Translation reserve	Retained earnings including net profit for the year	
Opening equity 1 Jan 2023	1.2	345.9	313.2	1,526.2	2,186.5
Net profit for the year	-	-	-	340.9	340.9
Other comprehensive income					
Change in translation reserve for the year	-	-	-54.2	-	-54.2
Revaluation of defined-benefit pension plans, net after tax	-	-	-	28.0	28.0
Total other comprehensive income	-	-	-54.2	28.0	-26.2
Total comprehensive income for the year	-	-	-54.2	368.9	314.7
Transactions with group's owners					
Dividend	-	-	-	-131.6	-131.6
Share-based payments	-	-	-	2.4	2.4
Closing equity 31 Dec 2023	1.2	345.9	259.0	1,765.9	2,372.0
Opening equity 1 Jan 2024	1.2	345.9	259.0	1,765.9	2,372.0
Net profit for the year	-	-	-	345.2	345.2
Other comprehensive income					
Change in translation reserve for the year	-	-	146.5	-	146.5
Revaluation of defined-benefit pension plans, net after tax	-	-	-	-9.3	-9.3
Total other comprehensive income	-	-	146.5	-9.3	137.2
Total comprehensive income for the year	-	-	146.5	335.9	482.4
Transactions with group's owners					
Dividend	-	-	-	-138.7	-138.7
Share-based payments	-	-	-	1.9	1.9
Non-controlling interest	-	-	-	1.0	1.0
Closing equity 31 Dec 2024	1.2	345.9	405.5	1,966.0	2,718.6

Consolidated statement of cash flows

SEKm	Note	1 January - 31 December 2024	2023
Operating activities			
Operating profit		592.5	592.8
Adjustment for:			
Depreciation of fixed assets		273.1	258.5
Other adjustments for non cash items	31	-22.4	29.1
Interest received		33.3	25.7
Interest paid		-144.7	-107.6
Income tax paid		-143.5	-214.3
Cash flow from operating activities before changes in working capital		588.3	584.2
Increase (-)/Decrease (+) in inventories		48.5	9.3
Increase (-)/Decrease (+) in operating receivables		19.1	-45.8
Increase (-)/Decrease (+) in operating liabilities		-60.0	28.6
Cash flow from changes in working capital		7.6	-7.9
Cash flow from operating activities		595.9	576.3
Investing activities			
Capital expenditure for tangible assets		-161.4	-103.9
Sales of tangible assets		9.1	1.0
Capital expenditure on capitalised development costs		-52.4	-51.5
Capital expenditure on other intangible assets		-50.9	-40.2
Acquisition of subsidiaries/business, net of cash	4	-40.8	-38.4
Changes in financial assets		2.9	-3.7
Cash flow from investing activities		-293.5	-236.7
Financial activities			
New loans		56.4	27.0
Change in interest-bearing liabilities		-29.2	25.7
Amortisation of loans		-100.0	-52.1
Amortisation of lease liability		-94.6	-93.2
Change of advance payments		-15.1	-
Dividend paid to parent company shareholders		-138.7	-131.6
Cash flow from financing activities		-321.2	-224.2
Cash flow for the year		-18.8	115.4
Cash and cash equivalents at the beginning of the year		815.2	721.2
Translation differences		28.8	-21.4
Cash and cash equivalents at the end of the year	31	825.2	815.2

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1 Accounting policies

Compliance with laws and standards

The consolidated financial statements for Nederman Holding AB and its subsidiaries were prepared in accordance with International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) as adopted by the European Union (EU). The annual report was prepared in accordance with IAS 1, Presentation of financial statements, and in accordance with the Swedish Annual Accounts Act. In addition, RFR 1 Supplementary Accounting Rules for groups, issued by the Swedish Financial Reporting Board, has been applied.

Nederman group's accounting policies

Nederman group submits material information on accounting policies in conjunction with each note to provide increased understanding of each reporting area. The table below contains reference to the note in which each respective accounting policy can be found.

Accounting policies	Note
Business acquisitions and divestments	4 Acquisitions of business operations
Operating segment	5 Segment reporting
Revenue	6 Revenue from customer contracts
Financial income and expenses	11 Financial income and expenses
Research and development	13 Intangible assets
Customer relationships	13 Intangible assets
Trademarks	13 Intangible assets
Goodwill	13 Intangible assets
Tangible assets	14 Tangible assets
Leasing	15 Leasing
Inventory	16 Inventory
Pensions and similar obligations	24 Provisions for pensions and similar obligations
Restructuring costs	25 Other provisions
Warranty commitments	25 Other provisions
	29 Pledged assets and contingent liabilities
Government grants	27 Government grants
Contingent liabilities	29 Pledged assets and contingent liabilities
Cash flow statement	31 Cash flow
Financial instruments	3 Goal and policy regarding financial risk
	17 Accounts receivable
	18 Other receivables
	21 Interest-bearing liabilities
	26 Financial instruments

Restatement to Swedish krona upon consolidation of other functional currencies

The parent company's functional currency is the Swedish krona which is also the reporting currency of the parent company and the group. This means that the financial statements are presented in Swedish kronor. Unless otherwise stated, all amounts are rounded to the nearest million.

Each group company's functional currency is determined based on the primary financial environment in which it conducts its operations. The primary financial environment is usually that in which the company primarily generates and utilises cash and cash equivalents. In most cases, the functional currency is the currency in which the company is located.

Assets and liabilities of foreign entities, including goodwill and other consolidated surplus values and deficits, are translated from the foreign entity's functional currency to the group's reporting currency at the exchange rate prevailing on the balance sheet date according to the Riksbank. Revenue and expenses of foreign entities are translated to Swedish kronor at an average exchange rate. Translation differences arising from currency translation of foreign subsidiaries are recognised in a separate component in other comprehensive income and accumulated in equity designated as the translation reserve. On disposal, the hereto attributable accumulated translation differences, previously recognised in the consolidated statement of comprehensive income, are realised in the consolidated income statement in the same period as the profit or loss on the sale.

For foreign operations with a functional currency that is classified as a hyper-inflationary currency, the financial statements are adjusted to take account of inflation. This means that assets and liabilities, including goodwill and other consolidated surplus values and deficits, are adjusted for inflation in order to reflect changes in purchasing power. Monetary net income is recognised in net financial items.

Transactions and balance sheet items in foreign currency

Transactions in currencies other than the functional currency for the reporting company are restated to the functional currency at the exchange rate that applies on the transaction date. Assets and liabilities in other currencies are restated to the functional currency using the rate on the balance sheet date. Translation differences attributable to operating receivables and liabilities are recognised as other operating income and other operating expenses, respectively, in operating profit/loss, while gains and losses on financial assets and liabilities are recognised in net financial items.

New accounting policies in 2024

New and amended standards and interpretations applied to the financial year beginning 1 January 2024 have had the following effect on the consolidated financial statements for 2024:

Amendments to IAS 1 Presentation of Financial Statements (Classification of liabilities)

Amendments to IAS 1 regarding the classification of liabilities as current or non-current, particularly with covenants. The amendments also clarify that it is the conditions as of the balance sheet date that form the basis for determining how a liability should be classified and that management's expectations regarding whether loan conditions will or will not be breached in the future are not relevant for classification.

The group has financial covenants in its credit facility agreement and actively monitors the headroom for these covenants. The group currently complies with these covenants. Accordingly, the amendments to IAS 1 did not have any impact on the consolidated financial statements for 2024. However, the group will continuously consider and assess the amendments when potentially entering into new credit agreements.

New accounting policies in 2025 and later

Several new and amended standards and interpretations have been published by the IASB but have not yet become effective. None of the new or amended standards or interpretations have been early adopted by the group. The group intends to comply with these new and amended standards upon their effective date. IFRS 18, which becomes effective as of January 2027, is expected to impact the presentation of the future financial reporting for the group, primarily the income- and the cash flow statements. Preliminary assessment is that the adjustment will also have an effect on future notes, particularly, notes related to information concerning expenses for the group as well as some key financial performance indicators.

2 Significant judgements when applying the accounting policies, estimates and assumptions

When preparing the group's financial statements, senior management makes estimates and assumptions that influence the recognised amounts of assets, liabilities, income and expenses with related notes and disclosures of contingent liabilities.

Uncertainty in relation to these estimates and judgements may lead to significant adjustments to the carrying amount of the assets and liabilities that will impact future financial statements since the outcome may differ from earlier estimates and judgements. Changes in accounting estimates are applied prospectively.

Senior management also needs to exercise judgement in applying the group's accounting policies.

Judgements

In applying the group's accounting policies, senior management made the following judgements with the most significant impact on the carrying amounts in the financial statements:

	Note
Establishment of the lease period in agreements with extension options.	15 Leasing

Estimates and assumptions

The key assumptions regarding the future and other sources of uncertainty in estimates that exist on the balance sheet date for which there is a significant risk of a material adjustment to assets and liabilities within the next financial year are described below. Assumptions and estimates are based on available information when the financial statements are prepared. Circumstances and

assumptions about future developments could be modified, based on changes in the market or other circumstances that arise that are outside the control of the group. Such changes are taken into account in the assumptions when they occur.

	Note
Revenue recognition relating to sales of solutions (project sales)	6 Revenue from customer contracts
Deferred tax and uncertainty in income tax processes	12 Income tax
Examination for impairment of goodwill and other intangible assets	13 Intangible assets
Measurement of leasing	15 Leasing
Net realisable value of inventory	16 Inventory
Provision for expected credit losses	17 Accounts receivable
Assumptions in calculation of pensions and similar obligations	24 Provisions for pensions and similar obligations
Provisions for product guarantees	25 Other provisions

3 Goal and policy regarding financial risk

Nederman group is exposed to a number of risks that could significantly impact the group's operations, earnings and financial position, in the form of liquidity risk, interest risk, credit risk and currency risk. Nederman conducts continuous risk assessments that include identifying the risks that impact the group and taking measures to manage these risks. It is the Board of Directors that determines the policies for risk management. The Nederman group has a central finance function which is responsible for identifying and effectively limiting the group's financial risks. The finance function reports via the CFO to the Board of Directors.

Liquidity risks

Liquidity risks pertain to the risk that Nederman group may be unable to finance or refinance its assets or meet its payment obligations.

The group has a financing agreement with Skandinaviska Enskilda Banken (SEB) and Svenska Handelsbanken (SHB) for SEK 2,000m and a financing agreement with the Swedish Export Credit Corporation (SEK) for SEK 500m. The agreements with SEB and SHB were signed in March 2022 and have a three-year maturity with extension options for two additional years with one year at the time. The final option of a one-year extension, meaning a final maturity date in March 2027, was utilised in 2024. At the end of the year, the scope within the agreement with SEB and SHB had been utilised in an amount of SEK 1,365m (1,368). Accordingly, at the end of the period, the group had a credit facility of SEK 635m (632) within the scope of Nederman's loan agreement with SEB and SHB. In December 2024, a new loan agreement was signed with SEB for SEK 500m and a fixed term of three years. Under certain conditions, the banks are entitled to terminate the agreements early.

The group's agreements with SEB, SHB and SEK contain established covenants by which the performance measure net debt/EBITDA may amount to a maximum multiple of 3.5 and the interest-coverage ratio may not be less than 3.75. As of 2022, the loan agreements are also covered by three sustainability covenants. All covenants were fulfilled on the balance sheet date.

The group's financial liabilities, excluding pension provisions, at year-end totalled SEK 2479.7m, of which SEK 1,892.2m in bank loans and SEK 587.5m in lease liabilities.

The group had SEK 825.2m in cash and cash equivalents, SEK 110.0m in unutilised overdraft facilities and SEK 34.9m in scope for a short-term loan with SEB in China. In addition, there was a further credit facility of SEK 634.6m within the framework of Nederman's loan agreements with SEB and SHB. Accordingly, there were available funds totalling SEK 1,604.7m on 31 December 2024. The liquidity in the group is not exposed to large seasonal fluctuations.

According to the group's financial policy, cash and cash equivalents are deposited only in reputable banks ("first-class banks").

Interest rate risks

Interest risk pertains to the risk that changed interest levels could impact Nederman group's income and cash flow. The Nederman group is exposed to interest rate risk through its net debt. The group's bank loans have floating interest rates or a maximum term of six months, according to the funding agreement with the group's lenders. The usual fixed interest term is between one and three months. A change in the interest rate of 1 percentage point would have affected net financial items in 2024 by SEK 17m (13), calculated on net debt on the balance sheet date. The Nederman group has determined that reasonable changes in interest rates do not affect the group's earnings to such a material extent that there is a need to secure interest rates through financial instruments. This assessment is updated on an ongoing basis and may be reviewed in the event of an increase in loan exposure.

The following table shows the financial liabilities' maturity structure based on the nominal rate of interest on the balance sheet date.

3 Goal and policy regarding financial risk, continued

2024, SEKm	Total	Within 6 months	Between 6 and 12 months	Between 1 and 2 years	Between 2 and 5 years	Later than 5 years
Bank loan* (revolving)	900.8	16.7	16.7	33.3	834.1	-
Bank loan* (revolving)	587.3	10.9	10.9	21.7	543.8	-
Bank loan* (term loan)	559.8	10.1	10.1	20.1	519.5	-
Current bank loan	36.1	0.6	0.6	1.3	33.6	-
Undiscounted lease payments	834.2	53.3	68.7	95.9	168.8	447.5
Accounts payable	457.0	434.6	18.0	1.7	1.7	1.0
Total	3,375.2	526.2	125.0	174.0	2,101.5	448.5

2023, SEKm	Total	Within 6 months	Between 6 and 12 months	Between 1 and 2 years	Between 2 and 5 years	Later than 5 years
Bank loan* (revolving)	1,073.8	22.7	22.7	45.3	983.1	-
Bank loan* (revolving)	511.9	10.8	10.8	21.6	468.8	-
Bank loan* (term loan)	579.5	12.2	12.2	24.5	530.6	-
Current bank loan	26.6	0.6	26.0	-	-	-
Bank overdraft	30.4	0.7	29.7	-	-	-
Undiscounted lease payments	222.0	38.1	43.7	58.2	70.1	11.9
Accounts payable	423.2	410.2	9.4	1.7	1.0	0.9
Total	2,867.4	495.3	154.5	151.3	2,053.6	12.8

* Sustainability linked loans

Credit risks

The risk that the group's customers might not pay their accounts receivable and contract assets constitutes a customer credit risk. To limit this risk, the Nederman group employs credit policies that limit outstanding amounts and the credit period for different customers. For new customers and new markets, letters of credit or advance payments normally apply. For established customer relationships, credit limits are carefully monitored to limit the risk. In some cases, credit insurance is used to secure accounts receivable. The group's largest individual customer accounted for 1.1 percent of sales. The five largest customers accounted for 3.9 percent of sales. The company's risk spread can thus be regarded as very good. Ongoing risk assessments are carried out of accounts receivable and contract assets, and given that customers operate in several different industries and markets, the risks are deemed to be low.

Provisions for bad debts are based on expected credit losses for their remaining time to maturity. Impairment is carried out on an individual case assessment basis. The group's bad debt losses in 2024 amounted to SEK 20.2m (22.9). Bad debt losses decreased year-on-year and pertain mainly to customers in China. Of the group's total accounts receivable, net of the credit loss reserve, of SEK 782.9m, 6.1 percent (2.1) comprises accounts receivable overdue by more than 90 days. At 31 December 2024, provisions for credit losses amounted to SEK 60.3m (56.3), equivalent to 7.2 percent (6.7) of the gross total accounts receivable. See also note 17, Accounts receivable.

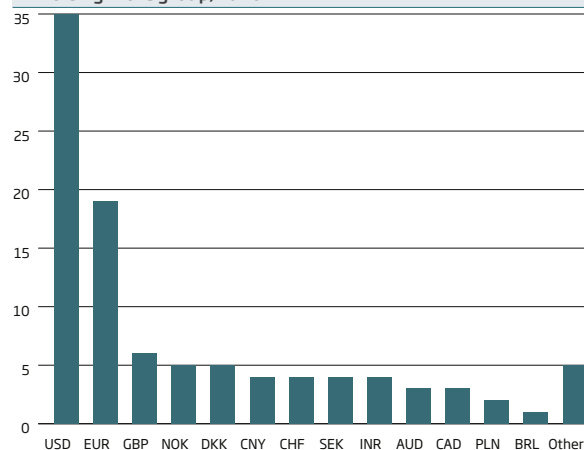
In major projects recognised as contract assets or contract liabilities, payment terms with a fixed payment plan are applied, with the payments based on fulfilment of the performance obligation (degree of completion). See also note 6, Revenue from customer contracts. Expected losses are expensed as soon as they are known.

Foreign currency risks

Through its global operations, Nederman group is exposed to currency risk since exchange rate changes affect the group's income and financial position. The group's currency exposure includes transaction exposure, financial expo-

sure and translation exposure. Transaction exposure arises when the group's companies buy in one currency and sell in another currency. In order to limit transaction exposure in the Nederman group, the general rule is that supply companies sell to sales companies in the sales companies' local currencies. In this way, the transaction exposure in sales companies is low. The largest production company is located in Sweden and 61 percent of purchases by this company are made in SEK. Other purchases are mainly in EUR and to a lesser extent in USD. Financial exposure arises when exchange rate changes impact the value of loans. Translation exposure arises when exchange rate changes affect the value of assets and liabilities in foreign subsidiaries, which comprises a currency exposure of equity.

Invoicing in the group, % 2024



Invoicing in the group is based on the group companies' functional currencies.

3 Goal and policy regarding financial risk, continued

According to the group's financial policy, 70 percent of the expected currency flows in foreign currencies can be hedged for a maximum of eight months forward. In cases where there is currency exposure for tangible projects, the currency exposure is hedged. In 2024, Nederman group used no foreign exchange forwards to hedge currency exposure.

A change in exchange rates of +/-10 percent has an impact on the operating profit of:

SEKm	-10%	2024 +10%	-10%	2023 +10%
EUR	-16.5	16.5	-13.2	13.2
GBP	-3.4	3.4	-3.2	3.2
INR	-5.6	5.6	-8.2	8.2
NOK	-7.4	7.4	-6.0	6.0
PLN	-8.6	8.6	-8.2	8.2
USD	-23.9	23.9	-31.1	31.1

The table above is based on the translation impact in the group companies' functional currencies.

Translation exposure

Net assets in the group are divided across the following currencies:

Currency, SEKm	2024		2023	
BRL	21.7	1%	30.8	1%
CAD	43.3	2%	39.9	2%
CHF	154.3	6%	107.2	5%
CNY	-75.0	-3%	-49.9	-2%
CZK	20.2	1%	22.3	1%
DKK	143.6	5%	203.7	9%
EUR	313.6	12%	315.0	13%
GBP	58.6	2%	65.0	3%
INR	58.6	2%	53.9	2%
NOK	8.6	0%	3.0	0%
PLN	211.7	8%	248.9	10%
SEK	1,003.0	36%	724.9	30%
THB	-88.2	-3%	-76.5	-3%
TRL	-24.0	-1%	-11.0	-0%
USD	906.8	33%	724.4	30%
Other	-38.2	-1%	-29.6	-1%
Total	2,718.6	100%	2,372.0	100%

The table above is based on the translation impact in the group companies' functional currencies.

4 Acquisition of business operations

Accounting policies

Business acquisitions

Business acquisitions are recognised according to the acquisition method.

Conditional earn-out payments

Conditional earn-out payments are disbursed fully or partially depending on whether future profitability levels are met within a defined time period (maximum 24 months). The determination of the conditional earn-out payment thus requires that estimations and assessments are made regarding profitability in the acquired subsidiary.

Nederman Holding AB's holding of shares and participations in group companies at 31 December 2024 is presented in the disclosures in parent company note 13, Shares and participations.

Nederman Holding AB's holding of shares and participations in group companies at 31 December 2024 is presented in the disclosures in parent company note 13, Shares and participations.

ACQUISITIONS

Duroair Technologies

On 30 August 2024, Nederman acquired 100 percent of the shares in the Canadian company Duroair Technologies Inc. and 100 percent of the shares in the US company Duroair Technologies USA, Inc. The acquisition price amounted to SEK 48.0m, of which SEK 40.2m comprised a deferred consideration. Acquired net assets amounted to SEK -44.2m and a surplus was identified in customer relationships and deferred net debt in a net amount of SEK 14.3m and a remaining SEK 77.9m was attributable to goodwill. The acquisition's impact on cash and cash equivalents amounted to SEK 6.8m. The acquisition analysis is preliminary, with the analysis of the acquired balance-sheet items still ongoing.

Olicem A/S

On 4 November, Nederman acquired 51 percent of the shares in the Danish company Olicem A/S. The acquisition price amounted to SEK 31.2m. Acquired net assets amounted to SEK 1.0m and the transaction generated preliminary partial goodwill of SEK 30.2m. The acquisition's impact on cash and cash equivalents amounted to SEK 30.1m. The acquisition analysis is preliminary, with analysis of acquired inventory and customer contracts still ongoing.

Aagaard A/S

On 21 July 2023, Nederman acquired 100 percent of shares in the Danish company Aagaard A/S. The acquisition price amounted to SEK 48.9m, of which SEK 8.7m comprised a deferred consideration and SEK 4.8m a conditional earn-out payment based on the adjusted operating profit for the April 2023 to March 2024 period. Acquired net assets amounted to SEK 21.9m and the transaction generated goodwill of SEK 27.0m. In July 2024, the valuation was completed, resulting in an increase in the fair value of inventory of SEK 1.2m. Accordingly, the fair value of acquired net assets was adjusted by SEK -1.2m, thus amounting to SEK 20.7m. The adjustment meant that the value of goodwill increased by the corresponding amount. The conditions for the earn-out payment were not met and thus the payment was not triggered. The acquisition analysis is final.

SEKm	Duroair	Olicem A/S	Total
Acquisition price	48.0	31.2	79.2
whereof conditional earn-out payment	-40.2	-	-40.2
Fair value of identifiable acquired assets and liabilities, SEKm			
Intangible assets	18.4	-	18.4
Tangible assets	0.2	0.6	0.8
Inventory	1.0	1.0	2.0
Accounts receivables and other receivables	13.6	1.0	14.6
Cash and cash equivalents	1.0	1.1	2.1
Interest-bearing liabilities	-7.7	-	-7.7
Accounts payable and other operating liabilities	-51.1	-1.6	-52.7
Current tax liabilities	-0.9	-0.1	-1.0
Deferred tax liabilities	-3.9	-	-3.9
Provisions	-0.5	-	-0.5
Total identifiable net assets	-29.9	2.0	-27.9
Minority share of net assets	-	-1.0	-1.0
Goodwill	77.9	30.2	108.1
Total	48.0	31.2	79.2
Transferred remuneration	-7.8	-31.2	-39.0
Acquired cash and cash equivalents	1.0	1.1	2.1
Effect on consolidated cash and cash equivalents	-6.8	-30.1	-36.9
Net sales during holding time	21.8	1.5	23.3
Net sales 2024 before acquisition	57.4	8.4	65.8
Total	79.2	9.9	89.1
Net profit during holding time	7.0	0.0	7.0
Net profit 2024 before acquisition	7.0	0.3	7.3
Total	14.0	0.3	14.3

If all acquisitions had taken place on 1 January 2024 the group's sales would have amounted to SEK 5,965.8m and the net result to SEK 352.5m.

5 Segment reporting

Accounting policies

Operating segment

The group's operations are managed and reported by business segment. The organisation of the operating segments is based on technology, customer structure and business logic, with its starting point in the group's trademarks. This means that the operating segments are global. The group's internal reporting system is built up in order to make it possible to follow the operating segments' sales and operating profit. The segments are presented based on reports submitted to the chief operating decision-maker in order to assess performance and allocation of resources to the segments. Segments are measured and consolidated in accordance with the same principles as for the group as a whole. Inter-company transactions within and between segments take place on market conditions. The operating segments' results include earnings up to adjusted EBITA. Earnings, assets and liabilities for the segments include directly attributable items plus items that can be allocated to the segments in an appropriate way. Items that are recognised as "Non-allocated" pertain mostly to expenses related to the parent company Nederman Holding AB, which includes the central main office functions, such as Group management,

Group finance, Group IT and Group HR. The item "Non-allocated" also pertains to acquisition costs, financial income and expenses, and tax expenses. Assets included in working capital are defined as inventory, accounts receivable, contract assets, other receivables and prepaid expenses and accrued income. Liabilities included in working capital are defined as accounts payable, contract liabilities, other operating liabilities, and accrued expenses and prepaid income. Assets and liabilities that have not been allocated between the segments are fixed assets except for goodwill, cash and cash equivalents, tax receivables and tax liabilities (current and deferred), financial assets and liabilities, provisions and pension liabilities. The segments' capital expenditure in fixed assets includes all capital expenditure in tangible and intangible assets.

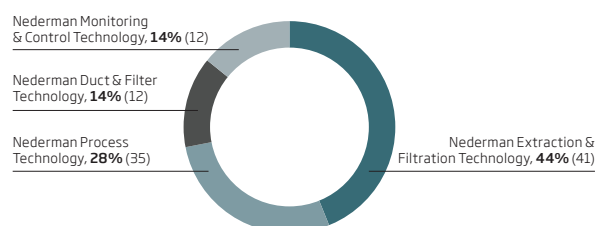
On a secondary level, the operations are monitored based on the following regions: Americas (North and South America), EMEA (Europe, Middle East and Africa) and APAC (Asia-Pacific).

Operating segment

Nederman group's operating segments are described on pages 52-61 and comprise:

- Nederman Extraction & Filtration Technology
- Nederman Process Technology
- Nederman Duct & Filter Technology
- Nederman Monitoring & Control Technology

External sales per operating segment, 2024



5 Segment reporting, continued

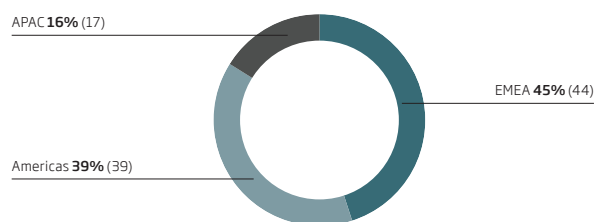
2024, SEKm	Extraction & Filtration Technology	Process Technology	Duct & Filter Technology	Monitoring & Control Technology	Non-allocated	Elimination	Total Nederman group
Net sales, external customers	2,638.3	1,649.5	797.6	814.5	-	-	5,899.9
Net sales, internal between operating segments	7.3	7.3	95.4	9.5	-	-119.5	-
Net sales	2,645.6	1,656.8	893.0	824.0	-	-119.5	5,899.9
Cost of material	-1,123.5	-909.9	-306.0	-271.1	-	119.5	-2,491.0
Cost of remuneration to staff	-842.8	-378.1	-208.6	-247.9	-154.4	-	-1,831.8
Other costs	-327.7	-186.5	-203.7	-161.3	9.7	-	-869.5
Adjusted EBITA	351.6	182.3	174.7	143.7	-144.7	-	707.6
Amortisation of intangible assets							-110.8
Acquisition costs							-6.5
Restructuring costs							2.2
Operating profit							592.5
Net financial items							-111.8
Taxes							-135.5
Net profit for the year							345.2
Assets included in working capital	956.9	595.0	258.8	328.0	201.6	-243.0	2,097.3
Goodwill	931.1	419.6	23.0	835.3	-	-	2,209.0
Non-allocated assets	-	-	-	-	2,944.0	-	2,944.0
Total assets	1,888.0	1,014.6	281.8	1,163.3	3,145.6	-243.0	7,250.3
Liabilities included in working capital	732.0	699.5	124.9	122.5	153.8	-243.0	1,589.7
Non-allocated liabilities	-	-	-	-	2,942.0	-	2,942.0
Total liabilities	732.0	699.5	124.9	122.5	3,095.8	-243.0	4,531.7
Other segment information							
Capital expenditure	104.9	11.3	38.3	57.4	52.8	-	264.7
Entered lease agreements during the year	430.5	10.9	2.0	5.9	1.4	-	450.7
Depreciation and impairment	-115.5	-32.1	-32.2	-73.3	-20.0	-	-273.1
Items not affecting cash flow other than depreciation/amortisation	-173.3	-14.6	0.1	14.2	151.2	-	-22.4

2023, SEKm	Extraction & Filtration Technology	Process Technology	Duct & Filter Technology	Monitoring & Control Technology	Non-allocated	Elimination	Total Nederman group
Net sales, external customers	2,572.6	2,138.0	750.4	726.8	-	-	6,187.8
Net sales, internal between operating segments	9.9	8.6	88.6	6.0	-	-113.1	-
Net sales	2,582.5	2,146.6	839.0	732.8	-	-113.1	6,187.8
Cost of material	-1,110.6	-1,366.6	-299.2	-225.5	-	113.1	-2,888.8
Cost of remuneration to staff	-791.3	-376.4	-201.8	-230.4	-132.3	-	-1,732.2
Other costs	-341.1	-194.6	-181.5	-124.3	-10.4	-	-851.9
Adjusted EBITA	339.5	209.0	156.5	152.6	-142.7	-	714.9
Amortisation of intangible assets							-104.9
Acquisition costs							-2.8
Restructuring costs							-14.4
							592.8
Operating profit							-116.6
Net financial items							-135.3
Taxes							340.9
Net profit for the year							
Assets included in working capital	879.7	626.2	215.5	363.9	203.0	-228.2	2,060.1
Goodwill	807.9	397.6	21.9	790.4	-	-	2,017.8
Non-allocated assets	-	-	-	-	2,344.5	-	2,344.5
Total assets	1,687.6	1,023.8	237.4	1,154.3	2,547.5	-228.2	6,422.4
Liabilities included in working capital	644.1	736.7	113.0	106.8	156.7	-228.2	1,529.1
Non-allocated liabilities	-	-	-	-	2,521.3	-	2,521.3
Total liabilities	644.1	736.7	113.0	106.8	2,678.0	-228.2	4,050.4
Other segment information							
Capital expenditure	37.2	20.7	49.5	59.6	28.6	-	195.6
Entered lease agreements during the year	47.3	22.5	2.3	1.7	1.9	-	75.7
Depreciation and impairment	-104.9	-34.9	-27.9	-70.0	-20.8	-	-258.5
Items not affecting cash flow other than depreciation/amortisation	20.1	25.2	0.5	1.1	17.8	-	29.1

Geographic regions

The group is presented below, divided into geographic regions. The information presented concerning the revenue for the geographic areas is grouped according to where the customers are located. Information concerning fixed assets and capital expenditure for the period in tangible and intangible assets, with the exception of goodwill, is based on the geographic areas where the assets are located. Fixed assets are defined as total assets less goodwill, long-term receivables and deferred tax assets.

External sales by region, 2024



2024, SEKm	Sweden	Germany	UK	Other EMEA	USA	Other Americas	China	India	Other APAC	Total
External net sales	156.4	445.1	335.2	1,499.0	1,946.8	447.0	343.1	226.2	501.1	5,899.9
Fixed assets	572.5	69.9	22.5	409.5	573.0	28.1	36.3	54.7	34.9	1,801.4
Capital expenditure	139.6	7.7	2.4	27.7	79.5	2.1	3.3	0.7	1.7	264.7

2023, SEKm	Sweden	Germany	UK	Other EMEA	USA	Other Americas	China	India	Other APAC	Total
External net sales	146.7	436.6	324.4	1,566.7	1,956.7	467.5	337.8	319.6	631.8	6,187.8
Fixed assets	231.9	59.3	23.2	415.5	398.2	5.9	30.7	51.3	42.8	1,258.8
Capital expenditure	60.7	17.7	1.7	28.6	80.7	1.8	1.1	0.3	3.0	195.6

6 Revenue from customer contracts

Accounting policies

Nederman's sales model

Nederman's range encompasses everything from individual products, complete solutions, design, installation, and commissioning to service. Based on this range, Nederman's sales model is divided into three sales types: products, solutions, and service and aftermarket. Within each operating segment, revenue flows from the three sales types are monitored, which is why these categories are considered to be the most relevant basis for classifying revenue. The classification provides a good understanding of the group's revenue streams.

Sales of products

Nederman offers a broad range of standard products that solve common problems related to smoke, gas, particles, material recycling, work environment and efficient production. Product sales are made primarily via distributors and resellers. Revenue from sales of products is recognised at a given point in time when the promised good are transferred to the customer and the customer obtains control over the product. The customer obtains control when they receive the product, can control its use and obtain financial benefits from the asset. This normally occurs when the goods are made available to the customer at the agreed time and place. At this time, Nederman has the right to receive payment for the goods. The transaction price is the compensation that Nederman is entitled to in exchange for transferring promised goods to the customer.

Sales of solutions (project sales)

Solutions consist either of individual products in the Nederman range which are assembled to build small or medium-sized customised systems, or large system solutions with a high element of special customisation. The task of both variants is to solve complex tasks. Sales are conducted through Nederman's own sales organisation. In the sale of solutions, which contain a significant element of customisation, Nederman's promise to customers is to deliver integrated system solutions, and not individual goods or services separately. It is the total performance to which the customer has agreed. When it comes to sales within the solutions segment, this means that separate performance obligations cannot be identified and sales are therefore recognised as revenue over time. For sales recognised over time, the progress towards full completion of the performance obligation is measured. This is carried out on the basis of project costs incurred in relation to total costs for goods and services that have been promised accord-

ing to the agreement. Project costs incurred are determined either on the basis of the value of the goods or services that have been transferred to date or on the basis of measurements at the customer such as achieved milestones. The choice of method is consistent within individual projects.

Solutions are recognised in the statement of financial position as contract assets or as contract liabilities when Nederman or the customer has fulfilled a commitment, depending on the relationship between Nederman's performance and the customer's payment. Contract assets include recognised revenue for work performed that has not yet been invoiced. Contract liabilities include advance payments from customers for which revenue is recognised when the performance obligation is completed.

The transaction price is the compensation that Nederman expects to be entitled to in exchange for transferring the promised goods and services to the customer in accordance with the contract. Expected credit losses are expensed immediately. Most projects are sold at a fixed price.

Sales of service and aftermarket

By offering qualified service with good availability, Nederman helps to ensure continuous operation without expensive interruptions to customers' production. In addition to technical service, this area also includes service contracts, spare parts and consumables.

Revenue from sales within service and aftermarket is recognised when Nederman meets its performance commitment, which is at a given point in time when the promised goods or service is transferred to the customer and the customer obtains control over the goods or service. The customer obtains control when they receive the goods or service, can control their use and obtain financial benefits from the asset or service. This normally occurs when the goods are made available to the customer at the agreed time and place or when the service is performed and the customer can benefit from the service provided. The transaction price is the compensation that Nederman is entitled to in exchange for transferring promised goods or services to the customer.

For warranty commitments see note 25, Other provisions.

6 Revenue from customer contracts, continued

Significant estimates and assumptions

Revenue recognition relating to sales of solutions

Revenue recognition relating to sales of solutions, which is recognised over time, is made by measuring the progress towards completion of the performance obligation. Establishment of the performance obligation,

i.e. estimates the extent to which accrual of the projects has occurred, requires estimates and assumptions. Sales from solutions accounted for 42 percent (47) of the group's total sales in 2024.

Allocation of sales on segments and sales types

2024, SEKm	Products	Solutions	Service and aftermarket	Total
Nederman Extraction & Filtration Technology	840.3	1,232.9	565.1	2,638.3
Nederman Process Technology	-	1,182.8	466.7	1,649.5
Nederman Duct & Filter Technology	788.2	9.3	0.1	797.6
Nederman Monitoring & Control Technology	629.2	57.0	128.3	814.5
Total Nederman group	2,257.7	2,482.0	1,160.2	5,899.9

2023, SEKm	Products	Solutions	Service and aftermarket	Total
Nederman Extraction & Filtration Technology	824.6	1,225.1	522.9	2,572.6
Nederman Process Technology	-	1,621.7	516.3	2,138.0
Nederman Duct & Filter Technology	728.0	19.1	3.3	750.4
Nederman Monitoring & Control Technology	579.1	46.6	101.1	726.8
Total Nederman group	2,131.7	2,912.5	1,143.6	6,187.8

Sales of solutions (project sales)

At the beginning of 2024, contract liabilities amounted to SEK 638.4m (615.3), of which SEK 528.3m (483.9) was recognised as revenue in the current year. At

the end of the year, contract liabilities amounted to SEK 618.8m, most of which are expected to be recognised as revenue in the next financial year.

Contract assets, SEKm	2024	2023
Work performed that has not yet been invoiced	200.4	197.4
Total	200.4	197.4

Contract liabilities, SEKm	2024	2023
Advances from customers in projects	595.9	611.5
Other advances from customers	22.9	26.9
Total	618.8	638.4

7 Other operating income and expenses

Other operating income, SEKm	2024	2023
Profit from sale of fixed assets	7.4	0.7
Recovered bad debt losses	14.9	2.0
Exchange gains on operating receivables/liabilities	2.0	-
Other	21.4	24.1
Total	45.7	26.8

Other operating expenses, SEKm	2024	2023
Loss from sales of fixed assets	-1.1	-0.8
Bad debt losses	-20.2	-22.9
Exchange losses on operating receivables/liabilities	-	-10.5
Other	-7.0	-5.4
Total	-28.3	-39.6

Total other operating income and expenses, SEKm	17.4	-12.8
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For further information about the credit loss reserve, see note 17, Accounts receivable.

8 Employees

Remuneration policy

The prevailing guidelines for executive remuneration were adopted by the Annual General Meeting in 2023 and the principles resolved can be summarised as follows.

Types of remuneration

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. The objective of Nederman's guidelines for executive remuneration is therefore to offer competitive remuneration on market terms, so that competent and skilful personnel can be attracted, motivated and retained. These guidelines enable the company to offer the executive management competitive total remuneration. The remuneration shall be on market terms and may consist of the following components: fixed salary, variable remuneration, pension benefits and other benefits. The remuneration is determined by the Remuneration Committee in accordance with principles for executive remuneration adopted by the Annual General Meeting.

Fixed salary

Fixed salary is paid for satisfactory work.

Variable remuneration

The variable remuneration shall be linked to predetermined, well-defined and measurable financial criteria. The satisfaction of criteria for awarding variable remuneration shall be measured over a period of one year. The STI plus the LTI paid out to an executive each year, may in aggregate not amount to more than 150 percent of the total fixed salary for the CEO and not more than 100 percent of the total fixed salary for other senior executives. The STI remuneration may amount to not more than 50 percent of the total fixed salary under the performance period for the CEO and other senior executives. The criteria for STI shall mainly relate to the group's profitability, working capital development and sustainability goals that are linked to the business. The LTI payout, shall be subject to an undertaking by the executive to invest the LTI payout in Nederman shares without undue delay and to retain such shares for not less than three years. Variable remuneration may also be related to individual criteria. The criteria shall be designed so as to contribute to the company's business strategy and long-term interests, including its sustainability. Further variable remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 50 percent of the fixed annual salary and may not be paid more than once each year per individual. Any resolution on such remuneration shall be made by the Board of Directors based on a proposal from the Remuneration Committee.

Share-based incentive programme

The Annual General Meeting held on 23 April 2023 approved the Board's proposal that the annual programmes for variable remuneration should be supplemented with a long-term incentive connected to the development of the share

price. The LTI programme comprises three financial years. During year 1, the initial grant value of the LTI shall correspond to the STI earned during the previous year. The initial grant value shall then be vested over a period of three years and indexed to reflect the share price development of the company's share. In year 2, the initial grant value shall be indexed to reflect the share price development between the publication of the year-end report in year 1 and in year 2, following which 1/3 of the so indexed amount shall be paid to the executive. In year 3, the remaining (indexed) amount, shall again be indexed to reflect the share price development between the publication of the year-end report in year 2 and in year 3, following which 1/2 of said indexed amount shall be paid to the executive. In year 4, the remaining (indexed) amount, shall again be indexed to reflect the share price development between the publication of the year-end report in year 3 and in year 4, following which such indexed amount shall be paid to the executive. The share price index shall correspond to the increase or the decrease in the share price measured as the volume-weighted average of the price paid for the company's share at Nasdaq Stockholm during ten trading days immediately after the publication of a year-end report.

Pension benefits

For the CEO, pension benefits shall be premium-based. The pension premiums for premium-based pension shall amount to not more than 35 percent of the pension based salary. For other executives, pension benefits shall be based on a contractual ITP plan or be premium-based, unless the individual concerned is subject to defined-benefit pension under mandatory collective agreement provisions. Variable cash remuneration shall qualify for pension benefits. Pension premiums that follow from the contractual ITP plan or are premium-based, shall amount to not more than 35 percent of the pension based salary, unless other premium levels apply according to applicable ITP plan. For employment governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Other benefits

Other benefits may include, for example, life insurance, health and medical insurance and company cars. Such benefits may amount to not more than 20 percent of the fixed annual salary.

Termination of employment

The notice period may not exceed 24 months if notice of termination of employment is made by the company for the CEO and twelve months for other executives. Fixed salary during the period of notice and severance pay may together not exceed an amount equivalent to the CEO's fixed salary for two years, and one year for other executives. When termination is made by the executive, the notice period may not exceed six months, without any right to severance pay.

Principles for compensation to the Board of Directors

Directors' fees are paid to the Chairman of the Board of Directors and other members according to the decision of the Annual General Meeting. Employee representatives in the Board of Directors do not receive director's fees.

8 Employees, continued

Expenses for remuneration to employees, SEKm	2024	2023
Salaries and other remuneration	1,546.6	1,464.3
Pension expenses, defined-benefit plans (see also Note 24)	5.8	3.8
Pension expenses, defined-contribution plans (see also Note 24)*	80.6	77.2
Social security expenses	198.8	186.9
Total	1,831.8	1,732.2

* Of pension costs SEK 2.0m (1.9) pertain to the group's Board of Directors and the CEO of the parent company. There are no outstanding pension obligations to the group's Board of Directors, CEO and senior executives.

Salaries and other remuneration allocated between the Board of Directors and other employees, SEKm	2024	2023
Board of Directors, CEO and senior executives	129.7	120.9
(of which variable remuneration)	(21.3)	(18.4)
Other employees	1,416.9	1,343.4
Total	1,546.6	1,464.3

Average number of employees	Women	Men	2024 Total	Women	Men	2023 Total
Australia	11	36	47	7	51	58
Belgium	2	14	16	3	15	18
Brazil	9	20	29	8	17	25
Denmark	16	85	101	10	76	86
England	23	96	119	23	91	114
Finland	29	60	89	27	59	86
France	4	8	12	3	8	11
Hong Kong	2	6	8	2	6	8
India	9	219	228	8	266	274
Indonesia	4	9	13	1	12	13
Canada	8	25	33	9	23	32
China	53	147	201	52	145	207
Malaysia	1	5	6	1	5	6
Mexico	7	11	18	6	10	16
The Netherlands	1	22	23	1	20	21
Norway	7	72	79	11	79	81
Poland	36	162	198	37	164	201
Russia	0	0	0	0	2	2
Switzerland	8	37	45	8	40	48
Singapore	3	5	8	3	5	8
Spain	3	15	18	3	12	15
Sweden	74	178	251	70	156	225
Thailand	18	31	49	17	30	47
Czech Republic	2	16	18	2	16	18
Turkey	5	17	22	7	14	21
Germany	34	159	193	37	150	187
USA	149	430	579	134	410	544
Austria	1	3	4	1	4	5
Total	519	1,888	2,407	491	1,886	2,377
Of whom, senior executives	13	100	113	12	91	103

Gender breakdown of senior executives, percentage of women	2024	2023
Board of Directors	8%	7%
Other senior executives	12%	19%

Remuneration to senior executives

2024, SEKt	Board fees / Base salary	Variable remuneration	LTI	Other benefits	Pension costs	Total
Chairman of the Board Johan Menckel	872	-	-	-	-	872
Member of the Board Anders Borg	465	-	-	-	-	465
Member of the Board Gunilla Fransson	355	-	-	-	-	355
Member of the Board Ylva op den Velde Hammargren	405	-	-	-	-	405
Member of the Board Sam Strömerstén	405	-	-	-	-	405
CEO Sven Kristensson	6,106	2,880	1,878	219	2,015	13,098
Other senior executives (10 individuals)	25,096	7,724	4,380	1,364	5,895	44,459
Total	33,704	10,604	6,258	1,583	7,910	60,059

2023, SEKt	Board fees / Base salary	Variable remuneration	LTI	Other benefits	Pension costs	Total
Chairman of the Board Johan Menckel	827	-	-	-	-	827
Member of the Board Anders Borg	417	-	-	-	-	417
Member of the Board Gunilla Fransson	336	-	-	-	-	336
Member of the Board Ylva op den Velde Hammargren	381	-	-	-	-	381
Member of the Board Sam Strömerstén	380	-	-	-	-	380
CEO Sven Kristensson	5,559	2,682	652	188	1,877	10,958
Other senior executives (9 individuals)	21,982	5,780	1,536	1,341	4,853	35,492
Total	29,882	8,462	2,188	1,529	6,730	48,791

9 Expenses by nature

Operating expenses by nature, SEKm	2024	2023
Cost of material	2,491.0	2,888.8
Cost of remuneration to staff	1,831.8	1,732.2
Other external costs and other personnel costs	724.6	686.5
Acquisition costs	6.5	2.8
Restructuring costs	-2.2	14.4
Depreciation and amortisation	273.1	257.5
Total	5,324.8	5,582.2

Restructuring costs allocated by function, SEKm		
Cost of goods sold	-1.8	10.8
Selling expenses	-	1.5
Administrative expenses	-0.4	2.1
Total	-2.2	14.4

Restructuring costs by nature, SEKm		
Cost of material	-	2.3
Cost of remuneration to staff	-2.2	9.6
Other external costs and other personnel costs	-	2.5
Total	-2.2	14.4

10 Fees and expenses to auditors

SEKm	2024	2023
EY		
Audit assignment	9.1	8.7
Audit-related fee	1.1	0.9
Other assignments	0.4	0.4
Total	10.6	10.0
Other auditors		
Audit assignment	2.5	2.2
Tax advice	0.8	0.8
Other assignments	0.5	0.5
Total	3.8	3.5
Fees and expenses to auditors, SEKm	14.4	13.5

Audit assignments refer to the statutory audit of annual and consolidated accounts, the administration of the Board of Directors and CEO, and auditing and other verifications as agreed. Audit-related fee involve quality assurance services to be conducted in accordance with legislation, articles of association,

statutes or agreements. The amount primarily pertains to a review of the six-month report and the Sustainability Report. Tax advice includes both advice and a review of taxation compliance.

11 Financial income and expenses

Accounting policies

Financial income and expenses

Financial income and expenses consist of interest income on bank deposits and interest-bearing financial assets, interest expenses on loans, revenue from dividends, foreign exchange differences on interest-bearing financial assets and liabilities. Interest income on interest-bearing financial receivables and interest expenses on interest-bearing liabilities are calculated using the effective interest method. This means that interest income and interest expenses include accrued transaction costs and any

discounts, premiums and other differences between the initial carrying amount of the receivable or liability and the estimated future receipts and payments during the contract period. The interest component related to lease payments is recognised in the income statement through the application of the effective interest method. Dividend income is recognised when the shareholder's right to receive payment is established.

SEKm	2024	2023
Financial income		
Interest income on bank deposits	31.8	25.3
Other interest income	1.4	0.4
Exchange rate changes	3.0	4.8
Total	36.2	30.5
Financial expenses		
Interest expenses, credit institutions	-117.7	-111.5
Interest expenses, leasing liabilities	-21.8	-11.4
Interest expenses, other	-6.8	-6.2
Exchange rate changes	-1.7	-18.0
Total	-148.0	-147.1
Net financial items	-111.8	-116.6

12 Income tax

Significant estimates and assumptions

Deferred tax and uncertainty in income tax processes

Wherever uncertainty occurs in the treatment of income tax, an assessment is made of the probability that the tax agency or court will accept the tax treatment in the declaration of income, and the effect of the uncertainty is estimated and recognised in the financial statements as a tax liability in accordance with IFRIC 23.

Deferred tax assets for loss carryforwards are recognised to the extent it is probable they will be able to be utilised for settlement of future taxable

gains. Significant estimates are made by senior management to determine recognised amounts for deferred tax assets based on the timeline when these can probably be utilised and the level of future taxable gains together with planned tax strategies, which are impacted by the future business climate, earnings capacity or changed tax rules.

Reported in the consolidated income statement

SEKm	2024	2023
Current tax expense (-)		
Tax expense for the period	-170.3	-172.6
Adjustment of tax relating to previous years	-0.7	-0.6
Total	-171.0	-173.2
Deferred tax expense (-)/tax income (+)		
Deferred tax concerning temporary differences	21.9	32.6
Utilisation of previously activated loss carryforwards	-6.7	-7.7
Revaluation of loss carryforwards	-0.3	-4.9
Deferred tax income in tax loss carryforwards capitalised during the year	20.6	17.9
Total	35.5	37.9
Total consolidated tax expenses	-135.5	-135.3

Reconciliation of effective tax

The Swedish corporate income tax rate is 20.6 percent. The primary reasons for the difference in tax rate between Swedish income tax and the group's tax rate based on the earnings after financial items are indicated in the table below.

Effective tax	2024	2024, SEKm	2023	2023, SEKm
Profit before tax		480.7		476.2
Tax according to the applicable tax rate for the parent company	20.6%	-99.0	20.6%	-98.1
Effect of other tax rates for foreign subsidiaries	2.8%	-13.6	3.2%	-15.3
Non-taxable income	-1.0%	5.0	-1.5%	7.1
Non-tax deductible expenses	1.3%	-6.1	1.6%	-7.7
Revaluation of temporary differences	1.0%	-5.0	0.3%	-1.4
Increase of tax loss carryforwards without corresponding capitalisation of deferred tax	2.3%	-11.0	3.2%	-15.4
Utilisation or revaluation of previously non-capitalised tax loss carryforwards	0.1%	-0.3	1.0%	-5.0
Tax relating to previous years	-0.2%	1.0	0.1%	-0.6
Effect of changes in tax rates and tax rules	-	-	0.3%	-1.2
Other	1.4%	-6.5	-0.5%	2.3
Reported effective tax	28.2%	-135.5	28.4%	-135.3

Current tax assets amount to SEK 140.6m (134.6) and represent the recoverable amount of current tax on the net profit for the year.

Reported in consolidated statement of financial position

Deferred tax assets and liabilities, SEK m	2024			2023		
	Assets	Liabilities	Net	Assets	Liabilities	Net
Intangible assets	15.9	84.6	-68.7	8.5	81.6	-73.1
Tangible assets	5.4	31.9	-26.5	5.5	31.1	-25.6
Right-of-use assets	-	125.6	-125.6	-	42.6	-42.6
Financial assets	-	0.5	-0.5	-	0.5	-0.5
Inventories	53.0	0.2	52.8	45.3	0.8	44.5
Accounts receivable	8.8	22.7	-13.9	8.5	24.1	-15.6
Long-term liabilities	0.2	-	0.2	0.1	-	0.1
Provision for pensions	5.3	7.0	-1.7	4.8	9.1	-4.3
Provisions	27.5	0.3	27.2	23.5	-	23.5
Lease liabilities	128.9	-	128.9	44.6	-	44.6
Short-term liabilities	24.7	21.9	2.8	25.2	21.2	4.0
Loss carryforwards	68.4	2.3	66.1	54.8	2.1	52.7
Tax assets/liabilities	338.1	297.0	41.1	220.8	213.1	7.7
Netting	-182.4	-182.4	-	-93.1	-93.1	-
Deferred tax assets/liabilities according to statement of financial position	155.7	114.6	41.1	127.7	120.0	7.7

The majority of recognised loss carryforwards are not time limited.

12 Income tax, continued

Unrecognised tax loss carryforwards

Deductible temporary differences and loss carryforwards for which deferred tax assets have not been reported in the consolidated statement of financial position:

SEKm	2024	2023
Loss carryforwards	310.4	294.3

Unrecognised tax loss carryforwards would correspond to a deferred tax asset of SEK 68.9m. Unrecognised deferred tax loss carryforwards are mainly related to losses in France, India, Indonesia, China, the Netherlands, Thailand, Germany and the US, with the current assessment that it is not probable that the group will be able to use them for settlement of future taxable gains. The majority of the loss carryforwards are not time limited and the remaining portion are mainly time limited to 2026-2029.

Change in deferred tax on temporary differences and loss carryforwards

SEKm	Balance on 1 January 2024	Reported in income statement	Reported in other com- prehensive income	Translation difference	Acquisitions of business operations	Balance on 31 December 2024
Intangible assets	-73.1	8.5	-	-0.2	-3.9	-68.7
Tangible assets	-25.6	-0.9	-	-	-	-26.5
Right-of-use assets	-42.6	-83.0	-	-	-	-125.6
Financial assets	-0.5	-	-	-	-	-0.5
Inventories	44.5	8.5	-	-0.2	-	52.8
Accounts receivable	-15.6	1.7	-	-	-	-13.9
Long-term liabilities	0.1	0.1	-	-0.0	-	0.2
Provision for pensions	-4.3	0.2	2.4	-	-	-1.7
Provisions	23.5	3.7	-	-0.0	-	27.2
Lease liabilities	44.6	84.3	-	-	-	128.9
Short-term liabilities	4.0	-1.2	-	-0.0	-	2.8
Loss carryforwards	52.7	13.6	-	-0.2	-	66.1
Total	7.7	35.5	2.4	-0.6	-3.9	41.1

SEKm	Balance on 1 January 2023	Reported in income statement	Reported in other com- prehensive income	Translation difference	Acquisitions of business operations	Balance on 31 December 2023
Intangible assets	-100.3	27.6	-	-0.4	-	-73.1
Tangible assets	-13.7	-11.4	-	-0.5	-	-25.6
Right-of-use assets	-42.7	0.4	-	-0.3	-	-42.6
Financial assets	-0.3	-0.2	-	-	-	-0.5
Inventories	20.8	30.8	-	0.4	-7.5	44.5
Accounts receivable	4.9	-20.6	-	0.1	-	-15.6
Long-term liabilities	-0.0	-0.1	-	0.2	-	0.1
Provision for pensions	3.9	-0.9	-7.1	-0.2	-	-4.3
Provisions	23.1	0.4	-	0.0	-	23.5
Lease liabilities	44.8	-0.2	-	-	-	44.6
Short-term liabilities	-2.9	6.8	-	0.1	-	4.0
Loss carryforwards	47.4	5.3	-	-0.0	-	52.7
Total	-15.0	37.9	-7.1	-0.6	-7.5	7.7

13 Intangible assets

Accounting policies

Research and development

Costs for development, where research results or other knowledge is applied to achieve new or improved products or processes, are recognised as an asset in the balance sheet if the product or process is technically and commercially feasible and the company has sufficient resources to complete development and thereafter use or sell the intangible asset. The carrying amount includes the cost of materials and other direct expenses that can be attributed to the asset in a reasonable and consistent manner. Development costs are recognised in the balance sheet at cost less accumulated amortisation and any impairment losses. Expenditure on research aimed at obtaining new scientific or technical knowledge is recognised as an expense in the income statement when incurred.

Customer relationships

Customer relationships acquired through business acquisitions are recognised at fair value at the acquisition date. Customer relationships with a finite life are measured at cost less amortisation and any accumulated impairment losses.

Trademarks

Trademarks acquired through business acquisitions are recognised at fair value at the acquisition date. Trademarks with an indefinite life are allocated to the cash-generating units or groups of cash-generating units that are expected to benefit from the trademark. The cash-generating units comprise the group's operating segments. The useful life is deemed indefinite if it is a question of a well-established trademarks in its market, which the group intends to maintain and develop further. Other trademarks are amortised over their estimated useful life. Trademarks are tested for impairment annually and in the event of an indication of impairment. Any impairment losses are charged to operating income.

Goodwill

Goodwill represents the future economic benefits arising from the business acquisitions that are not individually identified and separately recognised, and comprise strategic business values. Goodwill is allocated to the cash-generating units or groups of cash-generating units that are expected to benefit from synergies from the acquisition. The cash-generating units comprise the group's operating segments. Goodwill is tested

annually for impairment, or more frequently if there are indications of a reduction in value. Nederman group's model for measurement is based on a discounted cash-flow model, with a forecast period of five years. The measurement is based on a financial plan, which is part of Nederman group's financial planning process and corresponds to the management's best assessment of the operations' development. Growth is based on historical growth, estimated market growth and the anticipated price trend. The forecasts reflect previous experience and external sources of information. Assumed growth is based on a cautious assumption and does not exceed the long-term growth of the industry as a whole.

Amortisation and impairment losses with finite useful life

Intangible assets except goodwill and trademarks are amortised over their estimated useful life. Amortisation is recognised in the income statement on a straight-line basis over the intangible assets' estimated useful life. The estimated useful lives are:

- Capitalised development expenditure, individual assessment conducted of useful life
- Computer programs 3-5 years
- Customer relationships, individual assessment conducted of useful life

Impairment testing is carried out if any event occurs or circumstances change that indicate that the carrying amount may have decreased. Annual impairment testing is also conducted of capitalised development expenditure for products and software not yet in use. An impairment loss is recognised when an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. When calculating the value in use, future cash flows are discounted using a discount rate that reflects a risk-free interest rate and the risk associated with the specific asset. Previously recognised impairment losses are reversed if the reasons for the earlier impairment no longer exist. However, reversal will not be for an amount that is greater than that which the carrying amount would have been if the impairment had not been recognised in previous periods.

Significant estimates and assumptions

Examination for impairment of goodwill and other intangible assets

The book value of goodwill is reviewed at least once a year with respect to the possible need for impairment. The review requires an estimate of the value in use of the cash-generating unit, or group of cash-generating units, to which the goodwill value relates. This requires that several assumptions about the future situation and estimates of parameters have been made.

Changed conditions for these assumptions and estimations might have an effect on the value of the goodwill. The senior executives are of the opinion that no reasonable changes in important assumptions at the impairment test of the cash-generating units will result in a recoverable amount lower than the carrying amount.

13 Intangible assets, continued

							2024
SEKm	Capitalised development expenditure	Computer programs	Customer relationships	Trademarks	Goodwill	Current investments and advances	Total
Accumulated cost							
Opening balance	535.4	270.6	253.2	202.8	2,017.8	21.5	3,301.3
Business acquisitions	-	1.3	18.5	-	109.0	-	128.8
Internally developed assets	52.4	-	-	-	-	-	52.4
Other capital expenditure	-	6.3	-	-	-	44.6	50.9
Sold and scrapped	-58.2	-0.5	-	-	-	-	-58.7
Reclassifications	-	32.9	-	-	-	-32.9	0.0
Foreign exchange differences	6.0	6.3	16.8	8.7	82.2	0.6	120.6
Closing balance	535.6	316.9	288.5	211.5	2,209.0	33.8	3,595.3
Accumulated amortisation and impairment							
Opening balance	-310.8	-176.9	-93.7	-77.0	-	-	-658.4
Business acquisitions	-	-1.2	-	-	-	-	-1.2
Sold and scrapped	58.0	0.5	-	-	-	-	58.5
Amortisation	-49.0	-32.1	-28.0	-1.7	-	-	-110.8
Reclassifications	-	-0.7	-	-	-	-	-0.7
Foreign exchange differences	-3.5	-2.6	-6.0	-1.5	-	-	-13.6
Closing balance	-305.3	-213.0	-127.7	-80.2	-	-	-726.2
Carrying amount							
Opening balance	224.6	93.7	159.5	125.8	2,017.8	21.5	2,642.9
Closing balance	230.3	103.9	160.8	131.3	2,209.0	33.8	2,869.1

							2023
SEKm	Capitalised development expenditure	Computer programs	Customer relationships	Trademarks	Goodwill	Current investments and advances	Total
Accumulated cost							
Opening balance	489.2	214.4	260.6	201.0	2,027.5	33.5	3,226.2
Business acquisitions	6.6	-	-	-	25.4	-	32.0
Internally developed assets	51.5	-	-	-	-	-	51.5
Other capital expenditure	-	24.8	-	-	-	15.4	40.2
Sold and scrapped	-4.0	-0.7	-	-	-0.3	-	-5.0
Reclassifications	-3.5	34.0	-	-	0.0	-27.9	2.6
Foreign exchange differences	-4.4	-1.9	-7.4	1.8	-34.8	0.5	-46.2
Closing balance	535.4	270.6	253.2	202.8	2,017.8	21.5	3,301.3
Accumulated amortisation and impairment							
Opening balance	-265.9	-146.0	-68.9	-71.1	-	-	-551.9
Business acquisitions	-5.8	-	-	-	-	-	-5.8
Sold and scrapped	3.8	0.7	-	-	-	-	4.5
Amortisation and impairment	-46.5	-29.5	-27.9	-1.7	-	-	-105.6
Reclassifications	1.0	-3.2	-	-	-	-	-2.2
Foreign exchange differences	2.6	1.1	3.1	-4.2	-	-	2.6
Closing balance	-310.8	-176.9	-93.7	-77.0	-	-	-658.4
Carrying amount							
Opening balance	223.3	68.4	191.7	129.9	2,027.5	33.5	2,674.3
Closing balance	224.6	93.7	159.5	125.8	2,017.8	21.5	2,642.9

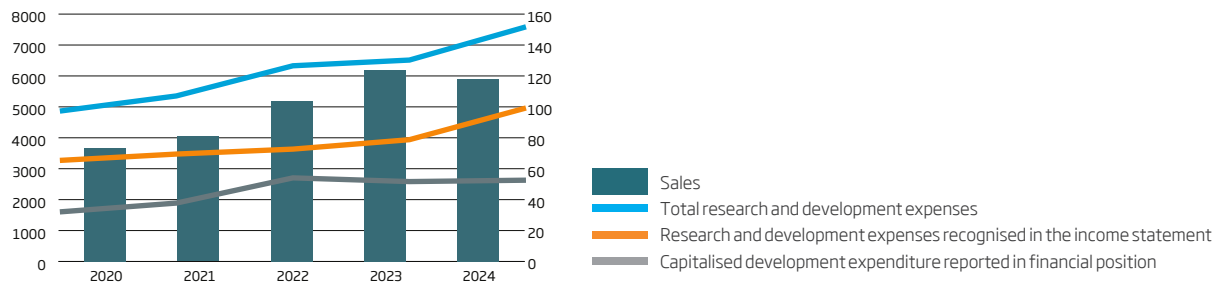
The amount for amortisation and impairment in 2023 includes impairment totalling SEK 0.7m.

The group's expenses for development of the existing product range and new products amounted to SEK 99.1m (78.6). SEK 52.4m (51.5) was capitalised in the consolidated statement of financial position.

Capitalised development expenditure is primarily related to investments in the group's digital product portfolio, where the remaining amortisation period is approximately one year and acquired development expenditure, where the remaining amortisation period is approximately four years. Customer relationships were mainly established in the acquisitions of RoboVent and Gasmet where the remaining amortisation period is approximately five years.

13 Intangible assets, continued

Research and development expenses in relation to sales, SEKm



Amortisation and impairment, SEKm	2024	2023
Amortisation is included in the following rows in the income statement:		
Cost of sold goods	-84.8	-82.2
Selling expenses	-7.1	-7.0
Administrative expenses	-18.9	-16.4
Total	-110.8	-105.6

Trademarks

The trademarks that have been identified and valued were established in connection with the 2012 acquisition of EFT, with the trademarks MikroPul and LCI, the 2018 acquisition of Auburn FilterSense and Luwa, the 2019 acquisition of Gasmet and the 2022 acquisition of RoboVent. The cost of the trademarks were established at the time of the acquisition under the so-called relief from royalty method. The impairment test includes an assessment of the royalty rate on the acquisition date and estimated future sales performance for five years. Sustained growth of 2.0 percent has been used. Cash flow for the period beyond five years has been calculated using a multiple applied to estimated

sustainable cash flow. When calculating the present value of expected future cash flows, the current weighted average capital cost (WACC) for the market is used. For 2024, the pre-tax discount rate amounted to 13.43 percent (14.15). Impairment testing is done in the fourth quarter, or whenever the need arises, and with the assumptions used showed there was no need for any impairment of trademarks with an indefinite useful life. The carrying amount of trademarks with an indefinite useful life amounted to SEK 130.2m (123.1).

Trademarks per operating segment, SEKm	2024	2023
Nederman Extraction & Filtration Technology	1.1	2.7
Nederman Process Technology	106.2	100.1
Nederman Duct & Filter Technology	-	-
Nederman Monitoring & Control Technology	24.0	23.0
Total	131.3	125.8

Goodwill per operating segment, SEKm	2024	2023
Nederman Extraction & Filtration Technology	931.1	807.9
Nederman Process Technology	419.6	397.6
Nederman Duct & Filter Technology	23.0	21.9
Nederman Monitoring & Control Technology	835.3	790.4
Total	2,209.0	2,017.8

Goodwill	Annual growth during the forecast period	Annual growth after forecast period	Discount rate before tax
Nederman Extraction & Filtration Technology	3.0% (3.0)	2.0% (3.0)	13.70% (17.47)
Nederman Process Technology	2.0% (2.0)	2.0% (2.0)	13.53% (18.25)
Nederman Duct & Filter Technology	3.0% (3.0)	2.0% (3.0)	13.69% (17.46)
Nederman Monitoring & Control Technology	5.0% (5.0)	2.0% (5.0)	13.49% (15.20)

Sensitivity analysis goodwill and trademarks

Nederman group analysed the extent to which negative adjustments of assumptions regarding the discount rate and operating profit would result in the impairment of goodwill or trademarks. Sensitivity in all calculations means that the goodwill value and the value in the trademarks will be justified even if the discount rate is raised by two percentage points or if long-term growth would fall by two percentage points. Based on the analysis, there is no impairment requirement for any of the cash-generating units. The factors applied in the valuations are based on the management's strategy, taking into consideration historical outcomes for the various cash-generating units.

The surplus differs between the various cash-generating units and they are sensitive to various degrees to changes in the above assumptions. Accordingly, Nederman group continuously monitors development of the cash-generating units. The instability of the market with dampened profitability as a result and volatility of interest rates, inflation and foreign currencies, could lead to an indication of a need for impairment. The most important factors that affect Nederman group's future earnings trend are described in the section on operating segments and the section on risk management.

14 Tangible assets

Accounting policies

Assets owned

Tangible assets are recognised within the group at cost less accumulated depreciation and any impairment. Gains or losses arising on the disposal or retirement of an asset comprise the difference between the sales price and the asset's carrying amount less direct selling expenses. Gains and losses are recognised as other operating income/expense.

Depreciation

Depreciation takes place on a straight-line basis over the useful life of the asset. The group applies component depreciation, which means that the components' estimated useful life forms the basis for depreciation. Estimated useful life:

- buildings, property used in business operations 15-50 years
- plant and machinery 3-20 years
- equipment, tools and fixtures 3-10 years
- land is not depreciated

Depreciation of components is based on each component's estimated useful life. The depreciation methods, residual values and useful life used are reviewed at each year-end.

Impairment

Impairment testing is carried out if any event occurs or circumstances change that indicate that the carrying amount may have decreased. An impairment loss is recognised when an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. When calculating the value in use, future cash flows are discounted using a discount rate that reflects a risk-free interest rate and the risk associated with the specific asset.

Impairment of tangible assets is charged to operating profit. Previously recognised impairment losses are reversed if the reasons for the earlier impairment no longer exist. However, reversal will not be for an amount that is greater than that which the carrying amount would have been if the impairment had not been recognised in previous periods.

					2024
SEKm	Land and buildings	Plant and machinery	Equipment, tools, fixtures and fittings	Constructions in progress and advances	Total
Accumulated cost					
Opening balance	577.5	419.7	254.8	25.6	1,277.6
Business acquisitions	0.2	0.3	1.2	-	1.7
Capital expenditure	6.7	10.8	24.6	119.3	161.4
Sold and scrapped	-6.5	-35.3	-22.9	-	-64.7
Reclassifications	9.7	9.1	11.9	-32.2	-1.5
Foreign exchange differences	35.7	20.4	10.8	1.6	68.5
Closing balance	623.3	425.0	280.4	114.3	1,443.0
Accumulated depreciation and impairment					
Opening balance	-321.2	-308.8	-204.1	-	-834.1
Business acquisitions	-0.2	-0.2	-0.5	-	-0.9
Depreciation	-14.3	-23.8	-24.3	-	-62.4
Sold and scrapped	4.3	34.4	22.2	-	60.9
Reclassifications	-1.8	3.1	-0.4	-	0.9
Foreign exchange differences	-17.0	-13.6	-8.3	-	-38.9
Closing balance	-350.2	-308.9	-215.4	-	-874.5
Carrying amount					
Opening balance	256.3	110.9	50.7	25.6	443.5
Closing balance	273.1	116.1	65.0	114.3	568.5

14 Tangible assets, continued

					2023
SEKm	Land and build-ings	Plant and machinery	Equipment, tools, fixtures and fittings	Constructions in progress and advances	Total
Accumulated cost					
Opening balance	499.7	381.1	257.5	50.3	1,188.6
Business acquisitions	28.3	8.5	5.3	-	42.1
Capital expenditure	4.4	15.8	19.2	64.5	103.9
Sold and scrapped	-0.5	-7.3	-25.5	-	-33.3
Reclassifications	55.5	26.4	2.6	-89.4	-4.9
Foreign exchange differences	-9.9	-4.8	-4.3	0.2	-18.8
Closing balance	577.5	419.7	254.8	25.6	1,277.6
Accumulated depreciation and impairment					
Opening balance	-303.1	-287.5	-207.9	-	-798.5
Business acquisitions	-8.5	-9.0	-3.4	-	-20.9
Depreciation and impairment	-14.3	-20.9	-24.5	-	-59.7
Sold and scrapped	0.5	6.8	25.1	-	32.4
Reclassifications	0.1	-	4.3	-	4.4
Foreign exchange differences	4.1	1.8	2.3	-	8.2
Closing balance	-321.2	-308.8	-204.1	-	-834.1
Carrying amount					
Opening balance	196.6	93.6	49.6	50.3	390.1
Closing balance	256.3	110.9	50.7	25.6	443.5
Depreciation and impairment, SEKm				2024	2023
Deprecation is included in the following rows in the income statement:					
Cost of sold goods				-40.4	-37.9
Selling expenses				-10.0	-8.6
Administrative expenses				-12.0	-13.2
Total				-62.4	-59.7

The amount for depreciation and impairment in 2023 includes impairment totalling SEK 0.3m.

15 Leasing

Accounting policies

Leasing

A right-of-use asset is defined as an identified asset for which Nederman essentially is entitled to the economic benefits arising from the use of the asset and has the right to control the use of the asset.

At the initial date, a right-of-use asset that represents the right to use the underlying asset during the lease term and a lease liability that represents the present value of future lease payments are to be recognised. At the initial date, the right-of-use asset is recognised to the value of the lease liability.

For leases where the implicit rate is not available according to the lease, the discount rate is the incremental borrowing rate. The incremental borrowing rate consists of an interest margin based on the lessee's (subsidiary within the group) credit rating and an interest rate benchmark for the specific currency and the term of the lease asset.

The standard contains two exceptions for reporting in the statement of financial position, which Nederman applies: short-term leases and leases for which the underlying asset has a low value (USD 5,000). If the lease contains variable lease expenses that are not dependent on an index or interest rate, this is also recognised as an operating expense in the income statement. Any service components in a lease are separated from the leased asset and recognised as an operating expense in the income statement.

15 Leasing, continued

Significant judgements

Establishing the lease period

An assessment is required when establishing the term of the lease. The lease term includes the non-cancellable period. If Nederman group is reasonably certain that it will exercise an option to extend the lease or not exercise an alternative to terminate the lease prematurely, this is taken into consideration when establishing the lease term. Extension options and the possibility to terminate the contract prematurely pertain mainly to property contracts. Accordingly, all relevant facts and circumstances are evaluated that create a financial incentive to include optional periods. Example of factors included in the analysis are the importance of the underlying asset in the operations and its place, availability of suitable alternatives, material improvements in the asset, rent level during voluntary periods compared with the market price, as well as earlier practice. The lease term is determined on an individual basis.

Significant estimates and assumptions

Measurement of leasing

The interest rate used to discount future lease expenses impacts the measurement of the right-of-use asset and lease liability. If the implicit rate in the lease cannot be easily established, which was the case for all lease contracts for the group 31 December 2024, the incremental borrowing rate is used. The determination of the incremental borrowing rate includes estimates and assumptions related to company-specific information, such as, credit ratings of each company.

				2024
SEKm	Land and buildings	Cars and other vehicles	Machinery and equipment	Total
Accumulated cost				
Opening balance	299.9	89.0	16.6	405.5
New lease contracts	409.5	37.3	3.9	450.7
Terminated lease contracts	-69.7	-17.1	-4.0	-90.8
Revaluated lease contracts	23.2	0.1	-	23.3
Foreign exchange differences	15.0	4.0	0.4	19.4
Closing balance	677.9	113.3	16.9	808.1
Accumulated depreciation and impairment				
Opening balance	-173.2	-33.0	-9.1	-215.3
Depreciation	-67.6	-28.5	-3.8	-99.9
Terminated lease contracts	69.3	15.7	4.0	89.0
Foreign exchange differences	-7.2	-1.6	-0.3	-9.1
Closing balance	-178.7	-47.4	-9.2	-235.3
Carrying amount				
Opening balance	126.7	56.0	7.5	190.2
Closing balance	499.2	65.9	7.7	572.8

				2023
SEKm	Land and buildings	Cars and other vehicles	Machinery and equipment	Total
Accumulated cost				
Opening balance	313.0	68.1	17.7	398.8
New lease contracts	24.3	47.2	4.2	75.7
Terminated lease contracts	-59.1	-26.9	-5.5	-91.5
Revaluated lease contracts	26.8	2.4	-	29.2
Foreign exchange differences	-5.1	-1.8	0.2	-6.7
Closing balance	299.9	89.0	16.6	405.5
Accumulated depreciation and impairment				
Opening balance	-168.5	-33.2	-10.9	-212.6
Depreciation	-63.6	-26.1	-3.5	-93.2
Terminated lease contracts	56.4	25.7	5.4	87.5
Foreign exchange differences	2.5	0.6	-0.1	3.0
Closing balance	-173.2	-33.0	-9.1	-215.3
Carrying amount				
Opening balance	144.5	34.9	6.8	186.2
Closing balance	126.7	56.0	7.5	190.2

15 Leasing, continued

Depreciation and impairment, SEKm	2024	2023
Depreciation is included in the following rows in the income statement:		
Cost of sold goods	-49.7	-41.8
Selling expenses	-38.1	-39.3
Administrative expenses	-9.8	-10.0
Research and development expenses	-2.3	-2.1
Total	-99.9	-93.2

Lease expenses, SEKm	2024	2023
Depreciation of right-of-use assets	-99.9	-93.2
Interest expense on lease liabilities	-21.8	-11.4
Short term leases	-4.9	-2.0
Lease assets of low value	-4.7	-4.0
Total	-131.3	-110.6

Cash flow from leasing, SEKm	2024	2023
Cash flow from leasing	-116.1	-103.9

For term analysis of undiscounted leasing fees, see note 3.

16 Inventory

Accounting policies

Inventory

Inventory is posted at the lower of cost and net realisable value. Cost is calculated using the first-in, first-out (FIFO) method.

Significant estimates and assumptions

Net realisable value

The calculation of the net realisable value is based on an estimate of future sales prices, which is impacted by several parameters, such as market demand, product changes and price trends. Since the actual sales prices and selling expenses are not known at the time of assessment, the adjustment to net realisable value is conducted based on estimated technical and commercial obsolescence. In assessing commercial obsolescence, rate of turnover is a risk factor.

Inventory, SEKm	2024	2023
Raw materials and consumables	439.9	443.4
Work in progress	73.3	104.8
Finished goods and tradable goods	356.1	325.1
Total	869.3	873.3

Change in impairment of inventory, SEKm	2024	2023
Opening balance	172.8	169.1
Business acquisitions and business divestments	-	-2.3
Change reported in the operating profit	28.9	27.3
Disposals	-7.5	-19.4
Reclassifications	-1.2	-
Foreign exchange differences	6.9	-1.9
Impairment of inventory at 31 December	199.9	172.8

17 Accounts receivable

Accounting policies

Accounts receivable

Accounts receivable have a short anticipated term and are measured without discount at the nominal amount and are recognised at the amount that is expected to be received, meaning after deductions for expected credit losses for the remaining term. Impairment losses on accounts receivable are recognised in other operating expenses.

Significant estimates and assumptions

Provision for expected credit losses

The provision for expected credit losses is based on historical credit losses and on the estimates made in respect of current and future-oriented information on the customers' payment capacity. The establishment of provisions for expected credit losses is based on the estimates made of all receivables outstanding, including receivables not yet due. An individual assessment of the impairment requirement is made based on the customers' financial situation. Actual credit losses may deviate from expected credit losses and may thus have a material impact on other operating income and expenses in profit or loss. Estimates and assumptions are reviewed on a regular basis.

See note 3 for information about credit risks.

Accounts receivable maturity structure, SEKm	Not yet due	Overdue, number of days			2024					2023		
		1-30	31-90	>90	Total	Not yet due	Overdue, number of days			Total	Not yet due	>90
Accounts receivable, gross	530.1	146.1	63.0	104.0	843.2	591.3	123.2	64.3	66.3	845.1	591.3	66.3
Expected credit losses	-3.4	-0.2	-0.3	-56.4	-60.3	-2.9	-1.7	-2.0	-49.7	-56.3	-2.9	-49.7
Accounts receivable, net	526.7	145.9	62.7	47.6	782.9	588.4	121.5	62.3	16.6	788.8	588.4	16.6
Credit loss level	0.6%	0.1%	0.5%	54.2%	7.2%	0.5%	1.4%	3.1%	75.0%	6.7%	0.5%	75.0%

Change in credit loss provision	2024	2023
Opening balance	-56.3	-41.6
Business acquisitions	-	-0.5
Provisions for bad debts	-11.1	-23.7
Receivables written off and not recoverable	5.0	0.5
Reversed provisions	5.3	6.6
Translation differences	-3.2	2.4
Closing balance	-60.3	-56.3

18 Other receivables

Accounting policies

Other receivables

Other receivables, excluding VAT receivables, are financial assets that have defined or definable payments and that are not listed on an active market. These assets are measured at amortised cost. Amortised cost is determined according to the effective interest rate and calculated as of the acquisition date.

Long-term receivables which are fixed assets, SEKm	2024	2023
Capital insurance related to pension plans	0.8	0.8
Computer/license costs	14.8	-
Other receivables	5.5	7.4
Total	21.1	8.2

Other receivables which are current assets, SEKm	2024	2023
VAT receivable	69.0	54.9
Other receivables	104.2	66.0
Total	173.2	120.9

Information about the group's financial assets recognised as carrying amounts or as fair value, see note 26, Financial instruments.

19 Prepaid expenses and accrued income

SEKm	2024	2023
Rent/leasing	10.5	5.2
Computer/license costs	20.1	18.6
Insurance	3.8	3.6
Bank costs	0.2	0.2
Other	36.9	52.1
Total	71.5	79.7

20 Equity and number of shares

Number of shares	2024	2023
Issued number of shares as of 31 December	35,146,020	35,146,020
Weighted average number of shares prior to dilution	35,112,042	35,101,313
Weighted average number of shares after dilution	35,112,042	35,101,313

Registered share capital is SEK 1,171,534 (1,171,534). The par value of the shares is SEK 0.03.

Number of treasury shares held	2024	2023
Opening number of treasury shares held	40,599	52,924
Effects of share-based payments	(9,932)	(12,325)
Closing number of treasury shares held	30,667	40,599

Information about the group's share-based incentive plan see note 8, Employees.

Earnings per share, SEK	2024	2023
Net profit for the year attributable to the parent company's shareholders	345.2	340.9
Earnings per share before dilution	9.83	9.71
Earnings per share after dilution	9.83	9.71

Dividend
The Board of Directors proposes a dividend of SEK 4.00 (3.95) per share, a total of SEK 140.5m (138.7). The dividend amount is based on the number of shares outstanding at 31 December 2024, which could be changed as treasury shares could be converted by the record date of 17 April 2025. The dividend will be adopted by the Annual General Meeting on 29 April 2025.

The group seeks to pay an ordinary dividend each year amounting to 30-50 percent of net profit for the year. The Board of Directors has proposed a dividend of SEK 4.00 per share to the 2025 Annual General Meeting, corresponding to 5.2 percent of equity. During the past five years, the ordinary dividend has amounted to an average of 5.4 percent of equity. This means that 39 percent of earnings per share has been distributed in the form of ordinary dividends.

Capital management
According to the Board's policy, the group's financial objective is to achieve a good capital structure and financial stability in order to maintain the trust of investors, creditors and the market, and to form a good base for continued development of the business, while the long-term return generated for shareholders remains satisfactory.

Capital defined as total equity, SEKm	2024	2023
Totalequity	2,718.6	2,372.0

Net debt/equity ratio	2024	2023
Interest-bearing liabilities and pension provisions	2,522.0	2,147.6
Cash and cash equivalents	-825.2	-815.2
Net debt	1,696.8	1,332.4

Net debt/equity ratio	62.4%	56.2%
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The net debt/equity ratio increased compared with the preceding year, which is a result of the fact that net debt increased more in relation to equity. Debt attributable to bank loans declined by SEK 24.8m, which was due to net amortisation of SEK 72.8m, while the weakening of the SEK increased the loans by SEK 47.0m. In comparison with the preceding year, the pension liability increased by SEK 11.2m, which was primarily a consequence of a decrease in the discount rate. The lease liability increased by SEK 388.0m, which was primarily due to the two new large leases in AB PH Nederman in Helsingborg, Sweden and Robovent Inc. in the US. The cash balance continued to strengthen due to high orders received and the resulting advance payments.

Equity was strengthened during the year as a consequence of favourable profitability. In addition, equity was impacted by the mix of currency exposure, which led to the translation reserve, attributable to the translation of foreign subsidiaries, amounting to SEK 146.5m.

A favourable net debt/equity ratio and ample access to cash and cash equivalents provides an opportunity to take advantage of the growth prospects anticipated in the coming years, while the dividend policy is expected to be maintained. For the same reason, issues of new shares will probably not be needed in the coming years, except in the event of major corporate acquisitions.

21 Interest-bearing liabilities

Accounting policies

Drawn down loans comprise a financial liability and are measured at amortised cost. Loans are initially recognised at the loan amount received after deductions for transaction costs. After the acquisition date, loans are measured at amortised cost using the effective interest method.

For more information about the company's exposure to interest rate risks and currency risks, see note 3, Goal and policy regarding financial risk.

As of 31 December 2024, the group had pension provisions of SEK 42.3m (31.1) as recognised in note 24.

Long-term liabilities, SEKm	2024	2023
Bank loans	1,859.8	1,862.6
Lease liabilities	483.7	123.1
Total	2,343.5	1,985.7

Short-term liabilities, SEKm	2024	2023
Bank overdraft	-	29.0
Current part of bank loans	32.4	25.4
Current part of lease liabilities	103.8	76.4
Total	136.2	130.8

Total interest-bearing liabilities	2,479.7	2,116.5
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Terms and repayment due dates

For terms and due dates for repayment of interest-bearing liabilities, see the table below. No security for the bank loans has been provided.

2024, SEKm	Currency	Due date	Nominal interest rate	Nominal amount in original currency	Carrying amount
Bank loan* (revolving)	SEK	24 Mar 2027	3.86%-4.83%	826.5	823.6
Bank loan* (revolving)	USD	24 Mar 2027	5.97%-6.45%	49.0	537.1
Bank loan* (term loan)	SEK	20 Dec 2027	3.88%-5.88%	500.0	499.1
Current bank loan	CNY	5 Dec 2028	3.95%	21.5	32.4
Lease liabilities					587.5
Total interest-bearing liabilities					2,479.7

2023, SEKm	Currency	Due date	Nominal interest rate	Nominal amount in original currency	Carrying amount
Bank loan* (revolving)	SEK	24 Mar 2027	2.84%-4.84%	926.5	923.8
Bank loan* (revolving)	USD	24 Mar 2027	4.87%-6.45%	44.0	440.4
Bank loan* (term loan)	SEK	29 Mar 2026	2.89%-5.07%	500.0	498.4
Current bank loan	CNY	5 Dec 2028	7.40%	18.0	25.4
Bank overdraft					29.0
Lease liabilities					199.5
Total interest-bearing liabilities					2,116.5

* Sustainability linked loans

22 Other liabilities

Other long-term liabilities, SEKm	2024	2023
Deferred payment of acquisition price upon business acquisition (see note 4)	31.7	8.2
Other liabilities	6.0	3.1
Total	37.7	11.3

Other short-term liabilities, SEKm	2024	2023
Deferred payment of acquisition price upon business acquisition (see note 4)	9.6	9.3
Personnel-related liabilities	64.7	58.9
VAT receivable	58.7	59.3
Other liabilities	24.7	41.3
Total	157.7	168.8

For information about the group's financial liabilities recognised as carrying amounts or as fair value, see note 26, Financial instruments.

23 Accrued expenses and prepaid income

SEKm	2024	2023
Personnel-related expenses	185.9	185.9
Interest expenses	11.0	0.1
Audit expenses	8.2	6.5
Selling expenses	5.6	9.3
Other	145.5	96.9
Total	356.2	298.7

24 Provisions for pensions and similar obligations

Accounting policies

Defined-contribution pension plans

In Sweden, the group has defined-contribution pension plans paid in full by the companies. Outside of Sweden, there are defined-contribution plans, which are paid for partly by the subsidiaries, and partly by payment from the employees. Payments into these plans are continual in accordance with the rules for each plan.

In addition to obligations for old-age pensions, the ITP plan also comprises a collective family pension for salaried employees in Sweden, which is safeguarded via insurance in Alecta. According to a statement from the Swedish Financial Accounting Standards Council, this is a defined-benefit plan that covers multiple employers. For the financial year 2024, Nederman group has not had access to information from Alecta that makes it possible to report this plan as a defined-benefit plan. Accordingly, the plan was recognised as a defined-contribution plan. The annual charges for retirement annuities covered by Alecta amount to SEK 6.4m (5.0). Nederman group anticipates paying approximately SEK 7m in premiums to Alecta during 2025. The collective consolidation level measures distributable assets in relation to the insurance obligation. According to Alecta's consolidation policy for defined-benefit insurance, the collective consolidation level is usually permitted to vary between 125 and 170 percent. At the end of 2024, Alecta's surpluses, in the form of the collective consolidation level, amounted to 162 percent (157). If the consolidation level is less than or exceeds the normal range, one action may be to raise the agreed price for new subscription or to introduce premium reductions. The group's share of total savings premiums for ITP in Alecta amounted to 0.039 percent (0.032) and the group's share of the total number of active insured individuals amounts to 0.031 percent (0.027).

Defined-benefit pension plans

The group's net liability in respect of defined-benefit plans is calculated separately for each plan by estimating the future benefits that employees have earned through their employment in both current and prior periods; this benefit is discounted to its present value. The discount rate is the interest rate at the balance sheet date on first-class corporate bonds, including mortgage bonds, with a maturity corresponding to the group's pension obligations. When there is not a viable market for such corporate bonds, the market rate of interest for government bonds with a simi-

lar maturity is used instead. The calculation is performed by a qualified actuary using the projected unit credit method. The group's net liability is the present value of the liability less the fair value of the plan assets, adjusted for any asset restrictions. The net interest expense/income of the defined-benefit liability/asset is recognised in the income statement under net financial items. The net interest income/expense is based on the interest generated by discounting the net liability, meaning the interest on the liability, the plan assets and the interest on the effect of any asset restrictions. Other components are recognised in operating income. Revaluations are made of changes in the obligations' present value due to changed actuarial assumptions and experience-based adjustments. The revaluations are recognised in other comprehensive income. Changes to or curtailment of a defined-benefit plan are recognised on the earliest of the following dates: a) when the change in the plan or reduction occurs, or b) when the company recognises related restructuring costs and redundancy payments. The changes/reductions are recognised immediately in net profit for the year. This special employer's contribution is part of the actuarial assumptions and is recognised as part of the net liability/asset. The part of the special employer's contribution that is calculated based on the Swedish Pension Obligations Vesting Act in the legal entity is recognised for reasons of simplification as an accrued expense rather than as part of the net liability/asset. Tax on the return on pension funds is recognised in profit for the period to which the tax relates, and is therefore not included in the debt calculation. For funded plans, the tax is charged to the return on plan assets and is recognised in other comprehensive income. For unfunded or partially unfunded plans, the tax is charged to net profit for the year. When there is a difference between how pension costs are determined in a legal entity and a group, a provision or receivable is recognised for the special employer's contribution based on this difference. The provision or receivable is not discounted.

The group has defined-benefit plans that pay remuneration in the form of old-age pensions and remuneration for healthcare costs to employees when they retire in Poland, Switzerland, Sweden, Thailand, Germany and the US. Costs for service during the current period are posted directly to the income statement. However, most are closed obligations where no additional benefits are earned.

Significant estimates and assumptions

Assumptions in calculation of pensions and similar obligations

Provisions and costs for post-employment remuneration, primarily pensions, depend on the actuarial assumptions. Special assumptions and actuarial calculations are conducted for each defined-benefit plan. The most significant assumptions pertain to the discount rate and inflation. Inflation assumptions are based on analyses of external market indica-

tors. The sensitivity analysis that is presented in the relevant note shows the effect of the defined-benefit obligations if material assumptions are changed. Actuarial assumptions are reviewed annually or more frequently if there are indications of material changes. The calculations are performed by qualified actuaries.

24 Provisions for pensions and similar obligations, continued

Defined-contribution pension plans

SEKm	2024	2023
Costs for defined-contribution pension plans	-80.6	-77.2

Defined-benefit pension plans

Defined-benefit net liability, reported in statement of financial position, SEKm	2024	2023
Defined-benefit obligation	323.2	314.9
Fair value of plan assets (before deduction of asset ceiling)	280.9	283.8
Deficit(+)/ Surplus(-)	42.3	31.1
Whereof plans with net surplus	36.0	46.0
Present value of entirely or partially funded obligations	244.9	237.8
Present value of unfunded obligations	78.3	77.1
Total present value of defined-benefit obligations	323.2	314.9
Fair value of plan assets (after deduction of asset ceiling)	-280.9	-283.8
Net debt	42.3	31.1

Change in present value of defined-benefit obligations, SEKm	2024	2023
Obligations for defined-benefit plans, 1 January	314.9	268.8
Payment of pension benefits	-4.9	-5.2
Cost of service in current period	5.8	3.8
Contribution and payments from plan participants	-24.7	11.3
Interest cost	6.1	7.2
Revaluations:		
- Actuarial gains (-) and losses (+) for the revised demographic assumptions	-0.1	-0.1
- Actuarial gains (-) and losses (+) for changes in financial assumptions	19.9	15.6
- Experience-based gains (-) / losses (+)	0.5	1.4
Foreign exchange differences	5.7	12.1
Obligations for defined-benefit plans, 31 December	323.2	314.9

Changes in fair value of defined-benefit plan assets, SEKm	2024	2023
Fair value of plan assets, 1 January	283.8	229.0
Payments to plans	4.7	4.4
Fees from participants included in the plan	-24.7	11.3
Interest income on plan assets	4.0	4.6
Return on plan assets, excluding interest income	8.6	19.9
Foreign exchange differences	4.5	14.6
Fair value of plan assets, 31 December	280.9	283.8

Income and costs reported in net profit for the year, SEKm	2024	2023
Costs for service in current period	-5.8	-3.8
Net interest	-2.1	-2.6
Total net income/costs in the income statement	-7.9	-6.4
of which, amounts affecting operating profit	-5.8	-3.8
of which, amounts affecting net financial items	-2.1	-2.6
Total net income/costs in the income statement	-7.9	-6.4

Income and costs recognised in other comprehensive income, SEKm	2024	2023
Revaluations of pension commitments	-20.3	-16.9
Return on plan assets	8.6	19.9
Effect of changes in asset ceiling	-	32.0
Revaluation of defined-benefit net liabilities in other comprehensive income	-11.7	35.0
Foreign exchange differences on foreign plans in other comprehensive income	1.6	3.7

Assumptions for defined-benefit obligations, %	Switzer-land	Sweden	Germany
Discount rate at 31 December	1.1% (1.6)	3.4% (3.2)	3.4% (4.1)
Future pension increases	1.5% (1.5)	1.8% (1.6)	2.0% (2.0)

Aggregation of plan assets	2024	2023
Equity instruments	86.8	78.9
Real estate	76.4	82.0
Cash and cash equivalents	10.4	12.2
Debt instruments	63.5	57.3
Other	43.8	53.4
Total	280.9	283.8

Sensitivity analysis Goodwill

The following table presents possible changes in actuarial assumptions on the closing date, with the other assumptions unchanged, and how these would impact on the defined-benefit obligation.

SEKm	+0.50%	-0.50%
Discount rate	-17.5	19.5
Future pension increases	17.3	-10.0

Future cash flow

As of 31 December 2024, the weighted average duration of commitments was 14.4 years (13.8). Expected payments in 2025 for defined-benefit pension plans amount to SEK 13.8m.

25 Other provisions

Accounting policies

Provisions

Provisions are recognised in the balance sheet when the group has a legal or informal obligation as a result of a past event, and it is probable that an outflow of financial resources will be required to settle the obligation, and when the amount can be estimated reliably. Provisions are reviewed at each balance sheet date. Provisions are divided into long-term and short-term provisions.

Costs for restructuring and redundancy payments

A provision for adopted restructuring measures is recognised when the group has approved a detailed and formal restructuring plan, and the restructuring has either begun or been publicly announced. Provisions for restructuring often include termination benefits, which can be either voluntary or involuntary. Termination benefits are recognised according to the same principles as provisions for restructuring, except in cases where there are requirements to work during the notice period. The cost of this work is allocated over the period in which the services were performed. No provision is made for future operating expenses. Restructuring costs are

recognised as a separate item in the income statement when these are attributable to a significant change in the group structure. Restructuring costs are otherwise recognised as an element of other operating expenses.

Warranty commitments

Warranties are provided for sales depending on the nature and use of the product. Warranty conditions provided ensure that the product or solution concerned will function as the parties intended and that it meets agreed specifications. No warranties are sold separately and no warranties are provided to the customer as a separate service. On the basis of what the warranty covers and with requirements as to how the product is to be used/maintained, none of the warranties given are regarded as separate performance obligations in accordance with IFRS 15 Revenue, and are instead recognised in accordance with IAS 37 Provisions. A provision for product warranties is recognised as an expense when the underlying products or services are sold.

Significant estimates and assumptions

Provisions for product guarantees

Provisions for product guarantees are based on estimations based on historical experience and assumptions deemed reasonable under the prevailing circumstances for the individual case. The actual outcome of product

guarantees may deviate from the anticipated outcome and have a material impact on recognised guarantee costs and provisions during future periods of time. Estimates and assumptions are reviewed on a regular basis.

Restructuring/severance pay, SEKm	2024	2023
Carrying amount, opening balance	9.1	7.5
Provisions during the period	-	20.7
Amount used during the period	-3.4	-13.1
Unutilised amount reversed during the period	-2.2	-5.8
Foreign exchange differences for the year	-0.0	-0.2
Total	3.5	9.1

Warranty commitments, SEKm	2024	2023
Carrying amount, opening balance	48.3	47.1
Provisions during the period	16.7	16.9
Amount used during the period	-5.5	-7.4
Reclassification	-	0.1
Unutilised amount reversed during the period	-12.9	-7.3
Foreign exchange differences for the year	2.2	-1.1
Total	48.8	48.3

Loss contracts, SEKm	2024	2023
Carrying amount, opening balance	14.6	0.3
Provisions during the period	6.5	15.3
Reclassification	-	-0.2
Unutilised amount reversed during the period	-6.1	-
Foreign exchange differences for the year	0.6	-0.8
Total	15.6	14.6

Other, SEKm	2024	2023
Carrying amount, opening balance	43.4	16.5
Provisions during the period	11.1	34.9
Amount used during the period	-15.7	-4.2
Reclassification	-	0.2
Unutilised amount reversed during the period	-0.3	-1.3
Foreign exchange differences for the year	1.0	-2.7
Total	39.5	43.4

Provisions included in long-term liabilities, SEKm	2024	2023
Restructuring/severance pay	0.4	0.2
Warranty commitments	20.5	23.9
Other	14.0	13.4
Total	34.9	37.5

Provisions included in short-term liabilities, SEKm	2024	2023
Restructuring/severance pay	3.1	8.9
Warranty commitments	28.3	24.4
Loss contracts	15.6	14.6
Other	25.5	30.0
Total	72.5	77.9

Total provisions, SEKm	2024	2023
Carrying amount, opening balance	115.4	71.4
Provisions during the period	35.6	87.8
Amount used during the period	-30.3	-24.7
Reclassification	-	0.1
Unutilised amount reversed during the period	-17.1	-14.4
Foreign exchange differences for the year	3.8	-4.8
Total	107.4	115.4

26 Financial instruments

Accounting policies

Financial instruments

Financial instruments recognised in the balance sheet include, on the asset side, cash and cash equivalents, accounts receivable, contract assets and other receivables. The liability side includes borrowings, lease liabilities, accounts payable, contract liabilities and other liabilities.

Financial instruments are initially recognised at cost, corresponding to the instrument's fair value plus transaction costs. Accounts receivable and accounts payable have a short expected maturity and are measured at a nominal amount.

Financial assets and liabilities measured at amortised cost

The majority of the group's financial instruments consist of accounts receivable, contract assets, cash and cash equivalents, other receivables, interest-bearing loans, lease liabilities, accounts payable, contract liabilities and other liabilities, which are measured at amortised cost in accordance with the effective interest method. For these categories of financial instruments, amortised cost is consistent with fair value.

Accounts receivable and other receivables are financial assets that have defined or definable payments and that are not listed on an active market. Accounts receivable are recognised at the amount that is expected

to be received, meaning after deductions for expected credit losses for the remaining term. See note 17, Accounts receivable. Loans and other financial liabilities are initially recognised at the loan amount received after deductions for transaction costs. After the acquisition date, loans are measured at amortised cost using the effective interest method.

Financial assets and liabilities are measured at fair value via the income statement

Financial assets and liabilities in this category are measured on an ongoing basis at fair value, with changes in fair value recognised in the income statement. Liabilities for conditional earn-out payments in acquisitions are measured at fair value with changes in fair value recognised in the income statement.

The carrying amount and fair value of these instruments can be found in the following tables. The measurement at fair value for such assets has been based on market terms using observable market data which are not quoted in an active market (level 2).

Cash and cash equivalents

Cash and cash equivalents consist of cash and immediately available balances with banks and similar institutions.

Carrying amounts and fair values for financial instruments, SEKm	Note	2024		2023	
		Fair value via the income statement	Fair value via other comprehensive income	Fair value via the income statement	Fair value via other comprehensive income
		Amortised cost	Amortised cost	Amortised cost	Amortised cost
Financial assets					
Accounts receivable	17	-	-	782.9	782.9
Contract assets	6	-	-	200.4	200.4
Other current receivables	18	-	-	104.2	104.2
Cash and cash equivalents	31	-	-	825.2	825.2
Total		-	-	1,912.7	1,912.7
Financial liabilities					
Bank loans	21	-	-	1,892.2	1,892.2
Other long-term liabilities	22	31.7	-	6.0	37.7
Lease liabilities	21	-	-	587.5	587.5
Accounts payable		-	-	457.0	457.0
Contract liabilities	6	-	-	618.8	618.8
Other short-term liabilities	22, 23	9.6	-	445.6	455.2
Total		41.3	-	4,007.1	4,048.4

The carrying amount of financial assets and liabilities are considered a good approximation of fair value. Bank loans are subject to variable interest, of which fair value corresponds to the carrying amount.

27 Government grants

Accounting policies

Government grants are financial contributions from government and supranational bodies and are received in exchange for the Nederman group meeting certain established conditions. Contributions attributable to assets are recognised in the balance sheet, either as prepaid income or as a reduction in the attributable assets' carrying amounts. Contributions that are attributable to earnings are recognised as prepaid income in the balance sheet and reduce costs in the period to which the grant pertains. If costs arise before the contributions have been received, but an agreement has been finalised for receipt of the contributions, the contributions are recognised in the income statement to meet the costs to which the grant pertains.

In 2024, no government grants (none) were received and were recognised in the income statement.

28 Financial reporting in hyperinflationary economies

The Nederman group has subsidiaries in Turkey where the functional currency is Turkish Lira, which as of the second quarter of 2022 is classified as a hyperinflationary currency. This means that assets and liabilities, including goodwill and other consolidated surplus values and deficits, in Turkish Lira must be adjusted for inflation in order to reflect changes in purchasing power. Inflation and its effect on the group is monitored and assessed continually.

Pursuant to IAS 29, Nederman's subsidiary in Turkey was recognised after remeasurement for hyperinflation in the consolidated financial statements. Assets and liabilities in Turkish Lira are based on cost. The index used for remeasurement of the financial statements is the consumer price index (CPI), which increased by 44.38 percent during the year. At the balance sheet date, the SEK-TRY exchange rate was 0.31.

Monetary net profit was recognised in net financial items in the consolidated income statement and amounted to an immaterial amount for the group.

29 Pledged assets and contingent liabilities

Accounting policies

Warranty commitments

Warranty commitments pertain to bank guarantees and mean that the company has an obligation to compensate the owner of a debt instrument for losses that the owner may incur because a specified debtor fails to make payment when due under the contract terms. Financial guarantee agreements are recognised as a provision in the balance sheet when the company has a commitment for which payment will probably be required in order to settle the obligation.

Pledged assets, SEKm	2024	2023
Pledged assets	none	none

Contingent liabilities, SEKm	2024	2023
FPG/PRI	0.7	0.8
Warranty commitments	166.4	161.9
Total	167.1	162.7

30 Related party transactions

No member of the Board of Directors or senior executives have or have had any direct or indirect participation in any business transaction with group companies which is or was of an exceptional character with regard to terms and conditions that occurred during the year or in any previous financial year. Nor has any group company provided any loan, given any guarantees or entered into any surety relationships for any of the members of the Board of Directors or senior

executives. Transactions with the Board of Directors or Group management comprise remuneration and are presented in note 8, Employees.

Transactions between Nederman Holding AB and its subsidiaries were eliminated in the group and are not reported in this note. For Nederman's Group structure, see the parent company's note 13, Shares and participations.

31 Cash flow

Accounting policies

Cash flow statement

The cash flow statement was prepared according to with the indirect method. Foreign group companies' cash flows are restated at average rates. Changes in group structure, acquisitions and divestments are rec-

ognised net, excluding cash and cash equivalents, and are included in cash flow from investing activities under acquisition of subsidiaries/businesses.

Cash and cash equivalents, SEKm	2024	2023
Subcomponents in cash and cash equivalents:		
Cash and bank balances	825.2	815.2
Total according to statement of financial position	825.2	815.2
Adjustments for items not included in cash flow, SEKm	2024	2023
Capital gain/loss on sale of fixed assets	-6.3	0.4
Capital gain/loss on terminated lease contracts before the end date	-0.1	-0.3
Provisions	-11.7	29.0
Other items not affecting cash flow	-4.2	-
Total	-22.4	29.1
Unused credits, SEKm	2024	2023
Disposable funds	1,604.7	1,535.7

Financial activities

The below table shows changes in liabilities included in financial activities.

	Opening balance	Changes impacting cash flow	Items not affecting cash flow				Closing balance
			Business acquisitions	Interest & fees	Exchange rate gains /losses	Change in lease liability	
2024, SEKm							
Long-term interest-bearing liabilities - bank loans	1,862.6	-48.7	-	0.8	45.1	-	1,859.8
Current interest-bearing liabilities - bank loans	25.4	5.1	-	-	1.9	-	32.4
Current interest-bearing liabilities - overdraft facilities	29.0	-29.0	-	-	-	-	-
Lease liabilities	199.5	-94.7	-	-	10.8	471.9	587.5
Total		-167.5					
	Opening balance	Changes impacting cash flow	Items not affecting cash flow				Closing balance
			Business acquisitions	Interest & fees	Exchange rate gains /losses	Change in lease liability	
2023, SEKm							
Long-term interest-bearing liabilities - bank loans	1,931.9	-52.1	-	0.3	-17.5	-	1,862.6
Current interest-bearing liabilities - bank loans	-	27.0	-	-	-1.6	-	25.4
Current interest-bearing liabilities - overdraft facilities	-	25.7	3.8	-	-0.5	-	29.0
Lease liabilities	195.9	-93.2	-	-	-3.9	100.7	199.5
Total		-92.6					

32 Alternative performance measures

In addition to information on our reported IFRS results, we provide certain information on an underlying business performance basis. We believe that our underlying business performance measures provide meaningful supplemental information to both management, investors and other stakeholders. These underlying business performance measures should not be viewed in isola-

tion or as substitutes to the equivalent IFRS measures, but should be used in conjunction with the most directly comparable IFRS measures in the reported results. This is a consistent application compared with earlier periods. See page 152 for definitions.

SEKm	2024	2023
Operating profit	592.5	592.8
Acquisition costs	6.5	2.8
Restructuring costs	-2.2	14.4
Adjusted operating profit	596.8	610.0
Adjusted operating profit	596.8	610.0
Net sales	5,899.9	6,187.8
Adjusted operating margin	10.1%	9.9%

SEKm	2024	2023
Operating profit	592.5	592.8
Amortisation of intangible assets	110.8	104.9
EBITA	703.3	697.7
EBITA	703.3	697.7
Acquisition costs	6.5	2.8
Restructuring costs	-2.2	14.4
Adjusted EBITA	707.6	714.9

32 Alternative performance measures, continued

SEKm	2024	2023
Adjusted EBITA	707.6	714.9
Net sales	5,899.9	6,187.8
Adjusted EBITA margin	12.0%	11.6%
Operating profit	592.5	592.8
Depreciation	273.1	257.5
EBITDA	865.5	850.3
EBITDA	865.6	850.3
Acquisition costs	6.5	2.8
Restructuring costs	-2.2	14.4
Adjusted EBITDA	869.9	867.5
Adjusted EBITDA	869.9	867.5
Net sales	5,899.9	6,187.8
Adjusted EBITDA margin	14.7%	14.0%
Equity - closing balance	2,718.6	2,372.0
Balance sheet total	7,250.3	6,422.4
Equity/assets ratio	37.5%	36.9%
Cash and cash equivalents	825.2	815.2
Long-term interest-bearing liabilities	1,859.8	1,826.6
Long-term lease liabilities	483.7	123.1
Pension liabilities	42.3	31.1
Current interest-bearing liabilities	32.4	54.4
Current lease liabilities	103.8	76.4
Net debt	1,696.8	1,332.4
Net debt	1,696.8	1,332.4
Equity - closing balance	2,718.6	2,372.0
Net debt/equity ratio	62.4%	56.2%
Net debt	1,696.8	1,332.4
Equity - closing balance	2,718.6	2,372.0
Operating capital	4,415.4	3,704.4
Equity - opening balance	2,372.0	2,186.5
Equity - closing balance	2,718.6	2,372.0
Equity - average	2,545.3	2,279.3
Net profit for the period	345.2	340.9
Return on equity	13.6%	15.0%
Equity - average	2,545.3	2,279.3
Net Debt - opening balance	1,332.4	1,477.1
Net Debt - closing balance	1,696.8	1,332.4
Net debt - average	1,514.6	1,404.8
Operating capital - average	4,059.9	3,684.1
Adjusted operating profit	596.8	610.0
Return on operating capital	14.7%	16.6%

SEKm	2024	2023
Net sales	5,899.9	6,187.8
Operating capital - average	4,059.9	3,684.1
Capital turnover rate, multiple	1.5	1.7
Average net debt excluding IFRS 16	1,121.1	1,207.2
Average operating capital excluding IFRS 16	3,674.7	3,492.7
Adjusted operating profit excluding IFRS 16	580.2	598.5
Return on operating capital excluding IFRS 16	15.8%	17.1%
Net debt	1,696.8	1,332.4
Adjusted EBITDA	869.9	867.5
Net debt/Adjusted EBITDA, multiple	2.0	1.5
Adjusted EBITDA	869.9	867.5
Net financial items	-111.8	-116.6
Adjusted EBITDA/net financial items, multiple	7.8	7.4
Profit before tax	480.7	476.2
Financial expenses	148.0	147.1
Acquisition costs	6.5	2.8
Restructuring costs	-2.2	14.4
Adjusted profit before tax excluding financial expenses	633.0	640.5
Financial expenses	148.0	147.1
Interest-coverage ratio, multiple	4.3	4.4
Orders received, same period in previous year	6,004.6	5,424.8
Change in orders received, organic	-271.6	80.7
Change in orders received, currency effects	-24.4	214.0
Change in orders received, acquisitions	71.3	285.1
Orders received	5,779.9	6,004.6
Order growth, organic	-4.5%	1.5%
Order growth, currency effects	-0.4%	3.9%
Order growth, acquisitions	1.2%	5.3%
Order growth	-3.7%	10.7%
Net sales, comparative period previous year	6,187.8	5,178.9
Change in net sales, organic	-317.7	452.1
Change in net sales, currency effects	-37.2	239.4
Change in net sales, acquisitions	67.0	317.4
Net sales	5,899.9	6,187.8
Sales growth, organic	-5.1%	8.8%
Sales growth, currency effects	-0.7%	4.6%
Sales growth, acquisitions	1.1%	6.1%
Sales growth	-4.7%	19.5%

33 Events after the end of the reporting period

No significant events occurred after the balance sheet date.

Sustainability indicators

EU Taxonomy

The establishment of a classification system for more sustainable activities, a green Taxonomy, is a central measure within the framework of the EU's action plan for the financing of sustainable growth. Since 1 January 2022, companies such as Nederman must start applying this Taxonomy and classify sales (turnover), capital expenditure (CapEx) and operating expenditure (OpEx).

Based on the objectives of the Taxonomy, Nederman must identify the activities in the business that are Taxonomy-eligible and Taxonomy-aligned. Nederman has identified activities that are Taxonomy-eligible for Climate change mitigation and Circular economy.

The activities within Climate change mitigation comprise the manufacture of various measuring systems and development of software within the Monitoring & Control Technology Division; these are reported under 3.6 Manufacture of other low carbon technologies and 8.2 Data-driven solutions for GHG emissions reductions, respectively. These activities are also considered to be aligned with the target area.

The activities in Circular economy comprise the manufacture of various measurement systems and the development of software in the Monitoring & Control Technology Division and manufacturing renovation equipment in the Process Technology Division; these are reported under 1.2 Manufacture of electrical and electronic equipment, 5.1 Repair, refurbishment and remanufacturing and 4.1 Provision of IT/OT data-driven solutions and software. These activities are not considered to be aligned with the target area.

SUBSTANTIAL CONTRIBUTION CRITERIA

Activities identified in Climate change mitigation contribute substantially to reducing emissions of greenhouse gases at Nederman's customers by enabling energy savings and/or compliance with emissions requirements.

DNSH CRITERIA (DO NO SIGNIFICANT HARM)

It is Nederman's policy to conduct its business with honesty, integrity and in accordance with the laws and regulations that govern its operations. Nederman's employees and business partners shall only use ethical procedures when conducting Nederman's operations. Nederman's Code of Conduct is based on internationally recognised principles and guidelines such as *International Bill of Human Rights*, *European Convention of Human Rights*, *UN Guiding Principles on Business and Human Rights*, *ESG principles*, *OECD Guidelines for Multinational Enterprises*, *ILO conventions and declarations*, *OECD Convention on Combating Bribery of Foreign Public Officials*, *UN Sustainable Development Goals*, *EU Green Deal*, *UN Global Compact* and all applicable laws.

Climate change adaptation (12): A risk assessment of the sites where activity is carried out indicates that the climate risks

mainly relate to increasing temperatures and floods. Nederman's facilities regularly undergo Insurance risk audits in which, among other things, this type of risk is assessed. Nederman manages temperature changes with the help of adapted climate systems, insulating glass or other types of temperature-regulating solutions. Nederman's former production facility in Thailand was affected by floods, which led to a relocation of the facility to an area with less risk of flooding, and the building has been equipped with flood dam barriers.

Water and marine resources (13): Water scarcity is a growing global problem and it cannot be excluded that Nederman's operations may also be located in areas of water scarcity. Water is not used in any form in the manufacturing process, besides for hygiene and kitchen purposes. Nederman does not conduct operations subject to a permit.

Circular economy (14): Nederman products generally have a long lifespan and the company has a range of services to further optimise the lifespan of the products. The production process causes a relatively small amount of waste and the company uses recycled material whenever possible.

Pollution (15): The Nederman business concept is about cleaning air from pollution, which means that the company actively contributes to reducing pollution. The products provided by Nederman contain neither mercury nor substances harmful to the ozone layer and they comply with RoHS and REACH. Corresponding requirements are placed on suppliers in the Nederman "Supplier Code of Conduct".

Biodiversity and ecosystems (16): Nederman activities take place on industrial land and do not significantly affect biodiversity and ecosystems. Nederman operations do not take place in or near protected natural areas or areas with high natural values. Significant environmental issues and risks are handled as part of the company's work with ISO certifications. At the end of 2024, 15 out of 20 production units were certified according to ISO 9001 and 14 out of 20 units were certified according to ISO 14001. Certification of additional units is planned to take place in 2025. In addition, Nederman holding and its group functions are certified according to ISO 9001 and ISO 14001.

Minimum safeguards (17): Nederman applies a Fair Competition Policy, Anti-corruption Policy and Anti-bribery Policy, and human rights are addressed in, for example, the company's Code of Conduct. Nederman conducts regular risk assessments and follow-ups, for its own operations and its suppliers. In addition to the certification work for ISO 9001 and ISO 14001, Nederman works with self-assessing internal controls. Nederman suppliers are required to comply with the Nederman "Supplier Code of Conduct" and supplier audits are planned, carried out and followed up by the purchasing units. Nederman has a functioning Whistleblower system.

Identification method:

When the turnover of these activities cannot be identified with precision, we use a conservative estimate.

When capital expenditure and operating expenditure cannot be identified with precision, we allocate these in relation to turnover as a percentage.

Reporting policies and definitions:

Turnover is defined according to the group's financial report; See Note 6.

Capital expenditure includes investments in assets that is reported according to IAS 16 Tangible assets, IAS 38 Intangible assets and additional rights of use according to IFRS 16, leases. The amount includes assets acquired through business combinations but excludes Goodwill; see note 13, 14, 15.

Operating expenditures include costs for research and development, renovation of buildings, short-term leases, maintenance and repair as well as other direct costs required for an efficient daily operation of tangible fixed assets.

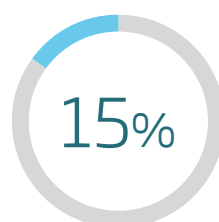
Nederman's contribution to the Pollution area

In 2023, four objectives were added to the EU Taxonomy. These are: Water, Circular economy, Pollution and Biodiversity. Since Nederman's business mainly involves air filtration, we want to

clarify our contribution to Pollution, although according to the EU Taxonomy's classification system, our operations are non-eligible in this respect.*


Filter air and measure air quality

90 percent of Nederman's turnover derives from sales of products, solutions and services that filter air and measure air quality in and from industrial processes.*


Eligibility according to EU Taxonomy

In accordance with the EU Taxonomy, 15 percent of Nederman's turnover is eligible.

* 90 percent of Nederman's turnover pertain to products and services that contribute to filtering air from pollution caused by the customers' activities in production. Although the definition is in line with the technical screening criteria for pollution prevention and control within the EU Taxonomy, Nederman's activities are not Taxonomy-eligible. As the definitions are currently written, the Taxonomy area for pollution only covers activities related to the manufacturing of pharmaceuticals and active pharmaceutical ingredients or active substances as well as water supply, wastewater treatment, waste management and remediation.

Key performance indicators for non-financial undertakings

TURNOVER

Economic activities	2024			Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy-aligned proportion (A.1) or taxonomy-eligible proportion (A.2) of turnover, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		SEKm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
Manufacture of other low carbon technologies	CCM 3.6	360	6%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	6%	E	
Data-driven solutions for GHG emissions reductions	CCM 8.2	3	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
Turnover of the environmentally sustainable activities (taxonomy-aligned) (A.1)		364	6%	6%													6%		
Of which enabling activities		364	6%	6%	%	%	%	%	%	Y	Y	Y	Y	Y	Y	Y	%	E	
Of which transitional activities			%	%						Y	Y	Y	Y	Y	Y	Y	%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2	462	8%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								6%		
Repair, refurbishment and remanufacturing	CE 5.1	62	1%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								1%		
Provision of IT/OT data-driven solutions and software	CE 4.1	0	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		524	9%				9%										7%		
A. Turnover of taxonomy-eligible economic activities (A.1+A.2)		888	15%	6%			9%										13%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of taxonomy-non-eligible activities	5,012	85%	87%																
TOTAL	5,900	100%	100%																

Proportion of turnover/Total turnover

	Taxonomy-aligned by objective	Taxonomy-eligible objectives
CCM	6%	6%
CCA	0%	0%
WTR	0%	0%
CE	0%	9%
PPC	0%	0%
BIO	0%	0%

Key performance indicators for non-financial undertakings, cont.

CAPITAL EXPENDITURE (CAPEX)

	2024			Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy-aligned proportion (A.1) or taxonomy-eligible proportion (A.2) of turnover, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		SEKm	%	Y; N; N/ EL	Y; N; N/ EL	Y; N; N/ EL	Y; N; N/ EL	Y; N; N/ EL	Y; N; N/ EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
Manufacture of other low carbon technologies	CCM 3.6	16	2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	5%	E	
Data-driven solutions for GHG emissions reductions	CCM 8.2	1	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		16	2%	2%													5%		
Of which enabling activities		16	2%	2%						Y	Y	Y	Y	Y	Y	Y	5%	E	
Of which transitional activities			%	%						Y	Y	Y	Y	Y	Y	Y	%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL										
Manufacture of electrical and electronic equipment	CE 1.2	20	3%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								4%		
Repair, refurbishment and remanufacturing	CE 5.1	1	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
Provision of IT/OT data-driven solutions and software	CE 4.1	29	4%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								12%		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		50	7%				7%										16%		
A. CapEx of taxonomy-eligible economic activities (A.1+A.2)		67	9%	2%			7%										21%		
BB. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of taxonomy-non-eligible activities		668	91%																
TOTAL		735	100%																

Proportion of CapEx/Total CapEx

	Taxonomy-aligned by objective	Taxonomy-eligible objectives
CCM	2%	2%
CCA	0%	0%
WTR	0%	0%
CE	0%	7%
PPC	0%	0%
BIO	0%	0%

OPERATING EXPENDITURE (OPEX)

	2024			Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy-aligned proportion (A.1) or taxonomy-eligible proportion (A.2) of OpEx, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		SEKm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
Manufacture of other low carbon technologies	CCM 3.6	30	18%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	19%	E	
Data-driven solutions for GHG emissions reductions	CCM 8.2	0	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		30	18%	18%													19%		
Of which enabling activities		30	18%	18%						Y	Y	Y	Y	Y	Y	Y	19%	E	
Of which transitional activities			%	%						Y	Y	Y	Y	Y	Y	Y	%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2	27	17%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								14%		
Repair, refurbishment and remanufacturing	CE 5.1	1	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
Provision of IT/OT data-driven solutions and software	CE 4.1	11	7%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5%		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		38	24%				24%										19%		
A. OpEx of taxonomy-eligible economic activities (A.1+A.2)		68	42%	18%			24%										39%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of taxonomy-non-eligible economic activities		94	58%																
TOTAL		162	100%																

Proportion of OpEx/Total OpEx

	Taxonomy-aligned by objective	Taxonomy-eligible objectives
CCM	18%	18%
CCA	0%	0%
WTR	0%	0%
CE	0%	24%
PPC	0%	0%
BIO	0%	0%

Disclosure on operations in nuclear power or natural gas

Nuclear and fossil gas related activities

Nuclear energy related activities		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades	NO
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Background information

The activities within "Manufacture of other low carbon technologies CCM 3.6" are divided between the manufacture of instruments that measure gas emissions and the manufacture of instruments that measure air particles. Turnover in 2024 amounted to SEK 360m (371) or 6 percent (6) of the group's total turnover. The decrease compared to last year is due to a reduction in the sales volume within gas emissions.

Furthermore, these products are technologically more advanced and therefore require more resources in manufacturing as well as in research and development, which explains the weight difference between turnover and operating expenses of 6 percent and 18 percent, respectively. OpEx in 2024 amounted to SEK 30m (26) or 18 percent (19) of the group's total operating expenditure. The increase compared to last year is attributable to a higher effort in production within air particles.

CapEx amounts to SEK 16m (15) or 2 percent (5) of the group's total CapEx. This consists of capital expenditure in product development and remains stable over the years. The decrease in percentage terms is due to a large increase in lease costs from Nederman's new office, which inflates the total amount to SEK 735m (293).

The activities within "Data-driven solutions for GHG emissions reductions CCM 8.2" refer to the development of software used in energy saving. Turnover in 2024 amounted to SEK 3m (6).

Both OpEx and CapEx are close to zero.

The activities within "Manufacture of electrical and electronic equipment CE 1.2" are divided between the manufacture of instruments that measure gas emissions and the manufacture of instruments that measure air particles. Turnover in 2024 amounted to SEK 462m (360) or 8 percent (6) of the group's total turnover. The increase compared to last year is due to higher sales volume within gas emissions and air particles.

Furthermore, these products are technologically more advanced and therefore require a higher effort in manufacturing as well as in research and development, which explains the weight difference between turnover and OpEx of 8 percent and 17 percent, respectively. OpEx in 2024 amounted to SEK 27m (19) or 17 percent (14) of the group's total OpEx. The increase compared to last year is attributable to a higher effort in production within air particles.

CapEx amounts to SEK 20m (13) or 3 percent (4) of the group's total CapEx. This consists of capital expenditure in product development and remains generally stable over the years. The decrease in percentage terms is due to a large increase in lease costs from Nederman's new office, which inflates the total amount to SEK 735m (293).

The activities in Repair, refurbishment and remanufacturing CE 5.1 mostly relate to refurbishments in the Process Technology division. Turnover in 2024 amounted to SEK 62m (42).

Both OpEx and CapEx are close to zero.

The activities within "Provision of IT/OT data-driven solutions and software CE 4.1" refer to the development of software that operates in system control.

OpEx of SEK 11m (6) relates to product support and CapEx of SEK 29m (34) consists mostly of research and development costs. The increase in OpEx and the decrease in CapEx are due to the shift of resources from research and development to product support.

Stakeholder dialogue

As part of our daily work, and in particular, our sustainability work, a continuous dialogue is conducted with a large number of stakeholders. Engagement with our stakeholders, transparency and accountability are some of the guiding principles that lead our organisation. We communicate with stakeholders in various ways depending on the stakeholder group and the type of rela-

tionship. The main purpose of engaging with our stakeholders is to gain an insight into our environmental, social and governance impacts. It also offers us a better understanding of their views, which helps us to adapt our business strategies, operations and decision-making processes to their expectations and concerns.

Stakeholder group	Definition	Form of dialogue	Key subjects
Customers	Existing and potential	Meetings, interaction through market companies, joint projects, customer surveys.	Product safety, life cycle perspective and circularity, crisis readiness, human rights, business conduct including corruption, supply chain management.
Employees	Existing and potential	Questionnaires, workplace and management meetings, employee surveys, career appraisals, trade unions and other cooperative councils.	Health and safety, diversity, management, crisis preparedness, human rights, supply chain management, sales, product development, production, workers and community relations, business conduct and corporate culture.
Investors	Existing and potential shareholders, investors and analysts	Questionnaires, interviews, meetings with investors and analysts, capital markets days, website, annual and sustainability report, quarterly reports.	Product safety, security, life cycle perspective and circularity, climate impact, crisis readiness including risks, diversity, business conduct and supply chain management.
Business partners, value chain	Suppliers, partners, distributors and resellers	Evaluation and audit of business partners, procurement, meetings, joint projects.	Product safety, security, human rights, crisis readiness including risks, business conduct including corruption and supply chain management.
Society	Governments, local communities, voluntary organisations, academic institutions	Meetings, partnerships/projects with universities, colleges and government authorities.	Human rights, diversity, carbon emissions, business conduct, supply chain management, taxes, life cycle perspective and circularity.
Nature	Nature	Dialogue with external experts, IVL Swedish Environmental Research Institute.	Biodiversity and ecosystems, customers and end users.

GRI KPIs

Economic responsibility

GRI 201-1 Direct economic value generated and distributed

SEKm	Definition	2024	2023
a) Revenue	Turnover	5,900	6,188
	Financial income	33	26
	Profit from sale of assets	7	1
	Other income	36	26
Direct economic value generated		5,977	6,240
b) Operating costs		-3,519	-3,883
c) Direct salaries to employees and other benefits		-1,832	-1,739
d) Payments to providers of capital	Financial costs	-145	-142
	Dividend	-139	-132
e) Payment to tax authorities		-171	-173
Economic value distributed		-5,806	-6,069
Economic value retained		171	171
Generated - Distributed		171	171

GRI 205-1 Operations assessed for risks related to corruption

	2024	2023
Number of companies audited for corruption.	63	68
Total number of operating companies.	70	67
Proportion of operating companies audited for corruption.	90%	99%

The audit is conducted by way of self-assessment by the companies. The number of companies audited in 2024 was 63 (68), equivalent to 90 percent of active companies.

Note that the newly acquired companies Duroair and Olicem are excluded from the audit in 2024. The 2024 review shows that the manufacturing and assembly unit in Denmark/Hadsund (acquired in 2023) lacks control processes in a number of areas. Integration work is in progress and includes the introduction of Nederman's standard control procedures

GRI 205-2 Communication and training about anti-corruption policies and procedures

Communication and training about anti-corruption policies and procedures for all employees in 2024.				
	EMEA	Americas	APAC	Total
Number of training and communication sessions provided	341	497	969	1807
Number of employees	359	553	1044	1956
Percentage of training and communication sessions provided	95%	90%	93%	92%
Communication and training about anti-corruption policies and procedures for employees in governance bodies in 2024.				
	EMEA	Americas	APAC	Total
Number of training and communication sessions provided	46	11	8	65
Number of employees in governance bodies	47	13	9	69
Percentage of training and communication sessions provided	98%	85%	89%	94%

Five courses are compulsory for employees to complete every second year – on the Code of Conduct, on the Anti-corruption and Fraud Policy, on GDPR (for Europe), on the Export Control and Sanctions Policy, and on IT security. Approximately 89 percent of the employees had completed these at year-end. 92 percent of all employees and 94 percent of the employees in management positions had completed the Anti-corruption and Fraud Policy training. In addition, it is compulsory for the employees to complete the courses on sustainability, strategy, career appraisals and phishing. The compulsory training courses always comprise part of the onboarding training for new employees, which also includes training on Nederman and the company's core values, You@Nederman.

Quality failure costs

	2024	2023
Quality failure costs as percentage of sales	0.20%	0.18%

The goal is more efficient use of resources. For quality failure costs in production, in relation to sales, the goal is <0.3 percent up until 2024.

The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.

Social responsibility

Code of Conduct in the supply chain, %

	2024	2023
Percentage of suppliers who have signed the Code of Conduct	90%	87%
Number of supplier audits	121	73

Nederman's goal is to work only with suppliers who comply with Nederman's Supplier Code of Conduct. The suppliers' compliance with this requirement is checked by way of audits and other measures. Existing methods are under constant development to assess the suppliers' sustainability efforts in order to promote responsibility throughout the value chain.

The increase in the proportion of suppliers that have signed the Code of Conduct from 87 percent in 2023 to 90 percent in 2024 is a result of increased focus in Robovent, which was acquired in 2023, and that was previously not subject to this requirement.

The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.

Description of the supply chain

Our upstream value chain mainly relates to the supply of products and components containing three raw materials: steel, aluminium and polyester. In 2024, we began work to map our supply chain and strengthen our processes to identify and mitigate actual and potential environmental and social risks linked to our main raw materials in the steel, aluminium and polyester sectors. We work closely with our entities to minimize environmental and social risks associated with the extraction and refining of virgin raw materials and to encourage our supply chain partners to maintain environmental practices and compliance with human rights provisions, in line with applicable legislation, our Code of Conduct and our Supplier Code of Conduct.

Reported whistleblower cases

	2024	2023
Reported whistleblower cases	0	1

During the year, no case was formally reported through the whistleblower system.

GRI 2-7 Employees

Average number of employees by gender in 2024 (in FTE)	Female	Male	Total
Total average number of employees	511	1,802	2,313
Permanent employees	487	1,699	2,186
Temporary employees	24	103	127
Non-guaranteed hours employees	2	2	4
Full-time employees	476	1,764	2,240
Part-time employees	33	36	69

Average number of employees by region in 2024 (in FTE)	EMEA	Americas	APAC	Total
Total average number of employees	1,148	657	508	2,313
Permanent employees	1,126	655	405	2,186
Temporary employees	22	2	103	127
Non-guaranteed hours employees	2	0	2	4
Full-time employees	1,096	643	501	2,240
Part-time employees	50	14	5	69

Temporary employees are mainly those leading specific projects of limited duration or are filling vacancies. They are also employed to support the need for temporary capacity increases for a longer period. Non-guaranteed hours employees are used to meet temporary capacity shortages.

GRI 2-8 Workers who are not employees

	2024	2023
Average number of workers who are not employees	94	148

Workers who are not employees are those who work in temporary agencies to support production during peaks. They are also contractors used to perform service on behalf of Nederman. Finally, they are consultants who support the back office within IT or finance functions.

GRI 405-1 Diversity of governance bodies and employees

Distribution of average number of employees in governance bodies by gender	2024	2023
Percentage of women in governance bodies	12%	12%
Percentage of men in governance bodies	88%	88%
Distribution of average number of employees in governance bodies by age group	2024	2023
< 20 years old %	0%	0%
20-30 years old %	1%	2%
31-40 years old %	7%	8%
41-50 years old %	32%	30%
> 51 years old %	60%	60%
Number of employees at 31 December (in FTE)	2024	2023
Number of employees	2397	2342
Number of workers who are not employees	88	120
Total number of employees	2485	2462
Number of employees in production	975	1,036
Distribution of the number of employees by age group at 31 December (in FTE)	2024	2023
< 20 years old %	1%	1%
20-30 years old %	13%	14%
31-40 years old %	25%	25%
41-50 years old %	27%	26%
> 51 years old %	35%	34%

Other indicators of diversity such as minority groups are not currently reported.

Absence due to illness and personnel turnover

	2024	2023
Percentage of absence due to illness (number of days absent/total number of workdays)	2.5%	2.6%
Percentage of personnel turnover (number of employees who have left/total number of employees)	9.5%	11.5%

Initiatives are focused on giving our employees the right conditions in their roles, and to ensure that they have a high sense of well-being and are motivated and satisfied.

Health and safety

Measures to improve the work environment are conducted continuously and contribute to enhanced contentment among employees. To prevent accidents and health problems, companies use tools, processes and training programmes that are aligned with each local management system and general legislation. Follow-up and reporting of measures to evaluate whether they have the intended effect are conducted regularly at management level. Risk assessments are conducted regularly at all levels of the organisation and the personnel who implement these are trained. Each year, audits and rounds are conducted to assess the quality of risk management and take corrective and preventive action. The aim of the measures is to reduce or prevent the identified risks. Risk assessments are reviewed and updated regularly or after an incident has occurred. There is an action plan for each risk.

GRI 403-8 Workers covered by an occupational health and safety management system

	Average number	%
Workers covered by an occupational health and safety management system	1333	100%
Workers covered by an internally controlled occupational health and safety management system	1333	100%
Workers covered by an internally controlled and certified occupational health and safety management system	1030	77%
Average number of workers in manufacturing and assembly units	1333	

Both employed and non-employed workers are included in the results. All manufacturing and assembly units are included. 25 percent of manufacturing and assembly units are not certified.

GRI 403-9 Work-related injuries

Number of work-related injuries	2024	2023
Work-related injuries	22	24
Accidents with more than six months recovery time	1	0
Fatal accidents	0	0

Number of work-related injuries per million hours worked	2024	2023
Work-related injuries	5.17	5.71
Accidents with more than six months recovery time	0.23	0.00
Fatal accidents	0.00	0.00
Total hours worked	4,255,576	4,202,536

To prevent accidents and health problems, companies use tools, processes and training programmes that are aligned with each local management system and general legislation. Follow-up and reporting of measures to evaluate whether they have the intended effect are conducted regularly at management level. Risk assessments are conducted regularly at all levels of the organisation and the personnel who implement these are trained.

Each year, audits and rounds are conducted to assess the quality of risk management and take corrective and preventive action. The aim of the measures is to reduce or prevent the identified risks. Risk assessments are reviewed and updated regularly or after an incident has occurred. The accident frequency is low from an industrial perspective, and we are convinced that all work-related accidents and diseases can be prevented. Accordingly, the goal of eliminating all accidents stands firm. Achieving this requires continued technical and organisational initiatives, such as systems for identification, risk assessment and investigation of incidents, risk observations, in order to prevent accidents and ill-health, as well as regular follow-up to ensure that measures have the intended effect, and training. The most frequently recurring injuries comprise crush injuries, cut injuries and fall injuries. Significant risks identified in production that can lead to serious injury comprise work at height, crush and cut injuries, electric shocks and forklift transport. These were identified by way of self-assessment by the companies. There is an action plan for each risk.

GRI 2-21 Annual total compensation ratio

Compensation ratio, SEKm	2024	2023
a) The CEO's remuneration*	10.9	9.0
b) Change vs 2023	21%	
c) Other employees' compensation	1,416.9	1,343.4
d) Average number of employees	2,313	2,229
e) Employees' average salary*: c/(d-1)	0.61	0.60
f) Change vs 2023	2%	
Compensation ratio: a/e	17.7	14.9
Change in compensation ratio: b/f	13.0	

* Excludes pension costs and other benefits

Nederman does not report median compensation but makes an exception by reporting the average compensation instead. The highest paid person in the group is the CEO. The CEO's remuneration is excluded from other employees' salaries. The average number of employees is calculated on a full-time equivalent basis. The compensation includes basic salary, variable compensation and LTI.

Environmental responsibility

GRI 301-2 Recycled input materials used

Percentage of recycled input materials used	2024	2023
Percentage of recycled input materials used	32.6%	13.7%

Nederman measures the percentage of recycled steel, aluminium and plastic used in our products. This year, we adjusted the definitions in conjunction with the launch of our sustainability plan, and increased the number of companies included in the survey from four to twelve. Moreover, the method has been changed from being spend-based to weight-based. Note that the share of recycled material in one of our plants in the US is still based on the preceding year's figure.

GRI 302-1 Energy consumption within the organisation

	2024	2023
Fuel consumption from renewable energy		
MWh	70	0
GJ	252	0
Fuel consumption from non-renewable energy		
MWh	4,178	4,307
GJ	15,041	15,506
Fuel consumption from diesel		
MWh	34	28
GJ	123	99
Fuel consumption from oil		
MWh	192	207
GJ	693	744
Fuel consumption from natural gas		
MWh	3,952	4,073
GJ	14,226	14,663
Total energy consumption from electricity		
MWh	11,013	10,448
GJ	39,646	37,612
Total electricity in production		
MWh	8,440	8,114
GJ	30,384	29,210
<i>Of which, renewable electricity in production</i>		
MWh	4,247	3,304
GJ	15,289	11,893
Total electricity for heating		
MWh	2,573	2,334
GJ	9,262	8,402
<i>Of which, renewable electricity for heating</i>		
MWh	2,350	1,496
GJ	8,459	5,387
Electricity use from solar panels		
MWh	1,335	417
GJ	4,805	1,501
Electricity sold to a third party		
MWh	299	62
GJ	1,076	224

Data is collected from the company's actual consumption. The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.

In 2023, our operations in Finland gained access to supplemental information on their electricity consumption that had previously been missing. The current reporting for 2023 is therefore recalculated for comparability with 2024 from 4.14 to 4.28. In the annual report for 2023, fuel consumption from fossil oil was incorrectly reported on "Fuel consumption from renewable energy". In the annual report for 2024, fuel consumption from fossil oil for 2023 is reclassified to "Fuel consumption from non-renewable energy". The amount is 85MWh (305 Gjoules)

The source of the conversion factors used to restate kilowatt hours to joules and litres to cubic metres was Chemical Principles 6th edition (1 January 2013).

	2024	2023
Energy intensity from own consumption (MWh/SEKm)	4.49	4.28

GRI 305-1, 305-2 & 305-3 (GHG emissions)

	Retrospective				Milestones and target years			
	Base year: 2022	N-1: 2022	N: 2023	% N / N-1	2025	2030	2050	Annual % target / Base year
Scope 1 GHG emissions*								
Gross Scope 1 GHG emissions (tCO ₂ e)	914	914	807	-12%	770	530	91	-12%
Percentage Scope 1 GHG emissions from a regulated emission trading system (%)								
Scope 2 GHG emissions*								
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	3,441	3,441	2,677	-22%	2,899	1,996	344	-22%
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	2,350	2,350	1,985	-16%	1,980	1,363	235	-16%
Significant Scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e)	9,237,267	9,237,267	8,118,409	-12%	8,375,055	6,938,037	923,727	-12%
1. Purchased goods and services	103,210	103,210	109,211	6%	93,534	77,408	10,321	6%
2. Capital goods	11,639	11,639	16,599	43%	11,639	11,639	1,164	43%
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	1,406	1,406	1,269	-10%	1,406	1,406	141	-10%
4. Upstream transportation and distribution	6,335	6,335	6,286	-1%	6,335	6,335	634	-1%
5. Waste generated in operations	133	133	172	30%	133	133	13	30%
6. Business travel	3,290	3,290	4,480	36%	3,290	3,290	329	36%
7. Employee commuting	2,359	2,359	2,340	-1%	2,359	2,359	236	-1%
8. Upstream leased assets					0	0	0	
9. Downstream transportation	6,999	6,999	7,299	4%	6,999	6,999	700	4%
10. Processing of sold products	6	6	6	2%	6	6	1	2%
11. Use of sold products	9,093,709	9,093,709	7,962,390	-12%	8,241,174	6,820,282	909,371	-12%
12. End-of-life treatment of sold products	8,181	8,181	8,357	2%	8,181	8,181	818	2%
13. Downstream leased assets								
14. Franchises								
15. Investments								
Total GHG emissions								
Total GHG emissions (location-based) (tCO ₂ e)	9,241,622	9,241,622	8,121,893	-12%	8,378,725	6,940,563	924,162	-12%
Total GHG emissions (market-based) (tCO ₂ e)	9,240,530	9,240,530	8,121,201	-12%	8,377,805	6,939,930	924,053	-12%

Basis for calculation of Scope 1 and 2

To calculate Scope 1 and 2 emissions, a location-based and market-based method is used. The reported data for Scope 1 is based on energy use and related emission factors. Generally accepted country and region-specific emission factors are used in the calculation of Scope 2 emission data. These factors reflect each country's energy mix on average. The emission factors for Scope 1 and 2 are provided by the company IVL, which in turn compiles the factors from different sources. The figures are consolidated according to the financial control method.

Basis for calculation of Scope 3

The method for Scope 3 was changed from being limited to actual consumption data from the largest transport providers in our four largest production plants to include the entire value chain upstream and downstream for all companies. This was carried out in connection with the analysis of Nederman's GHG inventory. The reported data for Scope 3 is based on this analysis. The emission factors for Scope 3 are provided by the company IVL, which in turn compiles the factors from different sources.

Note that the manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded in the calculation of Scope 1, 2 and 3.

Results 2023 from base year 2022

Nederman has reduced its emissions by -12 percent 2023 compared with 2022. The reduction in Scope 1 & 2 is related to energy efficiency in the production units and investments in solar panels. Scope 3 reduction is mainly due to volume reduction from energy-intensive products.

*Scope 1, 2 are based on actual consumption data for 2024. The outcome for Scope 1 2024 was 807 tCO₂e and is reported in 2023. The outcome for Scope 2 2024 was 1985 tCO₂e and is reported in 2023. The outcome for Scope 1 in 2022 is adjusted with the manufacturing and assembly units that were acquired after 2021 and with the outcome for consumption from air conditioning systems: the outcome changes from 745 tCO₂e to 914 tCO₂e. The outcome for Scope 2 2022 is adjusted with the manufacturing and assembly units acquired after 2021 and with the supplementary information on electricity consumption from our manufacturing operations in Finland (see below for more information): The outcome changes from 2,152 tCO₂e to 2,350 tCO₂e

	2024	2023
Emission intensity from Scope 1 & 2 (tCO₂e/SEKm)	0.82	0.89

Our operations in Finland gained access to supplemental information on their electricity consumption in 2023 that had previously been missing. The current reporting for 2023 is therefore recalculated for comparability with 2024. Emission intensity changed from 0.84 to 0.89.



GRI 308-1 New suppliers that were screened using environmental criteria

Percentage of new suppliers that were screened using environmental criteria	2024	2023
Percentage of new suppliers that were screened using environmental criteria	17.5%	24.8%

In 2024, there was a higher proportion of new suppliers that have not been evaluated.

The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.

Water consumption

Water consumption in cubic metres	2024	2023
Water consumption in cubic metres	18,133	20,005

Water usage is of little importance at Nederman's plants, since water is not used to any large extent for production, but only for hygiene and kitchen purposes. Water consumption is checked regularly with the aim of reducing fresh water use. Our production unit in Detroit (US) moved in the spring to a new building and no longer had access to water consumption data and as a result water consumption in 2024 was 0 compared with 1,390 in 2023. 2023 was not recalculated.

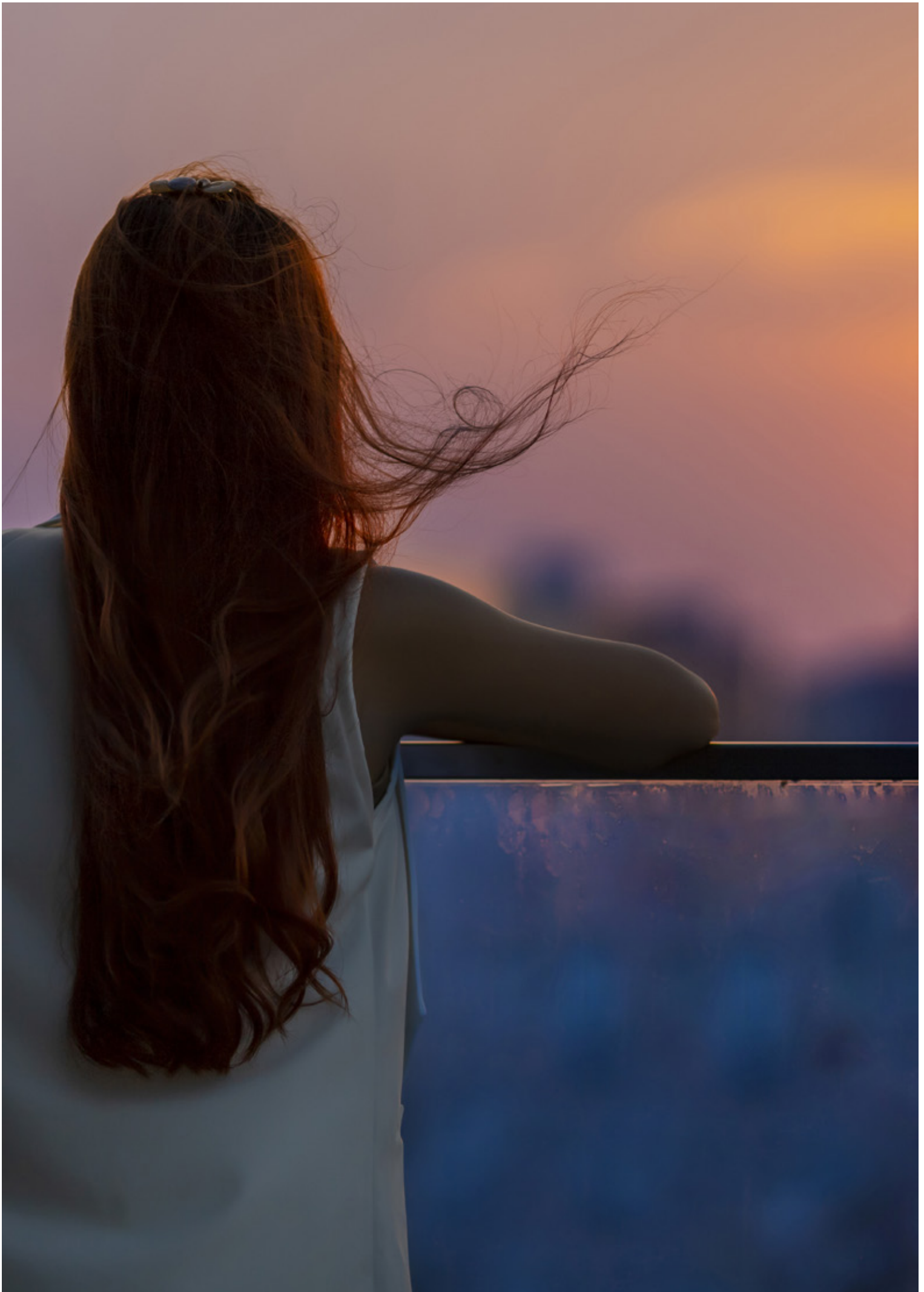
The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.

Waste

Waste generated (in tonnes)	2024	2023
Waste generated (in tonnes)	2,473	2,480
Percentage of waste recycling	86%	87%

Nederman's objective is for the amount of waste from production to continuously decline in relation to net sales, the share of recycled waste should increase and the practice of sending waste to landfill should be eliminated. Nederman's production only generates a marginal amount of hazardous waste, such as used spray cans and electrical waste, as well as residual materials from property maintenance work and the group works actively to eliminate hazardous substances from the process. The group does not use chemicals in its production, apart from small amounts of lubricant and surface finishing for products, for example, and accordingly, has no negative impact whatsoever on waste water. Material recovery from hazardous waste is achieved at approved recycling facilities by hazardous substances being separated and the remainder then being recycled.

The manufacturing and assembly units in Australia/Melbourne and Denmark/Hadsund (acquired in 2023) are excluded.



Parent company's financial statements

Income statement for the parent company

SEKm	Note	1 January - 31 December	
		2024	2023
Net sales	2, 19	29.6	21.2
Administrative expenses	4, 5, 6, 7	-199.8	-185.3
Research and development expenses		-0.1	-0.1
Other operating income and expenses	3	3.1	-2.5
Operating profit		-167.2	-166.7
Earnings from participations in group companies	8, 19	478.2	98.2
Interest income and similar items	8, 19	0.8	2.4
Interest expenses and similar items	8, 19	-59.2	-52.1
Profit/loss after financial items		252.6	-118.2
Appropriations	9, 19	139.8	111.9
Profit/loss before tax		392.4	-6.3
Taxes	10	10.5	9.7
Net profit for the year		402.9	3.4

Statement of other comprehensive income for parent company

SEKm	1 January - 31 December	
	2024	2023
Net profit for the year	402.9	3.4
Other comprehensive income for the year, net after tax	-	-
Total comprehensive income for the year	402.9	3.4

Balance sheet for the Parent company

		31 December	
SEKm	Note	2024	2023
Assets			
Intangible assets	11	183.7	181.6
Tangible assets	12	11.2	9.2
Financial fixed assets			
Participations in group companies	13	2,188.9	2,176.9
Other long-term receivables	14	15.6	3.9
Deferred tax assets	10	32.4	22.0
Total financial fixed assets		2,236.9	2,202.8
Total fixed assets		2,431.8	2,393.6
Current assets			
Receivables from group companies	19	262.1	218.8
Current tax assets	10	1.9	2.4
Other receivables	14	9.0	11.4
Prepaid expenses and accrued income	15	18.3	27.8
Cash and cash equivalents	20	0.1	0.1
Total current assets		291.4	260.5
Total assets		2,723.2	2,654.1
Equity			
Restricted equity			
Share capital		1.2	1.2
Reserves		292.5	292.5
Fund for development expenditure		130.0	123.8
Total restricted equity		423.7	417.5
Unrestricted equity	21		
Share premium reserve		5.9	5.9
Retained earnings		330.6	470.2
Net profit for the year		402.9	3.4
Total unrestricted equity		739.4	479.5
Total equity		1,163.1	897.0
Liabilities			
Liabilities to group companies	19	1,079.8	1,079.8
Other long-term liabilities	16	-	8.2
Provisions		1.6	1.2
Total long-term liabilities		1,081.4	1,089.2
Accounts payable		24.9	24.2
Liabilities to group companies	19	409.9	605.2
Other liabilities	16	11.1	11.7
Accrued expenses and prepaid income	17	32.8	26.8
Total short-term liabilities		478.7	667.9
Total equity and liabilities		2,723.2	2,654.1

Statement of changes in parent company shareholders' equity

SEKm	Restricted equity			Unrestricted equity		Total equity
	Share capital	Reserves	Fund for development expenditure	Share premium reserve	Retained earnings incl. net profit for the year	
Opening equity 1 Jan 2023	1.2	292.5	99.7	5.9	623.5	1,022.8
Net profit for the year	-	-	-	-	3.4	3.4
Transfer to development fund (net)	-	-	24.1	-	-24.1	-
Other comprehensive income						
Total comprehensive income for the year	-	-	24.1	-	-20.7	3.4
Transactions with group's owners						
Dividend	-	-	-	-	-131.6	-131.6
Share-based payments	-	-	-	-	2.4	2.4
Closing equity 31 Dec 2023	1.2	292.5	123.8	5.9	473.6	897.0
Opening equity 1 Jan 2024	1.2	292.5	123.8	5.9	473.6	897.0
Net profit for the year	-	-	-	-	402.9	402.9
Transfer to development fund (net)	-	-	6.2	-	-6.2	-
Other comprehensive income						
Total comprehensive income for the year	-	-	6.2	-	396.7	402.9
Transactions with group's owners						
Dividend	-	-	-	-	-138.7	-138.7
Share-based payments	-	-	-	-	1.9	1.9
Closing equity 31 Dec 2024	1.2	292.5	130.0	5.9	733.5	1,163.1

Cash flow statement for the Parent company

SEKm	Note	1 January - 31 December	
		2024	2023
Operating activities			
Operating profit/loss		-167.2	-166.7
Adjustments for items not included in cash flow	20	50.3	51.7
Dividends received	19	493.7	98.2
Interest received and other financial items		0.9	0.1
Interest paid and other financial items		-58.7	-28.0
Income tax paid		0.7	-2.0
Cash flow from operating activities before changes in working capital		319.7	-46.7
Cash flow from changes in working capital			
Increase (-)/Decrease (+) in operating receivables		13.7	-5.8
Increase (-)/Decrease (+) in operating liabilities		-26.3	-5.8
Cash flow from operating activities		307.1	-58.3
Investing activities			
Capital expenditure for tangible assets		-16.5	-6.3
Divestment of tangible assets, intra-group		13.0	-
Capital expenditure for intangible assets		-51.3	-65.6
Capital expenditure for financial fixed assets		-3.0	-3.0
Acquisition/capital contribution subsidiaries		-36.3	-36.9
Divestment of subsidiaries, intra-group		-	0.3
Cash flow from investing activities		-88.1	-111.5
Financial activities			
Group contributions received/paid		111.9	124.4
Change in interest-bearing receivables/liabilities in group companies		-177.4	176.6
Change of advance payments		14.8	-
Dividend paid		-138.7	-131.6
Cash flow from financing activities		-219.0	169.4
Cash flow for the year		0.0	-0.4
Cash and cash equivalents at the beginning of the year		0.1	0.5
Cash and cash equivalents at the end of the year	20	0.1	0.1

1 Accounting policies

The parent company has prepared its annual accounts in accordance with the Swedish Annual Accounts Act (1995:1554) and RFR 2, Accounting for Legal Entities issued by the Swedish Financial Reporting Board. This means that the parent company applies in its financial reporting, as far as possible, all EU-approved IFRS under the Swedish Annual Accounts Act and that it takes into account the connection between accounting and taxation.

Nederman group's accounting policies appear in each note in the consolidated section of the Annual Report. The principle differences between the accounting policies applied in Nederman group and in the parent company are described in the respective notes in the parent company section of the Annual Report.

Accounting policies	Note
Revenue	2 Revenue
Leasing	6 Leasing
Revenue from dividends	8 Net financial items
Untaxed reserves	9 Appropriations
Group contribution	9 Appropriations
Capitalised development expenditure	11 Intangible assets
Financial fixed assets	13 Shares and participations
Financial guarantees	18 Pledged assets and contingent liabilities

2 Revenue

Accounting policies

Revenue

The parent company's revenue consists of inter-company management fees, which are invoiced to the subsidiaries. Revenue from management fees is recognised at a point in time, which is when the service is performed and the subsidiaries can benefit from the service provided.

SEKm	2024	2023
Management charges	29.6	21.2
Total	29.6	21.2

3 Other operating income and expenses

SEKm	2024	2023
Exchange gains and losses on operating receivables/liabilities	3.1	-2.5
Total	3.1	-2.5

4 Employees

	2024			2023		
Average number of employees	Women	Men	Total	Women	Men	Total
Sweden	15	32	47	18	34	52
Total	15	32	47	18	34	52

Distribution according to gender in senior management, percentage of women	2024	2023
Board of Directors	33%	33%
Other senior executives	17%	20%

Salaries, other remuneration and social security expenses, SEKm	2024	2023
Salaries and other remuneration	52.8	48.5
Social security expenses	18.2	15.4
Pension expenses*	11.7	9.1

*Of the company's pension costs, SEK 2.0m (1.9) concerns the CEO of the parent company. There are no outstanding pension obligations to the group's Board of Directors, CEO and senior executives.

Salaries and other remuneration allocated between the Board of Directors and other employees, SEKm	2024	2023
Board of Directors, CEO and senior executives	32.5	28.3
(of which variable remuneration)	(8.2)	(6.1)
Other employees	20.3	20.2
Total	52.8	48.5

5 Pensions

SEKm	2024	2023
Costs for defined-contribution pension plans	11.7	9.1
Total	11.7	9.1

The amount includes costs for the special employer's contribution of SEK 2.2m (1.8).

For more information about handling of pensions, see group note 24, Provisions for pensions and similar obligations.

6 Leasing

Accounting policies

Leasing

In accordance with RFR 2, the parent company applies the exemption in IFRS 16, which means that the parent company recognises lease payments as operating expenses in the income statement on a straight-line basis over the lease term for all leases.

Future leasing fees for non-cancellable leases, SEKm	2024	2023
Within one year	1.0	0.7
Between one and five years	1.3	1.1
Total	2.3	1.8

Expensed leasing costs, SEKm	2024	2023
Leasing expenses	1.0	0.7
Total	1.0	0.7

7 Fees and expenses to auditors

SEKm	2024	2023
EY		
Audit assignment	1.8	1.8
Audit-related fee	1.1	0.9
Other assignments	0.1	0.1
Total	3.0	2.8

8 Net financial items

Accounting policies

Revenue from dividends

Revenue from dividends is recognised when the right to receive dividends has been established. Dividends received are recognised as revenue regardless of whether or not the dividends relate to profit earned before the acquisition date.

SEKm	2024	2023
Earnings from participations in group companies		
Dividend	493.6	98.2
Impairment of carrying amount of shares in subsidiaries	-15.4	-
Total	478.2	98.2
Interest income and similar items		
Interest income, credit institutions	0.1	-
Other financial income, group companies	0.7	0.0
Exchange rate changes	-	2.4
Total	0.8	2.4
Interest expenses and similar items		
Interest expenses, credit institutions	-0.0	-0.0
Other financial expenses, group companies	-58.1	-52.1
Exchange rate changes	-1.1	-
Total	-59.2	-52.1

9 Appropriations

Accounting policies

Untaxed reserves

The parent company recognises the difference between depreciation/amortisation according to plan and tax depreciation/amortisation as accumulated excess depreciation/amortisation, which are included in untaxed reserves. In the consolidated financial statements, untaxed reserves are divided into deferred tax liability and equity.

Group contribution

Recognition of group contributions was made in accordance with the alternative rule in RFR 2, meaning that group contributions are recognised as appropriations.

SEKm	2024	2023
Group contribution	139.8	111.9
Total	139.8	111.9

10 Income tax

Reported in income statement

Current tax income (+) / tax expenses (-), SEKm	2024	2023
Tax expense for the period	-0.8	-
Adjustment of prior year tax	0.9	-
Total	0.1	-

Deferred tax income (+) / tax expense (-)

Deferred tax income concerning tax loss carryforwards	10.4	9.7
Total reported tax income / expense	10.5	9.7

Reconciliation of effective tax, SEKm	2024	2023
Profit/loss before tax	392.4	-6.3
Tax according to the applicable tax rate	-80.8	1.3
Non-tax deductible expenses	-15.4	-11.2
Non-taxable income	101.8	20.2
Revaluation of loss carryforwards	-0.8	-
Tax relating to previous years	5.7	-0.6
Reported effective tax	10.5	9.7

Posted in the statement of financial position

Deferred tax assets, SEKm	2024	2023
Tangible assets	-	0.1
Provisions	0.3	0.2
Loss carryforwards	32.1	21.7
Deferred tax assets according to statement of financial position	32.4	22.0

11 Intangible assets

Accounting policies

Capitalised development expenditure

Capitalised development expenditure during the year, for development work performed within the Nederman group on intangible assets, the amount is transferred from unrestricted equity to a fund for development expenditure pertaining to restricted equity.

				2024
SEKm	Capitalised development expenditure	Computer programs	Current investments and advances	Total
Accumulated cost				
Opening balance	257.3	152.9	8.9	419.1
Internally developed assets	37.7	-	-	37.7
Capital expenditure	-	2.0	11.6	13.6
Inter-company takeovers	-	-	-	-
Reclassifications	-	-	-	-
Closing balance	295.0	154.9	20.5	470.4
Accumulated amortisation and impairment				
Opening balance	-133.2	-104.3	-	-237.5
Amortisation	-32.2	-17.0	-	-49.2
Closing balance	-165.4	-121.3	-	-286.7
Carrying amount				
Opening balance	124.1	48.6	8.9	181.6
Closing balance	129.6	33.6	20.5	183.7

				2023
SEKm	Capitalised development expenditure	Computer programs	Current investments and advances	Total
Accumulated cost				
Opening balance	203.7	139.2	10.6	353.6
Internally developed assets	38.6	-	-	38.6
Capital expenditure	-	4.3	7.6	11.9
Inter-company takeovers	15.0	-	-	15.0
Reclassifications	-	9.3	-9.3	-
Closing balance	257.3	152.9	8.9	419.1
Accumulated amortisation and impairment				
Opening balance	-103.7	-85.8	-	-189.5
Amortisation	-29.5	-18.5	-	-48.0
Closing balance	133.2	-104.3	-	-237.5
Carrying amount				
Opening balance	100.0	53.5	10.6	164.1
Closing balance	124.1	48.6	8.9	181.6

Amortisation and impairment, SEK m		2024	2023
Amortisation is included in the following rows in the income statement:			
Administrative expenses		-49.2	-48.0
Total		-49.2	-48.0

12 Tangible assets

	Equipment, tools, fixtures and fittings	Current investments and advances	2024 Total	Equipment, tools, fixtures and fittings	Current investments and advances	2023 Total
SEKm						
Accumulated cost						
Opening balance	16.9	6.3	23.2	16.1	0.8	16.9
Capital expenditure	1.4	15.1	16.5	0.8	5.5	6.3
Inter-company divestments	-	-13.0	-13.0	-	-	-
Closing balance	18.3	8.4	26.7	16.9	6.3	23.2
Accumulated depreciation and impairment						
Opening balance	-14.0	-	-14.0	-12.2	-	-12.2
Depreciation	-1.5	-	-1.5	-1.8	-	-1.8
Closing balance	-15.5	-	-15.5	-14.0	-	-14.0
Carrying amount						
Opening balance	2.9	6.3	9.2	3.9	0.8	4.7
Closing balance	2.8	8.4	11.2	2.9	6.3	9.2
Depreciation and impairment, SEK m				2024	2023	
Depreciation is included in the following rows in the income statement:						
Administrative expenses				-1.5	-1.8	
Total				-1.5	-1.8	

13 Shares and participations

Accounting policies

Subsidiaries

Subsidiaries are the companies over which Nederman Holding AB has a controlling influence. Controlling influence exists if Nederman Holding AB has an influence over the investment object, is exposed to or has rights to variable returns from its involvement and can use its influence over the investment to affect these returns. When determining whether a controlling influence exists, potential voting shares are taken into consideration. Participations in subsidiaries are recognised in the parent company in accordance with the cost method. All expenses incurred in connection with business combinations, including acquisition-related expenses, are capitalised in the parent company's financial statements as part of the cost

of subsidiaries' shares. Shares in subsidiaries and receivables from subsidiaries are tested for impairment annually and in the event of an indication of impairment. Impairment testing is carried out by comparing the parent company's recognised cost with the subsidiaries' net asset value, including their long-term earning capacity. Any impairment losses are not reversed.

Shareholders' contributions for legal entities

Shareholders' contributions are added to the value of shares and participations in the balance sheet, after which impairment testing is carried out.

The parent company's holdings of shares and participations in group companies	Corporate identity number	Domicile/Country	Number of shares	Ownership share	2024 Carrying amount, SEKm	2023 Carrying amount, SEKm
AB Ph. Nederman & Co	556089-2951	Helsingborg, Sweden	550,000	100%	329.2	329.2
Aagaard A/S	21281875	Hadsund, Denmark	10,000	100%	45.6	50.2
Auburn FilterSense LLC	6543811	Wilmington, DE USA	-	-*	-	-
Duroair Technologies Inc.	832576904RC0001	Niagara Falls, Canada	-	-*	-	-
Duroair Technologies USA Inc.	36-4936286	Buffalo, USA	-	-*	-	-
Energy Save System Ltd	09308305	Kettering, UK	100	100%	-	15.8
Environmental Filtration Technologies France Holding	429043276	Pontcharra, France	-	-*	-	-
Gasmet Technologies (Asia) Ltd	950990	Hong Kong	-	-*	-	-
Gasmet Technologies (UK) Ltd	2301809	Naseby, UK	-	-*	-	-
Gasmet Technologies GmbH	HRB 105091	Karlsruhe, Germany	-	-*	-	-
Gasmet Technologies Inc.	707771-8	Toronto, Canada	-	-*	-	-
Gasmet Technologies Oy	2681803-8	Helsinki, Finland	31,403	100%	514.3	514.3
LCI Corporation International	56-0732889	Charlotte, NC USA	-	-*	-	-
L & G Beheer N.V.	31 015 696	Amersfoort, the Netherlands	-	100%	26.7	26.7
Luwa Air Engineering (Pte.) Ltd.	197400205 K	Singapore, Singapore	-	-*	-	-
Luwa Air Engineering (Shanghai) Co., Ltd.	913100006073822526	Shanghai, China	-	-*	-	-
Luwa Air Engineering AG	CHE-112.154.099	Zurich, Switzerland	950,000	100%	204.6	204.6
Luwa America, Inc (merged with group company in 2024)	C201412600738	Greensboro, NC USA	-	-*	-	-
Luwa Havalandirma Teknikleri Sanayi ve Ticaret Limited Sirketi	826319	Istanbul, Turkey	-	-*	-	-
Luwa India Private Limited	U01711KA1993FTC014292	Bangalore, India	-	-*	-	-
MBE AG	CHE-107.899.911	Wetzikon, Switzerland	-	-*	-	-
Menardi Filters Europe A/S	38209205	Mariager, Denmark	-	100%	0.7	0.7
Menardi LLC	56-2173466	Wilmington, DE USA	-	-*	-	-
Mikropul Australia Holdings Pty Ltd	85 090 925 072	Bayswater, Victoria, Australia	-	-*	-	-
Mikropul Australia Pty Ltd	75 000 932 374	Bayswater, Victoria, Australia	-	-*	-	-
MikroPul France SAS	303573307	Pontcharra, France	-	-*	-	-
Mikropul Holding BV	17 119 906	Amersfoort, the Netherlands	-	100%	-	-
MonitoringSystems GmbH (liquidated 2024)	FN 211207 z	Mauerbach, Austria	-	-*	-	-
National Conveyors Company Inc.	22-1547550	New York, NY USA	-	-*	-	-
Nederman (Malaysia) Sdn Bhd.	892768T	Selangor, Malaysia	-	-*	-	-
Nederman (Shanghai) Co Ltd (liquidated 2024)	9131000067113929XX	Shanghai, China	-	-*	-	-
Nederman Canada Ltd	105 836 613	Mississauga, Canada	1	100%	32.1	32.1
Nederman Corporation	56-0488262	Wilmington, DE USA	-	-*	-	-
Nederman CR s.r.o.	25634364	Prague, Czech Republic	1	100%	0.0	0.0
Nederman Danmark, Filial af Nederman Nordic AB	36414642	Mariager, Denmark	-	-*	-	-
Nederman Distribution Sales AB	556272-9854	Helsingborg, Sweden	-	-*	-	-
Nederman do Brasil Comércio de Produtos de Exaustao Ltda	05.880.850/0001-45	Sao Paulo, Brazil	3,365	100%	6.1	6.1
Nederman Filtration GmbH**	HRB391382	Freiburg, Germany	-	-*	-	-
Nederman Filtration Ltd	562216	Preston, UK	-	-*	-	-
Nederman Finance AB	559160-6081	Helsingborg, Sweden	1,000	100%	0.5	0.5
Nederman GmbH (Austria)	FN2315530k	Vienna, Austria	-	-*	-	-
Nederman GmbH**	HRB225315	Stuttgart, Germany	-	100%	19.2	19.2
Nederman Holding Danmark A/S	28301650	Mariager, Denmark	60,500	100%	231.3	231.3
Nederman Holding Germany GmbH	HRB701805	Freiburg, Germany	-	-*	-	-
Nederman Holding USA Inc	80-0699546	Wilmington, DE USA	-	100%	106.5	106.5
Nederman Ibérica S.A.	A79441762	Madrid, Spain	-	-*	-	-
Nederman India Private Limited	U74900PN2008FTC144278	Pune, India	204,932	100%	10.6	10.6

13 Shares and participations, continued

The parent company's holdings of shares and participations in group companies	Corporate identity number	Domicile/Country	Number of shares	Ownership share	2024 Carrying amount, SEKm	2023 Carrying amount, SEKm
Nederman Insight AB	559175-9468	Helsingborg, Sweden	1	100%	0.3	0.3
Nederman Insight NUF (liquidated during 2023)	926115898	Skedsmo, Norway	-	-*	-	-
Nederman International Trading Shanghai Co. Ltd.	91310115688759399Y	Shanghai, China	-	-*	-	-
Nederman Ltd	1393492	Preston, UK	10	100%	49.3	49.3
Nederman Magyarorszag Kft	01-09-874950	Budapest, Hungary	-	100%	0.2	0.2
Nederman Makine Sanayi Ve Ticaret Limited Sirketi	647743	Istanbul, Turkey	-	53%*	7.6	7.6
Nederman Manufacturing & Logistics LLC	90-0676051	Wilmington, DE USA	-	-*	-	-
Nederman Manufacturing (Suzhou) Co Ltd	9132050578206245 93	Suzhou, China	-	-*	-	-
Nederman Manufacturing Poland Sp. z o.o.	0000050307	Marki, Poland	-	-*	-	-
Nederman Mikropul Canada Inc. (merged with group company in 2024)	56-2172876	Wilmington, DE USA	-	-*	-	-
Nederman MikroPul GmbH**	HRB 33261	Cologne, Germany	-	-*	-	-
Nederman MikroPul Holding Inc	04-3833071	Wilmington, DE USA	-	-*	-	-
Nederman Mikropul LLC	46-4352369	Wilmington, DE USA	-	-*	-	-
Nederman MikroPul Poland Sp. z o.o.	0000617869	Marki, Poland	-	-*	-	-
Nederman MikroPul Pty Ltd	75 002 459672	Bayswater, Victoria, Australia	-	100%	14.4	14.4
Nederman N.V./S.A.	428727	Brussels, Belgium	4,000	100%	30.4	30.4
Nederman Nederland BV	58 655 360	Amersfoort, the Netherlands	-	-*	-	-
Nederman Nordic AB	556426-7358	Helsingborg, Sweden	2,000	100%	110.6	110.6
Nederman Norge, Filial til Nederman Nordic	914149762	Skedsmo, Norway	-	-*	-	-
Nederman OOO (liquidated 2024)	1 082 468 018 511	Moscow, Russia	-	-*	-	-
Nederman Polska Sp. z o.o.	0000109291	Marki, Poland	-	-*	-	-
Nederman S. de R.L. de C.V	MIK0001128K6	Col Juarez, Mexico	-	-*	-	-
Nederman S.A.S.	434134615	Paris, France	-	-*	-	-
Nederman SEA Co Ltd	105534081588	Chonburi, Thailand	-	-*	-	-
Nederman Shared Services LLC	46-4172135	Wilmington, DE USA	-	-*	-	-
NEO Monitors AS	986076832	Skedsmo, Norway	147,076	100%	415.9	415.9
NEO Monitors Corporation	85-1153790	Wilmington, DE USA	-	-*	-	-
Nordfab Ducting Co Ltd	125549002956	Chonburi, Thailand	-	51%*	0.2	0.2
Nordfab Europe AS	17011405	Mariager, Denmark	-	-*	-	-
Nordfab LLC	56-1230979	Wilmington, DE USA	-	-*	-	-
Nordfab Pty Ltd	15658403948	Sydney, Australia	100	100%	-	-
Olicem A/S	39958708	Hobro, Denmark	510	51%	32.4	-
PT Nederman Indonesia	-	Jakarta, Indonesia	-	10%*	0.2	0.2
RoboVent Acquisition, Inc. (merged with group company in 2024)	82-3939810	Dover, DE, USA	-	-*	-	-
RoboVent Products Group, Inc. (merged with group company in 2024)	38-2888296	Sterling Heights, MI, USA	-	-*	-	-
RoboVent Solutions Group, Inc.	17143D	Sterling Heights, MI, USA	-	-*	-	-
Total					2,188.9	2,176.9

* 100% owned by the group

** The company applies the exemption in section 264 (3) HGB for the financial year 2024. This means that the company is exempt from issuing a local annual report in its home country.

Accumulated cost, SEK m	2024	2023
Opening balance	2,176.9	2,144.6
Acquisition of group companies	27.8	32.6
Impairment of carrying amount	-15.8	-0.3
Carrying amount at 31 December	2,188.9	2,176.9

The amount on the Acquisition of group companies row in 2024 includes an earn-out of SEK -4.8m pertaining to Aagaard A/S that was not realised.

14 Other receivables

Other receivables which are current assets, SEKm	2024	2023
Computer/license costs	14.8	-
Other receivables	0.8	3.9
Total	15.6	3.9

Other receivables which are current assets, SEKm	2024	2023
VAT receivable	8.1	9.7
Other receivables	0.9	1.7
Total	9.0	11.4

15 Prepaid expenses and accrued income

SEKm	2024	2023
Computer/license costs	17.0	15.8
Insurance	0.9	0.9
Other	0.4	11.1
Total	18.3	27.8

16 Other liabilities

Other long-term liabilities, SEKm	2024	2023
Deferred payment of acquisition price (see more in group note 4).	-	8.2
Total	-	8.2

Other short-term liabilities, SEKm	2024	2023
Deferred payment of acquisition price (see more in group note 4).	8.5	9.3
Personnel-related liabilities	2.6	2.4
Total	11.1	11.7

17 Accrued expenses and prepaid income

SEKm	2024	2023
Personnel-related expenses	29.3	25.1
Audit expenses	0.9	0.2
Other	2.6	1.5
Total	32.8	26.8

18 Pledged assets and contingent liabilities

Accounting policies

Financial guarantees

The parent company's financial guarantees consist mainly of guarantees on behalf of subsidiaries. Financial guarantees mean that the company has an obligation to compensate the owner of a debt instrument for losses that the owner may incur because a specified debtor fails to make payment when due under the contract terms. The parent company recognises financial guarantee agreements as a provision in the balance sheet when the company has a commitment for which payment will probably be required in order to settle the obligation.

Contingent liabilities, SEKm	2024	2023
FPG/PRI	0.7	0.8
Warranty commitments	166.4	161.9
Total	167.1	162.7

19 Related party transactions

The parent company has related party relationships with its subsidiaries, see note 13 Shares and participations.

No member of the Board of Directors or senior executives have or have had any direct or indirect participation in any business transaction with group companies which is or was of an exceptional character with regard to terms and conditions that occurred during the year or in any previous financial year. Nor has any group company provided any loan, given any guarantees or entered into any surety relationships for any of the members of the Board of Directors or senior executives. Loans to subsidiaries are made on market terms.

Related party transactions, subsidiaries, SEKm	2024	2023
Net sales - Management charges	29.6	21.2
Dividends received	493.7	98.2
Group contribution received	139.8	111.9
Financial income	0.8	2.4
Financial expenses	-59.2	-52.1
Receivables, 31 December	262.1	218.8
Liabilities, 31 December	1,489.7	1,685.0

Transactions with key persons in leading positions

Regarding the salaries and other remuneration, costs and commitments for pensions and similar benefits, and severance payment agreements for Board members, the CEO and other senior executives, see note 8 Personnel and note 24 Provision for pensions and similar obligations in the consolidated group accounts.

20 Cash flow

Cash and cash equivalents, SEKm	2024	2023
Subcomponents in cash and cash equivalents:		
Cash and bank balances	0.1	0.1
Total	0.1	0.1
Adjustments for items not included in cash flow, SEKm	2024	2023
Depreciation and amortisation	50.7	49.8
Unrealised translation differences	-0.8	1.9
Provisions	0.4	-0.1
Total	50.3	51.7
Unused credits, SEKm	2024	2023
Disposable funds	0.1	0.1

Financial activities

The following table shows the changes in receivables and liabilities included in financial activities.

	Opening balance	Changes impacting cash flow	Changes not impacting cash flow		Closing balance
			Interest & fees	Exchange rate gains/losses	
2024, SEKm					
Long-term interest-bearing liabilities group companies	1,079.8	-	-	-	1,079.8
Short-term interest-bearing assets (-) & liabilities (+) group companies	496.7	-179.0	-	0.8	318.5
Total		-179.0			
	Opening balance	Changes impacting cash flow	Changes not impacting cash flow		Closing balance
			Interest & fees	Exchange rate gains/losses	
2023, SEKm					
Long-term interest-bearing liabilities group companies	1,079.8	-	-	-	1,079.8
Short-term interest-bearing assets (-) & liabilities (+) group companies	325.3	172.2	-	-0.8	496.7
Total		172.2			

21 Appropriation of profit or loss

The following is at the disposal of the Annual General Meeting of Nederman Holding AB (publ):

SEK	2024	2023
Share premium reserve	5,866,700	5,866,700
Retained earnings	330,583,736	470,181,728
Net profit for the year	402,969,792	3,414,319
Total	739,420,228	479,462,747
The Board of Directors proposes		
a dividend to shareholders of SEK 4.00 (3.95) per share*	140,461,412	138,666,413
to be transferred to the share premium reserve	5,866,700	5,866,700
to be transferred to retained earnings	593,092,116	334,929,634
Total	739,420,228	479,462,747

*Based on the number of shares outstanding at 31 December 2024. The dividend amount could be changed as treasury shares could be converted by the record date of 17 April 2025.

22 Events after the end of the reporting period

No significant events occurred after the balance sheet date.

Signatures

The consolidated accounts and the annual report have been prepared in accordance with international accounting standards as prescribed in Regulation (EC) no.1606/2002 of the European Parliament and of the Council dated 19 July 2002 concerning the application of international accounting standards and good accounting practice in Sweden, and give a fair picture of the Group's and parent company's position and results.

The Directors' Report for the Group and parent company provides a fair overview of the Group's and parent company's activities, position and results and describe the main risks and uncertainties facing the parent company and Group companies. The annual report and consolidated accounts will be subject to adoption by the Annual General Meeting on 29 April 2025.

Helsingborg, 17 March 2025

Johan Menckel

Chairman

Anders Borg

Board member

Gunilla Fransson

Board member

Ylva op den Velde Hammargren

Board member

Sven Kristensson

Board member and CEO

Sam Strömerstén

Board member

Our audit report was issued on 17 March 2025

Ernst & Young AB

Andreas Mast

Authorised Public Accountant

Auditor's report

TO THE GENERAL MEETING OF THE SHAREHOLDERS OF NEDERMAN HOLDING AB (PUBL), CORPORATE IDENTITY NUMBER 556576-4205

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of Nederman Holding AB (publ) except for the corporate governance statement on pages 70-75 and 78-79 and the statutory sustainability report on pages 38-51 for the year 2024. The annual accounts and consolidated accounts of the company are included on pages 62-143 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on pages 70-75 and 78-79 and the statutory sustainability report on pages 38-51. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

Valuation of Goodwill

Description

The carrying value of goodwill on the 31 December 2024 was SEK 2,209 million which corresponds to 30.5 % of the company's total assets in the group. The company conducts an annual review and in the event of an indication of impairment, to assure that the carrying value does not exceed the estimated recoverable value. The recoverable amount is determined for each cash generating unit by calculating the present value of future cash flows. Future cash flows are based on management's business plans and forecasts, and include a number of assumptions, including on earnings performance, growth, investment requirements and the discount rate.

Changes in assumptions have a great impact on the calculation of the recoverable value and the assumptions that the company makes will be of great importance when determining if there is a need for impairment. We have therefore considered that the valuation of goodwill is a key audit matter in the audit.

A description of the impairment test is presented in Note 13 "Intangible assets".

How our audit addressed this key audit matter

In our audit, we have evaluated and tested the company's process to establish the impairment test, including by evaluating past accuracy of forecasts and assumptions. We also made comparisons with other companies in order to evaluate the reasonableness of future cash flows and growth assumptions, and with the help from our valuation specialists examined the selected discount rate and assumptions about long term growth. We have also reviewed the company's model and method for carrying out impairment testing and evaluated the company's sensitivity analyses. We have also reviewed the disclosures in the financial statements.

Revenue relating to Solutions (project sales)

Description

Net sales for the group 2024 amounts to total SEK 5,899.9 million and of this SEK 2,482 million relates to solutions (project sales), representing 42.1 % of total net sales. The accounting policies that the company applies for revenue recognition attributable to solutions is described on page 92 of the annual report, in Note 6 "Revenue from contracts with customers". The revenue of solutions is accounted for over time by measuring the current fulfillment of the performance obligation and comparing it to the complete fulfillment of the performance obligation. This is done by putting the accrued expenses in relation to the total projected expenses of goods or services that have been agreed upon. Revenue recognition of solutions requires estimates in measuring the current fulfillment of the performance obligation and comparing it to the complete fulfillment of the performance obligation. Changes in these estimations can have a material impact on the result of the company, and we have therefore considered revenue recognition related to solutions to be a key audit matter in the audit.

How our audit addressed this key audit matter

We have reviewed the company's process for revenue recognition of the segment solutions and assessed the company's estimation of the grade of fulfillment of the performance obligation. We have by testing samples reviewed the company's assessments of expected profit or loss of the project by comparisons with agreements, historical results and budget. The assessments made by the company regarding the risk of loss have also been reviewed. We have also reviewed the disclosures in the financial statements.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-37 and 144-156. The other information also includes the remuneration report and were obtained before the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge other-

wise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to

liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are

considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

An additional description of our responsibility for the audit of the annual report and the consolidated financial statements can be found on the website of the Swedish Inspectorate of Auditors. This description is part of the auditor's report.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Report on the audit of the administration and the proposed appropriations of the company's profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Nederman Holding AB (publ) for the year 2024 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated (loss be dealt with) in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance

whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

The auditor's examination of the ESEF report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Nederman Holding AB for the financial year 2024.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Nederman Holding AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that

meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies ISQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or other Assurance or Related Services Engagements which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with professional ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance statement on pages 70-75 and 78-79 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's standard RevR16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

The auditor's opinion regarding the statutory sustainability report

The Board of Directors is responsible for the statutory sustainability report on pages 38-51, and that it is prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

My (Our) examination has been conducted in accordance with FAR's auditing standard RevR12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

Ernst & Young AB, Box 7850 103 99 Stockholm, was appointed auditor of Nederman Holding AB by the general meeting of the shareholders on the 26 April 2024 and has been the company's auditor since the 22 April 2015.

A statutory sustainability report has been prepared.

Ernst & Young AB, Box 7850 103 99 Stockholm, was appointed auditor of Nederman Holding AB by the general meeting of the shareholders on the 26 April 2024 and has been the company's auditor since the 22 April 2015.

Helsingborg 17 March 2025
Ernst & Young AB

Andreas Mast
Authorized Public Accountant

The Nederman share

Nederman's ambition is to continuously provide the financial markets, shareholders and other stakeholders with accurate, consistent and relevant information in order to increase understanding of the group and comply with the regulations for listed companies. The Nederman share has been listed on Nasdaq Stockholm under the NMAN ticker since 16 May 2007. Since January 2014, the share has been listed on Nasdaq Stockholm Mid Cap. A brief history of the company and its share is shown in the fact box on the next page.

MARKET COMMUNICATION

Nederman's representatives meet regularly with analysts, credit providers and shareholders to give a continuous picture of developments during the financial year. Interim reports, year-end reports and annual reports are distributed to shareholders who so wish. These reports, together with the company's press releases, are also available on the website in Swedish and English.

OWNERSHIP STRUCTURE

The number of shareholders at year-end was 4,648 (4,569). Each share in Nederman entitles the holder to one vote. The share of Swedish ownership was 93.72 percent (93.17). The ten largest shareholders accounted for 80.18 percent (80.29) of the total number of shares. The largest individual shareholder is Investment AB Latour. The table on the next page shows Nederman's ownership structure at 31 December 2024.

DIVIDEND AND DIVIDEND POLICY

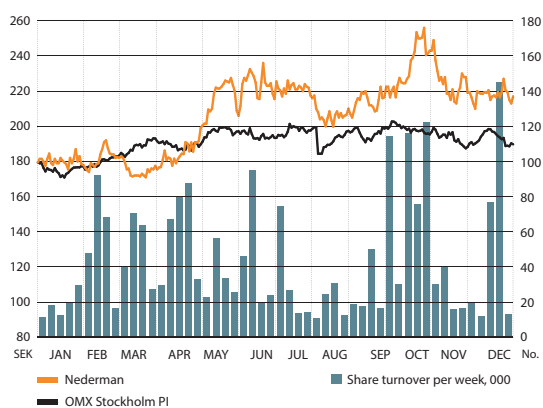
Nederman's dividend policy is to pay a dividend amounting to 30–50 percent of net profit for the year, taking into account the capital structure and acquisition plans. The Board of Directors proposes a dividend of SEK 4.00 (3.95) per share for the 2024 financial year.

ANALYSTS WHO FOLLOW NEDERMAN

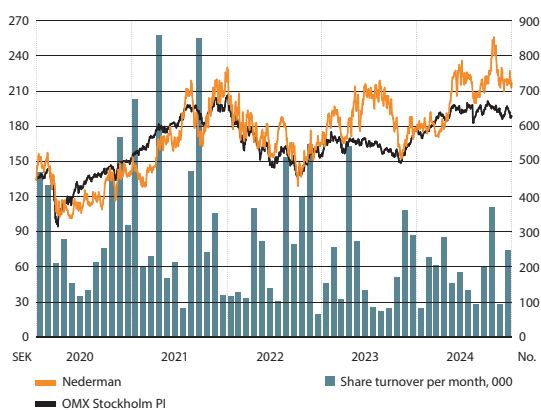
Lina Blume from Handelsbanken,
lina.blume@handelsbanken.se



PRICE AND VOLUME TREND 2024



PRICE AND VOLUME TREND 2020-2024



Data per share	2024	2023	2022	2021	2020
Earnings per share after tax, SEK	9.83	9.71	9.37	8.70	3.15
Share price as at 31 December, SEK	217.0	179.5	172.4	218.0	141.0
Market capitalisation, SEKm	7,626.7	6,308.7	6,059.2	7,661.8	4,954.1
Cash flow, SEKm	-18.8	115.4	133.1	42.1	67.0
Proposed dividend per share, SEK	4.00	3.95	3.75	3.50	-
Dividend resolved at an Extraordinary General Meeting of Shareholders, SEK	-	-	-	-	1.00
Dividend growth, %	1.3	5.3	7.1	250.0	-
Yield, %	1.84	2.20	2.18	1.61	-
P/E ratio	22.1	18.5	18.4	25.1	44.8
Profit distributed as dividend, %	41	41	40	40	32
Equity, SEKm	2,718.6	2,372.0	2,186.5	1,717.4	1,300.8
Number of shares issued, 31 Dec	35,146,020	35,146,020	35,146,020	35,146,020	35,146,020
Proposed dividend as a percentage of equity, %	5.2	5.8	6.0	7.2	-

Nederman's major shareholders	Shareholding	Votes, %
Investment AB Latour	10,538,487	29.98
Neudi kapital AB	3,525,000	10.03
IF Skadeförsäkring AB (publ)	3,481,200	9.90
Swedbank Robur Fonder	2,963,524	8.43
Clens Kapitalförvaltning AB	2,469,335	7.03
Fjärde AP-fonden	2,046,874	5.82
Lannebo kapitalförvaltning	1,367,582	3.89
Handelsbanken Fonder AB	878,838	2.50
CBLB/ UCITS-EXEMPTED	513,003	1.46
Första AP-Fonden	400,899	1.14
Other shareholders	6,961,278	19.82
Total	35,146,020	100.00

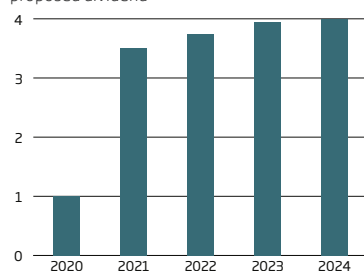
History
1944 Company founded by Phillip Nederman.
1983 Listing on the Stockholm Stock Exchange.
1985 Active becomes the new majority shareholder. The company is delisted.
1991 Nederman sold to Esab.
1994 Charter acquires Esab and becomes the new majority shareholder.
1999 Venture capital company EQT acquires Nederman.
2007 Listing on Nasdaq Stockholm.
2010 Acquisition of Dantherm Filtration.
2012 Acquisition of Environmental Filtration Technologies.
2013 Nederman qualifies for Nasdaq Stockholm Mid Cap.
2014 Nederman is moved to Nasdaq Stockholm Mid Cap.
2017 Acquisition of NEO Monitors AS
2018 Acquisitions of Auburn FilterSense LLC and Luwa Air Engineering AG.
2019 Acquisition of Gasmet Technologies Oy
2021 Acquisition of Energy Save System Ltd
2022 Acquisitions of RoboVent, MBE AG and Ezi-Duct
2023 Acquisitions of Aagaard A/S
2024 Acquisition of Duroair Technologies Inc., Duroair Technologies USA, Inc. and Olicem A/S

Shareholders by category, %	
Financial companies	56.70
Foreign domiciled owners	16.12
Other Swedish legal entities	11.60
Private Swedish individuals	8.07
Social security funds	7.27
Non profit organisations	0.20
Government	0.04
Total	100.00

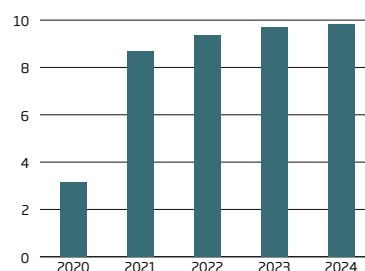
Shareholders per country, %	
Sweden	93.72
Luxembourg	2.96
Finland	0.80
France	0.71
USA	0.67
Other	1.14
Total	100.00

DIVIDEND PER SHARE, SEK

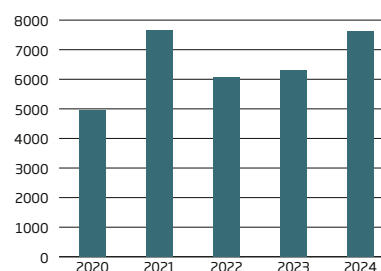
The 2024 dividend refers to the Board's proposed dividend



EARNINGS PER SHARE, SEK



MARKET CAPITALISATION, SEKm



Definitions

PERFORMANCE MEASURE	DEFINITION	PURPOSE
Return on equity	Net profit for the year after tax divided by average equity.	Return on equity shows the return on owners' capital in accounting terms. This measure is primarily used to analyse owner profitability over time.
Return on operating capital	Adjusted operating profit as a percentage of average operating capital.	A profitability measure that shows the return on the capital used to operate the core business. Return on operating capital is one of Nederman group's long-term financial targets.
Return on operating capital excl. IFRS 16	Adjusted operating profit as a percentage of average operating capital excluding IFRS 16.	A profitability measure that shows the return on the capital used to operate the core business. Return on operating capital is one of Nederman group's long-term financial targets.
EBITA	Operating profit before amortisation and impairment of intangible assets.	EBITA is reported because this is a measure often monitored by investors, analysts and other stakeholders to measure the company's financial results. The measure excludes the amortisation and impairment of intangible assets.
EBITA margin	EBITA as a percentage of sales.	
EBITDA	Operating profit before depreciation, amortisation and impairment.	EBITDA is reported because this is a measure often monitored by investors, analysts and other stakeholders to measure the company's financial results. The measure excludes depreciation, amortisation and impairment, thereby showing the business's capacity to generate resources for investments and payment to financiers.
EBITDA margin	EBITDA as a percentage of net sales.	
Equity per share	Equity divided by the average number of shares outstanding.	This measure shows how much equity is represented by each share.
Adjusted EBITA	Operating profit before amortisation and impairment of intangible assets, excluding acquisition and restructuring costs and discontinuation of the Norwegian defined-benefit pension plan.	Adjusted EBITA is deemed to provide a fair view of the underlying operation's earnings, whereby earnings exclude amortisation and impairment of intangible assets and non-recurring items. This is a primary performance measure within the Nederman group in the internal control of the group and the segments.
Adjusted EBITA margin	Adjusted EBITA as a percentage of sales.	The adjusted EBITA margin is one of the Nederman group's long-term profitability targets. Adjusted EBITA margin is deemed to provide a fair view of the underlying operation's profitability, when this profitability excludes depreciation, amortisation and impairment, as well as income items that are non-recurring. This is a primary performance measure within the Nederman group in the internal control of the group and the segments.
Adjusted EBITDA	Operating profit before depreciation, amortisation and impairment, excluding acquisition and restructuring costs and discontinuation of the Norwegian defined-benefit pension plan.	Adjusted EBITDA is recognised because this is a measure often monitored by investors, analysts and other stakeholders to measure the company's financial results. The measure excludes depreciation, amortisation and impairment, as well as non-recurring items. The measure shows the business's capacity for investments and payment to financiers.
Adjusted EBITDA margin	Adjusted EBITDA as percentage of sales.	
Adjusted EBITDA/ Net financial items	Adjusted EBITDA divided by net financial items	The performance measure shows how many times current earnings (adjusted EBITDA) covers the company's net financial items.
Adjusted operating profit	Operating profit excluding acquisition and restructuring costs and discontinuation of the Norwegian defined-benefit pension plan.	Shows the result from operational activities excluding non-recurring items.
Adjusted operating margin	Adjusted operating profit as a percentage of net sales.	
Capital turnover rate	Net sales divided by average operating capital.	Shows the efficiency of the use of operating capital.
Net debt	Interest-bearing liabilities (including pensions) less cash and cash equivalents.	The measurement shows debt and is used to monitor the debt trend and to identify the need for refinancing. This measure comprises a component of the debt ratio.
Net debt/ adjusted EBITDA	Net debt divided by adjusted EBITDA.	The performance measure shows how many times greater net debt is in relation to adjusted EBITDA. This is a performance measure monitored by investors, analysts and other stakeholders.
Net debt /equity ratio	Net debt divided by equity.	A measure that shows the loan-to-value ratio, which comprises the correlation between debt and equity. This makes it a measure of financial position and stability. A good level of net debt/equity ratio provides favourable conditions for growth opportunities, while the dividend policy can be upheld.
Operating capital	Equity plus net debt.	Operating capital shows how much capital there is in the operation. This measure is mainly used to calculate the return on operating capital.
Organic growth	Growth rate that does not come from acquisitions or currency effects, compared with the corresponding period in the preceding year.	Organic growth enables a comparison over time for the companies that have been a part of the Nederman group for more than 12 months, excluding effects of changed exchange rates. The measure is used to show the ability to generate growth in existing operations.
Earnings per share (before dilution)	Net profit for the year attributable to parent company shareholders in relation to the average number of shares outstanding.	Earnings per share shows how much of the period's earnings that each share provides entitlement to.
Earnings per share (after dilution)	Net profit for the year attributable to parent company shareholders in relation to the average number of shares outstanding plus the average number of convertibles and warrants, as calculated in accordance with IAS 33.	
Interest-coverage ratio	Profit before tax with a reversal of financial expenses and acquisition costs in relation to financial expenses.	The performance measure shows the capacity to cover the financial expenses. The performance measure states how many times the group's earnings cover the financial expenses.
Operating profit	Operating profit after depreciation, amortisation and impairment.	Shows the earnings from operational activities.
Operating margin	Operating profit as a percentage of net sales.	
Equity/assets ratio	Equity divided by total assets (balance sheet total).	This performance measure reflects the company's financial position and thus its long-term payment capacity. A healthy equity/assets ratio, in other words, a strong financial position, provides the requirements to be able to manage weak economic periods and to capitalise on future growth opportunities.
Currency-neutral growth	Currency-neutral growth is the growth rate that does not come from currency effects, compared with the corresponding period in the preceding year.	Currency-neutral growth comprises organic growth plus growth from acquired subsidiaries, which are deemed to provide a fair view of the operations' development. Currency-neutral growth is one of Nederman group's long-term financial targets.
Annual average	Average of the balance at the beginning and end of the year.	

Articles of Association

Nederman Holding AB (publ)
Corp. Reg. No. 556576-4205

1 § COMPANY NAME

The name of the company is Nederman Holding Aktiebolag. The company is a public company (publ).

2 § REGISTERED OFFICE

The registered office of the Board of Directors is in Helsingborg municipality.

3 § COMPANY'S OPERATIONS

The object of the company's operations is to directly or through subsidiaries produce and market products to improve the industrial workplace environment and to own and manage enterprises as well as real estate and personal property, and to engage in compatible operations.

4 § SHARE CAPITAL

The company's share capital shall not be lower than seven hundred and fifty thousand (SEK 750,000) and shall not exceed three million (SEK 3,000,000).

5 § NUMBER OF SHARES

The number of shares shall be no lower than ten million (10,000,000) and shall not exceed forty million (40,000,000).

6 § VPC-REGISTERED COMPANY

The company's shares shall be registered in a CSD register in accordance with the Swedish Central Securities Depositories and Financial Instruments (Accounts) Act (1998:1479).

7 § FINANCIAL YEAR

The company's financial year will comprise 1 January - 31 December.

8 § BOARD OF DIRECTORS

The Board of Directors shall consist of at least three (3) and not more than eight (8) members with a maximum of three (3) deputies. Board members will be elected annually at the Annual General Meeting for the period extending until the close of the next Annual General Meeting.

9 § AUDITOR

The firm shall have at least one (1) and no more than two (2) auditors, without or with no more than one (1) deputy auditor. An authorised public accountant or a registered auditing firm shall be appointed auditor and, where appropriate, deputy auditor.

10 § NOTICE OF ANNUAL GENERAL MEETING

Notice of Annual General Meeting shall be given in the Swedish Official Gazette (Post- och Inrikes Tidningar) as well as on the company's website. It shall be advertised in Svenska Dagbladet or, if publication is cancelled, in Dagens Industri instead, that notice of the meeting has been given.

11 § RIGHT TO PARTICIPATE IN ANNUAL GENERAL MEETING

Shareholders who wish to participate in proceedings at the Annual General Meeting must be included in the transcript of the entire shareholders' register on the record date for the annual general meeting, which is determined in accordance with the Swedish Annual Accounts Act, and they must register with the company not later than the day specified in the notice of the Annual General Meeting. This day may not be a Sunday, other general holiday, Saturday, Midsummer Eve, Christmas Eve, or New Year's Eve, nor may it fall earlier than the fifth weekday before the Annual General Meeting. Shareholders or representatives may be accompanied by a maximum of two assistants at a annual general meeting, but only if the shareholder has notified the company of the number of assistants in accordance with the preceding paragraph.

12 § LOCATION OF ANNUAL GENERAL MEETING

The Annual General Meeting may be held in Helsingborg or Stockholm.

13 § ANNUAL GENERAL MEETING

The Annual General Meeting shall address the following matters:

1. Election of the chairperson of the meeting;
2. Preparation and approval of the voting list;
3. Approval of the agenda;
4. Election of one or two persons to verify the minutes;
5. Determination of whether the meeting has been duly convened;
6. Presentation of the annual report and the auditor's report, and, where appropriate, the group audit report;
7. Resolution to adopt the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet;
8. Resolutions on appropriation of the company's profit or loss according to the adopted balance sheet;
9. Resolution to discharge members of the Board of Directors and the Chief Executive Officer from liability;
10. Determination of the number of board members and deputies, as well as, where appropriate, auditors and deputy auditors;
11. Establishment of remuneration to the Board of Directors and the auditors;
12. Election of members of the board and any deputy board members as well as, where appropriate, auditors and any deputy auditors; Other items brought before the general meeting according to the Swedish Companies Act or the Articles of Association.

These articles of association were adopted by the Annual General Meeting on 27 April 2020.

Annual General Meeting

The Annual General Meeting of Nederman Holding AB (publ) will take place on Tuesday, 29 April 2025 at 4.00 p.m. at Landskronavägen 9 A, Helsingborg, Sweden.

Registration and participation

Shareholders who wish to attend this Meeting must:

- be registered in Euroclear Sweden's shareholders' register no later than Thursday, 17 April 2025.
- and notify their participation in the Meeting no later than Wednesday, 23 April 2025.

Registration must be made in one of the following ways:

- by email: stamma@nedermangroup.com
- by phone: +46 (0)42 18 87 00
- by post: Nederman Holding AB (publ), "Annual General Meeting", Box 602, SE-251 06 Helsingborg.

Registration should include name, personal/corporate identity number, address, telephone number and any advisers (max two). This information will only be used for registering and preparing the voting list. Shareholders who wish to be represented by proxy must submit a power of attorney in original form with their registration. Representatives of a legal entity must present a copy of the authenticated registration certificate or equivalent authorisation documents showing the authorised signatory of the entity.

The Company will provide proxy forms to shareholders who so wish. The form is also available for downloading on Nederman's website www.nedermangroup.com.

In order to be entitled to participate in the Annual General Meeting, a shareholder whose shares are registered in the name of a nominee must, in addition to giving notice of participation to the Annual General Meeting, register its shares in its own name so that the shareholder is recorded in the shareholders' register as of Thursday, 17 April 2025. Such registration may be temporary (so-called voting rights registration), and request for such voting rights registration shall be made to the nominee in accordance with the nominee's routines at such a time in advance as prescribed by the nominee. Voting rights registrations that have been made by the nominee no later than Wednesday, 23 April 2025 will be taken into account in the presentation of the shareholders' register.

Dividend

The Board of Directors proposes a dividend of SEK 4.00 (3.95) per share for the 2024 financial year.

Distribution policy

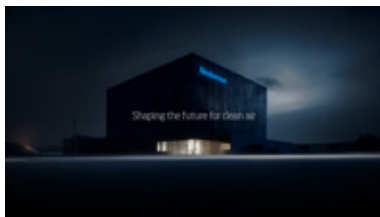
The printed version of Nederman's Annual Report will be distributed to those shareholders who have specifically requested a copy. The Annual Report is also available in its entirety on the group's website: www.nedermangroup.com

Financial calendar

■ Quarter 1 report	25 April 2025	8.00 a.m.
■ Quarter 2 report	15 July 2025	8.00 a.m.
■ Quarter 3 report	23 October 2025	8.00 a.m.

Nederman in motion

As a globally leading environmental technology company, we create value for our customers, the world and our owners. We are constantly on the move and our task is clear: to protect people, planet and production. Take a deep breath, sit back and watch how we do it.



With every breath



You take about 15 breaths per minute. Our mission is to ensure the air is clean.



Sustainability plan



Sustainability is what we create, and forms the basis for how we pursue our business.



Interview, Sven Kristensson – Q4 and full-year 2024



Stronger market positions in an uncertain macro environment.



A vigorous 80-year-old

Nederman has made an impressive journey since its foundation in May 1944. We look back, but our eyes are firmly fixed on the future.

NEDERMAN'S YOUTUBE CHANNEL



www.youtube.com/users/nedermanvideos

- ▶ To see the films, scan the QR-code using your mobile or visit our YouTube channel.



Nederman

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www.nedermangroup.com