



SUSTAINABILITY REPORT 2025



Table of Contents

Introduction	3
Together, we are building the sustainable IT of the future	3
ESRS 2 – General disclosures	6
How the information is compiled	7
Business model and strategy	7
Key sustainability issues	8
Sustainability governance	9
Sustainability framework	10
Environmental information	11
Energy efficiency as a driving force	12
E1 Climate change	13
Circular workplace services to reduce climate impact	17
E5 Resource use and the circular economy	18
Social information	20
S1 Own workforce	21
Governance	24
G1 Business conduct	25
Digital resilience	26
Entity-specific topic (EST)	27
Cybersecurity and data privacy	28
Outlook and priorities for the coming years	29
Appendix 1: Statement on due diligence	30
Appendix 2: Disclosure requirements in the ESRS covered by Iver’s sustainability statement	32



About the report

This sustainability report provides a clear and accessible summary of Iver’s sustainability work. It serves as a guide to our material sustainability areas and outlines the steps we have already taken, where we are heading and what we are focusing on going forward. It has been produced in line with the EU’s new sustainability standards (ESRS). Although Iver is not yet subject to the ESRS, we aim to comply with the standards where relevant. The content has not been reviewed by an independent third party.

Together, we are building the sustainable IT of the future

Digitalisation is one of the most powerful driving forces and enablers of our time – but also one of the most energy- and resource-intensive. As businesses move to the cloud, data volumes grow, the use of IT equipment increases, and security requirements become stricter. This presents us with a reality where IT must be smart, secure and sustainable.

At Iver, we believe that technology strengthens businesses and contributes to a more resilient and responsible society. As a Nordic IT partner, we have an important role to play in delivering services in a way that takes responsibility for the climate, our employees and the people and organisations affected by our value chain. Our mission is also about making it easy for our customers to achieve their goals with solutions that create long-term value.

For us, sustainability is primarily about three things: Energy-efficient, circular and secure IT operations, responsible procurement and partnerships, and an attractive working environment where our employees thrive and develop. We reduce our climate impact through efficient and circular IT operations, supported by our SBTi-approved climate goals, which cover both our own operations and the supply chain. Through responsible procurement, we set requirements across the value chain and strengthen sustainable business relationships. Our employees are at the heart of our business, and their expertise and commitment drive innovation and enable us to develop sustainable and secure solutions for our customers.

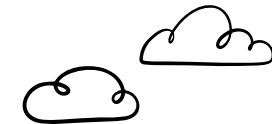
During the year, we have deepened our understanding of our material sustainability areas and strengthened internal processes to ensure that sustainability is factored into decisions, priorities and risk management. Energy efficiency and circularity have been particular areas of focus. We have established clearer environmental targets and improved our monitoring of energy and resource consumption linked to data centres, services and hardware flows in our value chain. This enables us to implement concrete improvements that reduce our overall environmental impact.

In addition to these areas, digital resilience has received increased focus during the year. Protecting both our own and our customers' information is crucial to ensuring trust in an increasingly digitalised world, and in times of geopolitical uncertainty, the need for strengthened digital resilience becomes particularly clear. For Europe and Sweden, this involves building robust digital infrastructure, embedding security from the ground up and, where relevant, strengthening digital sovereignty without hindering innovation and development.

How we choose to work with our key sustainability areas is a key factor for Iver's future. We will continue to be transparent and approach our work with humility in the face of the responsibility that comes with operating in an industry described as one of the 'dirtiest' in the world in terms of resource use and energy consumption.



Jakob Tapper
Communication & Sustainability
Iver Group



About Iver



**Fewer data centres.
Smarter operations.
Lower carbon footprint.**

Our data centre strategy strengthens both sustainability and security. Through strategic consolidation into fewer, modern and energy-efficient data centres, we create better conditions for efficient operations and long-term development.

Energy-efficient IT operations with low carbon intensity

Modern data centre environments help reduce environmental impact. The platforms are built for modern IT architecture, featuring efficient cooling, high capacity and advanced management. The data centres are powered by electricity from renewable energy sources, which helps reduce the carbon footprint per service delivered – whilst enhancing reliability, security and scalability over time.



The right data. Clearer governance. Better decisions.

We are strengthening monitoring and transparency in line with ESRS, even before the requirements come into force.

82%

of all employees completed our safety training in 2025. Knowledge is our most important protection in an uncertain world.

Continued reduction in emissions since 2021

We are ahead of our SBTi climate targets. The analysis of our Scope 1 and 2 emissions show a sustained decline, indicating that our measures are delivering the intended climate benefits. With improved data quality, we can make even smarter climate decisions going forward.

IT equipment should be used for longer

Our circular flows reduce the need for new hardware and contribute to resource-efficient IT operations over time.

In Radar’s annual review, based on assessments of over 1,300 Swedish organisations, Iver is ranked among the top five in User-Centric IT for our ability to create operational, tactical and strategic value.



Digital resilience that “balances the imbalance”

When the world around us is characterised by uncertainty, the ability to build robust, secure and independent digital infrastructure becomes increasingly important.

Looking ahead to 2026, Cleura’s founder **Johan Christenson** looks forward to being part of a stronger Sweden. You can read his interview in the section on Digital Resilience later in this report.

Meet the people behind the technology

Hats off to our colleagues and teams!

We are surrounded by so many brilliant colleagues and teams who demonstrate responsibility, competence and helpfulness every day, and we naturally want to recognise and celebrate this together. Every quarter, we take the opportunity to present the 'Employee of the Quarter' and 'Team of the Quarter' awards.



Learning that strengthens an attractive workplace

To make skills development more accessible and cohesive, we have launched a new learning platform for the entire organisation. It brings training courses together in one place and makes it easier for employees to develop in line with the business's needs.



One of Sweden's most attractive workplaces for students and young professionals

For the sixth year running, we have been recognised for our dedicated efforts to create a working environment that fosters responsibility, innovation and a sense of belonging. This award reaffirms our long-term focus on skills development, mentoring and an inclusive culture that fosters engagement, a sense of belonging and opportunities for growth over time.

"We constantly strive to create a workplace where employees thrive, develop and feel a sense of belonging, whether they are new to their careers or more experienced."



Jennie Vilhelmsson
Talent Acquisition Manager



Steps towards a stronger working environment

During Work Environment Week 2025, we encouraged reflection on how small changes in everyday life can contribute to increased well-being and a positive work environment. The week featured activities aimed at promoting sustainable working practices and good habits over time.

A black and white photograph of a man in a suit, seen in profile from the chest up, looking towards the left. He is positioned in front of a large window with a grid pattern. The lighting is dramatic, with the man's silhouette being dark against the lighter background of the window. The text 'ESRS 2 – General disclosures' is overlaid on the left side of the image.

ESRS 2 – General disclosures

BP-1, BP-2

How the information is compiled

The information is based on a comprehensive review of the entire value chain and our double materiality analysis (DMA) in accordance with the ESRS. The Sustainability Statement and this overview cover the entire Group without exception. In parts of the climate report, estimated data is used where primary data is lacking, based on the GHG Protocol, which provides a fair overall picture of our climate-related emissions.

SBM-1, SBM-2

Business model and strategy

Our business model and value chain SBM-1

Our business is based on four complementary service areas that together support our customers’ digital development:

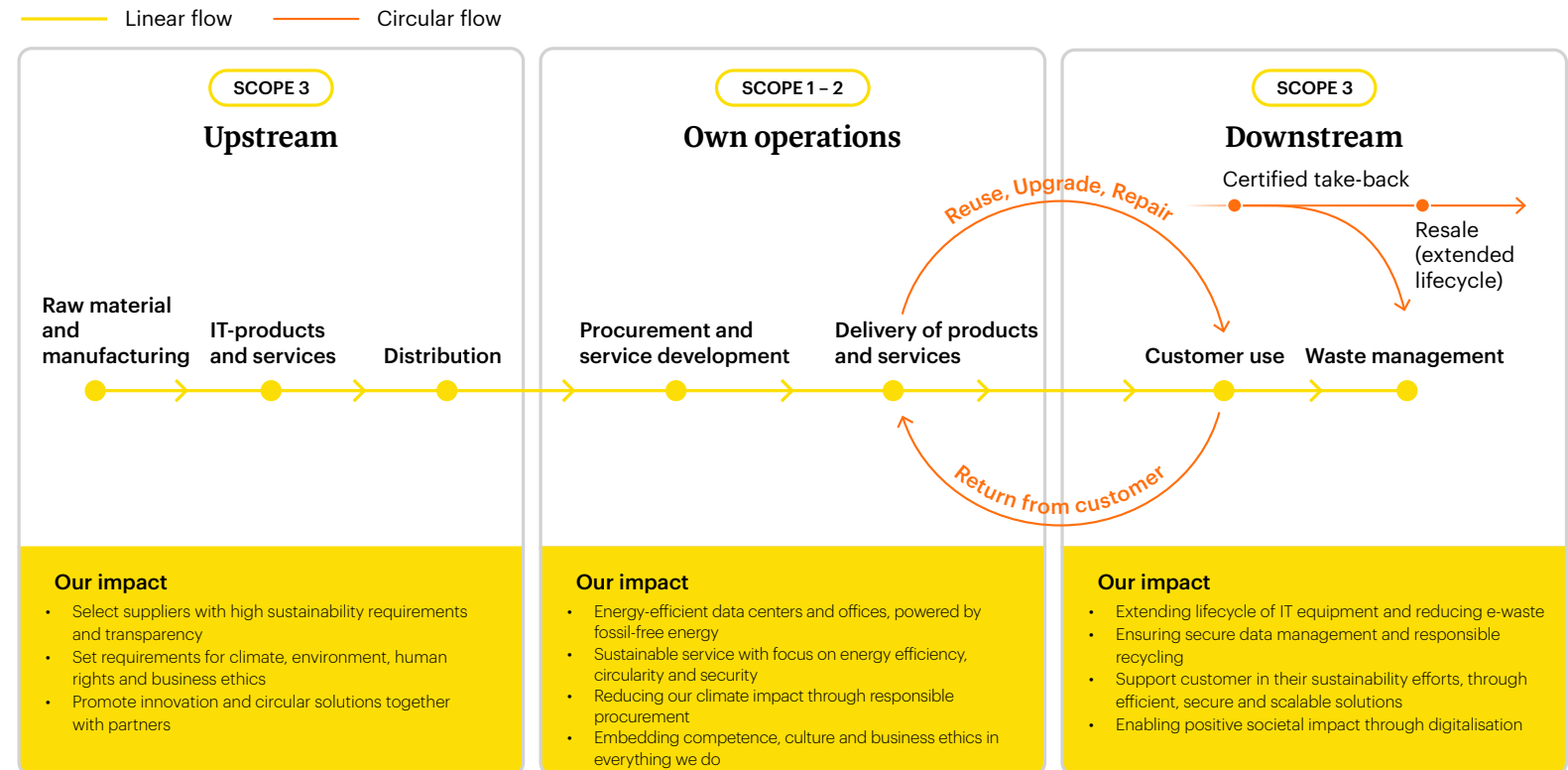
- Cybersecurity
- Cloud and infrastructure
- Consultancy services
- Digital workplace solutions

Our value chain extends from global and European suppliers of hardware, software and data centre services, through our own operations, support and consultancy activities, to how our customers use energy and manage their IT systems over time.

To clarify how we work, we divide the value chain into three parts:

- **Upstream:** IT hardware, software and data centre services from global and European providers
- **Our own operations:** Procurement, IT operations, support, consultancy assignments, office operations
- **Downstream:** Customers’ energy consumption, lifespan of IT systems, take-back and recycling of IT equipment, secure decommissioning of services

By understanding both upstream and downstream impacts, we can improve our services whilst reducing the climate and resource footprint across the entire chain. This enables us to deliver stable, secure and sustainable solutions that create long-term value for our customers.



Strategic focus SBM-1

Energy efficiency: Iver works actively to reduce energy consumption across the entire business and in the services delivered to customers. Through energy-efficient data centres, optimised operations and fossil-free electricity, we reduce both our climate impact and operating costs. The aim is to create solutions that are resource-efficient from the outset and that contribute to a more sustainable digital infrastructure.

Circular hardware flows: We aim to extend the lifespan of IT equipment through take-back, refurbishment, reuse and responsible recycling. By reducing the need for new production and managing electronic waste in a structured manner, we reduce the environmental impact throughout the value chain. This delivers both climate benefits and cost-efficiency for our customers.

Information security and data protection: As our services involve the handling of critical information, robust information security is one of our most central sustainability issues. We work with clear protective measures, modern security solutions and continuous risk management to ensure that customer data is handled securely and reliably. This strengthens both our customers’ operations and society’s digital resilience.

Responsible supply chain: We collaborate with suppliers who meet high standards for climate performance, ethics and transparency. Through setting requirements and active monitoring, we ensure that our partners work towards reducing emissions, sustainable material flows and regulatory compliance. This strengthens sustainability across the entire ecosystem of products and services.

An attractive and stimulating workplace: As a knowledge-intensive company, our success depends on skilled and committed employees. We focus on learning, inclusion, a good working environment and clear career paths, enabling our employees to grow alongside our customers. An attractive workplace is also essential for delivering secure, high-quality IT operations.

SBM-2, SBM-3, IRO-1, IRO-2

Key sustainability issues

Materiality assessment process IRO-1

We conducted a full double materiality analysis (DMA) in accordance with ESRS in 2024, which was revised in 2025. The work follows a clear four-step method: understanding, identification, assessment and determination of material sustainability areas. The analysis covers both impact materiality – how our operations affect people and the environment – and financial materiality, i.e. which sustainability issues may be significant for our business, our costs and revenues. A key part of the process was a structured stakeholder dialogue, in which we gathered perspectives from internal and external stakeholders to ensure that the analysis reflects the issues most relevant to our operations and the wider world.

All identified impacts, risks and opportunities are assessed using a common model and a threshold value that is the same as in Iver’s overall risk management process for business risks. In this model, an area is classified as material when it receives a rating above 4, which means it becomes a priority focus area in our ongoing sustainability work.

Our engagement with stakeholders SBM-2

As part of our DMA, we conducted interviews and surveys with 13 key stakeholders, including customers, employees, management, the board and owners, to capture their expectations and perspectives. These insights were also used in 2025 to validate the results, ensuring that our priorities continue to reflect both external demands and the needs of the business. The results form the basis for our priorities, objectives and actions.

Significant impacts, risks and opportunities SBM-3

Our significant impacts arise as a natural part of our operations and are closely linked to how our services are delivered. Our energy consumption, management of IT equipment and information security requirements affect both the environment and people, whilst our services

make a positive contribution through secure digitalisation and more resource-efficient operations for our customers. These impacts arise both within our own operations, for example in data centre operations and the handling of customer data, and within the value chain, primarily linked to the procurement of hardware and services. They arise on an ongoing basis in our operations, with both immediate effects, for example in the event of operational disruptions or security incidents, and more long-term effects linked to resource use, climate impact and skills supply. The effects of measures are realised gradually over time. Our material risks and opportunities are closely linked to this and relate, among other things, to energy and infrastructure costs, information security requirements and the development of more efficient and sustainable services. In the short term, this may affect earnings and cash flows; in the medium term, cost levels and asset values; and in the long term, our competitiveness and financial position.

Overall, our strategy and business model are considered to be resilient, with a strong ability to manage risks and capitalise on opportunities linked to digitalisation, security and energy efficiency. Further information is available in the respective sections for E1, E5, S1, G1 and EST.

List of disclosure requirements IRO-2

ESRS standard	What we report on	Page/section in the report
ESRS 2 – General disclosures	Basis for reporting, strategy, business model, value chain, stakeholders, materiality and governance	6-10
E1 Climate change	Climate targets (SBTi), emissions (Scope 1–3), energy, transition plan, measures and risks	13-16
E5 Resource use and circular economy	Circular flows, waste, resource inputs/outputs, targets and actions	18-19
S1 Own workforce	Working environment, conditions, policies, risks, opportunities and social indicators	20-23
G1 Business conduct	Corporate culture, ethics, code of conduct, anti-corruption and whistleblowing procedures.	24-25

GOV-1, GOV-2, GOV-3, GOV-5, MDR-P

Sustainability governance

Governance and accountability GOV-1, GOV-2, GOV-3

Ongoing reporting: The sustainability team has delegated responsibility and produces analyses, supporting documentation and follow-up reports which are regularly submitted to the management team and the board. This ensures that sustainability issues are integrated into business strategy, governance and decision-making. Iver's Board and management team have a good understanding of the industry and deepen their knowledge through dialogue with employees and visits to the business.

Sustainability performance: At present, there are no incentives or remuneration for the Board or management linked to sustainability-related results.

Policies: The CEO is the highest level in the organisation responsible for ensuring that sustainability-related policies are established, implemented and followed. The policies are developed and revised by the functions responsible for the respective sustainability areas. This provides clear governance and a process that is firmly embedded in the business.

CSRD/ESRS: Iver is not formally required to report under the CSRD, but we follow the ESRS framework where relevant to build future-proof and transparent reporting.

No part of the Group is excluded: All parts of Iver are included in the sustainability reporting, ensuring a comprehensive and consistent account of impacts, risks and opportunities across the entire business.

Risk management and internal control over sustainability reporting GOV-5

We use existing internal control and risk management processes as the basis for our sustainability reporting as well. This work encompasses the allocation of responsibilities, structured data collection and internal review of reported information. The management team and the board monitor this work where relevant.

We are currently in a development phase aimed at further integrating sustainability reporting into existing governance and control structures. To ensure the reliability of reported data, the sustainability function plays a group-wide role, with responsibility for coordinating, monitoring and exercising overall control over the organisation's sustainability work.

Identified risks in this work include shortcomings in data quality, incomplete disclosures and regulatory changes. By progressively developing processes and internal controls, we are strengthening the conditions for accurate, complete and transparent sustainability reporting.

Key policies and certifications in our sustainability work E1-2, E5-1, S1-1, G1-1, EST, MDR-P

We operate on the basis of clear policies and established certifications that guide our sustainability work and ensure that we deliver services of high quality, with low climate impact and high ethical standards.

POLICIES

Environmental policy: Our environmental policy guides our efforts to reduce our climate impact through energy efficiency, an increased share of renewable energy and the sustainable management of IT equipment.

Code of Conduct: The Code of Conduct sets out our requirements regarding ethics, responsibility and human rights, and applies to all employees and consultants throughout the organisation.

Supplier Code: The Supplier Code ensures that our partners work in a structured manner with climate data, emissions reductions and international standards for accountability.

Procurement Policy: The Procurement Policy ensures that sustainability requirements are integrated into all procurement and supplier decisions to strengthen sustainability throughout the value chain.

Business Travel Policy: The Business Travel Policy aims to minimise emissions from travel by prioritising digital meetings and choosing climate-smart transport options when physical travel is necessary.

Discrimination Policy: The Discrimination Policy ensures a safe, inclusive and fair working environment and includes clear procedures for preventing and addressing discrimination.

Equality Policy: This policy governs how we work with equal treatment, fair working conditions and inclusive processes.

Information Security Policy: The policy ensures that information is handled securely so that it is protected against unauthorised access, loss and misuse.

CERTIFICATIONS

Iver maintains certifications that support our delivery and governance. The certifications are audited on an ongoing basis by an independent third party.

- ISO 14001:2015 | Miljøfyrtårn (environment)
- ISO 9001:2015 (quality)
- ISO/IEC 27001:2013 (information security)

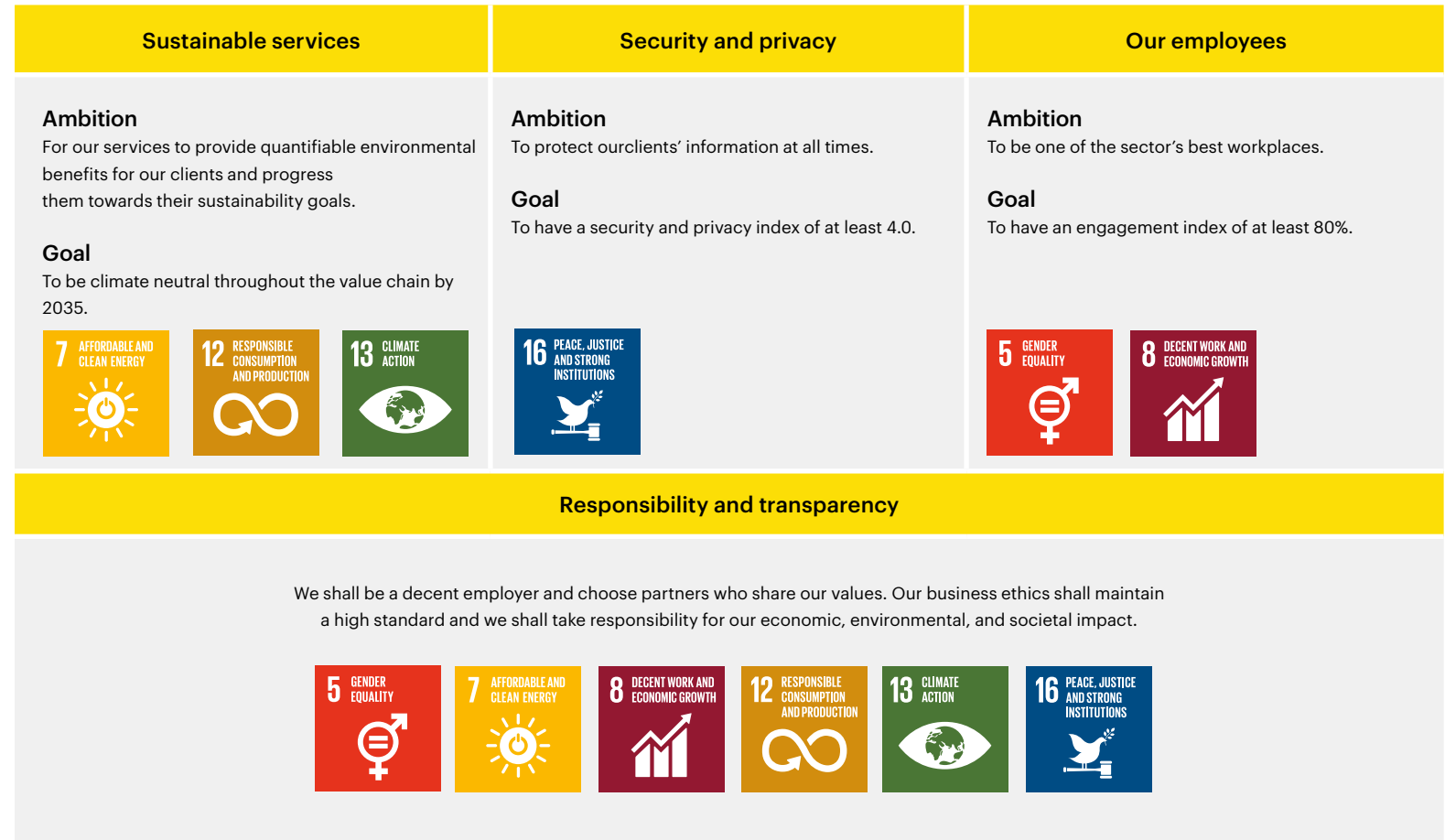
Sustainability framework

Our strategic sustainability framework was established back in 2019 as a group-wide approach to sustainability issues and has since formed the basis for how we conduct sustainability work throughout Iver. The framework guides our efforts towards where we can make the greatest positive difference. The focus areas of **Sustainable Services**, **Safety and privacy**, and **Our employees** are built upon the foundation of **Responsibility and transparency**, which describes the fundamental requirements and conditions that must always be met for us to be able to work credibly, responsibly and effectively, regardless of which focus area we are pursuing.

The structure of the framework aligns well with the results of our DMA. We have therefore chosen to retain it, as it illustrates in an accessible way work that is fundamentally based on complex analyses.

Our focus areas are linked to selected global Sustainable Development Goals. As a member of the UN Global Compact, Iver supports all 17 goals, but we focus particularly on those where we can make the greatest contribution.

- **Responsibility and transparency:** Fundamental responsibility and ethics that underpin the entire framework. By being a fair employer, choosing partners who share our values, upholding high business ethics and taking responsibility for our impact on the economy, the environment and people, we create the stable foundation on which our strategic focus areas rest.
- **Sustainable services:** Our services must support a reduction in our customers' environmental impact. We therefore have environmental targets for energy consumption and the management of IT equipment, which are monitored on an ongoing basis.
- **Security and privacy:** We must always protect our customers' information. Our security and privacy index is monitored regularly.
- **Our employees:** We aim to be an attractive place to work within our industry. Key performance indicators for engagement, diversity and skills development are monitored systematically.





Environmental information

INTERVIEW

Energy efficiency as a driving force

Increased energy efficiency – a driving factor behind a strategic shift towards reliable, modern and sustainable data centres.

To meet our customers' current and future needs, we have implemented a new data centre strategy. The new data centre strategy, featuring three availability zones, has been developed to enhance reliability, flexibility and long-term scalability in our services. By establishing modern platforms within a new, standardised structure, we can better meet increased demands for availability, security and capacity, whilst creating the conditions for more efficient operations and the continued development of our customer solutions.

We met Marcus Oja, Head of Platform Enablement at Iver, who tells us more about the strategy.



How does the consolidation into fewer, more modern and more flexible data centres contribute to increased efficiency, better control and a stable foundation for future development?

The consolidation into fewer but more modern and flexible data centres is a central part of our strategy to create more efficient operations and the continued development of our customer solutions. The data centres we have chosen to implement our strategy in are modern and energy-efficient facilities with excellent conditions for optimising energy use, reducing resource consumption and working more systematically with both technology and security. This gives us better control, greater efficiency and a stable foundation for future development.



How does the use of renewable energy in the new data centres help to reduce the company's carbon footprint?

The new data centres are powered by electricity from renewable energy sources. Combined with energy-efficient design and modern technology, this leads to a lower carbon footprint per service delivered, which is a key part of achieving our long-term climate goals.

In what way do the larger and more energy-efficient data centres enable the introduction of more modern technology and working methods?

The new data centres are built to support modern IT architecture, with efficient cooling, high capacity and advanced control systems. This makes it possible to use new hardware that is significantly more resource-efficient, increase the level of automation and operate in a more scalable manner. Overall, this results in better performance, lower energy consumption and faster adaptation to new technical requirements.

How does the new strategy contribute to increased security for both Iver and our customers?

Modern data centres offer significantly higher levels of security, both physically and digitally. This encompasses everything from improved physical access control and surveillance to advanced systems for redundancy, continuity and cybersecurity. The consolidation also makes it easier to work in a structured manner with security processes, compliance and risk management, which strengthens the protection of customer data and business-critical systems.

How do you see Iver's data centre strategy strengthening the business's long-term competitiveness and sustainability efforts going forward?

By integrating sustainability, security and technical modernisation into our data centre strategy, we create long-term business value. The strategy enables us to grow responsibly, meet increased regulatory requirements and, at the same time, offer competitive and sustainable services. The data centres thus become a key component of both our business strategy and our sustainability efforts.

E1-1, E1-3, E1-4, E1-5, E1-7, E1-8

E1 Climate change

Significant impacts, risks and opportunities SBM-3-E1

We identify and assess climate-related impacts, risks and opportunities through our dual materiality analysis, where climate impacts primarily arise further back in the value chain, particularly in relation to the procurement of hardware and services. Risks are linked to suppliers' climate performance and data quality, whilst opportunities lie in improving the efficiency of data centres, using energy with a low climate impact and developing circular flows for IT equipment.

E1 Climate change mitigation

Our climate targets according to SBTi E1-1

Iver works towards science-based climate targets that have been approved by the Science Based Targets initiative (SBTi) and are in line with the Paris Agreement's 1.5°C target. We use 2021 as our base year, when our total Scope 1 and Scope 2 emissions amounted to 1,098 tonnes of CO₂e, according to our SBTi inventory.

In 2025, emissions amounted to 234 tonnes of CO₂e in Scope 1 and 2 (market-based). As in previous years, the majority of emissions are found in Scope 3, primarily linked to the purchase of hardware and services. Iver is therefore working systematically to consolidate suppliers, set requirements for climate data and ensure that suppliers set their own science-based climate targets.

Our SBTi target means that emissions in Scope 1 and Scope 2 must be reduced by at least 29.4% between 2021 and 2027, from 1,098 tonnes to 775 tonnes of CO₂e.

Scope 1 + 2 (tCO ₂ e)	2021 (base year)	2022	2023	2024	2025	2026	2027 (target year)	Reduction vs 2021 (%)
Total emissions	1098	1039	982	928	872	815	775	-29,4

Climate Report 2025 E1-1, E1-6

The tables show our greenhouse gas emissions broken down by Scope 1 and 2 and material Scope 3 categories. Emissions are consolidated according to the operational control approach, which means that operations where Iver has operational control are included in the reporting.

Category	tCO ₂ e	Share (%)
Scope 1*	70	30%
Stationary combustion	19	8%
Mobile combustion	21	9%
Refrigerants	30	13%
Scope 2*	164	70%
Electricity	137	58%
District heating	26	11%
District cooling	1	0%
Steam	0	0%
Total	234	100%

* Scope 1 and 2 are based primarily on primary data in the form of actual fuel and energy consumption reported by the business. For Scope 2, emissions are reported using the market-based method, based on supplier-specific emission factors where these are available.

Category (GHG-protocol 1-15)	tCO ₂ e
Scope 3**	28 705
1. Purchased goods and services	26 230
2. Capital goods	675
3. Fuel and energy-related emissions outside Scope 1 and 2	153
4. Upstream transport and distribution	22
5. Waste generated in operations	0,43
6. Business travel	199
7. Employee commuting and teleworking	435
11. Use of sold products	964
12. End of life treatment of sold products	27

**Scope 3 is calculated primarily using a spend-based method, supplemented with activity data where available. Emission factors are sourced from established databases. Where detailed data is lacking, estimates and assumptions are used that are deemed to provide a fair representation of emissions.

Total CO ₂ e emissions	tCO ₂ e
Scope 1	70
Scope 2	164
Scope 3	28 705
Total	28 939

Emissions Profile 2021–2025

The table shows our emissions profile for 2021–2025.

Scope	2021 (base year)	2022	2023	2024	2025	Reduction vs 2021 (tCO ₂ e)	Reduction vs 2021 (%)
Scope 1 (tCO ₂ e)	324	145	143	184	70	254	-78
Scope 2 (MB) (tCO ₂ e)	774	121	267	222	164	610	-78
Scope 3 (MB) (tCO ₂ e)	53 051	53 688	40 175	29 376	28 705	24 346	-46

Analysis of emissions trends in Scope 1 and Scope 2

Our analysis of emissions trends in Scope 1 and Scope 2 shows clear variations between years. The trend between 2021 and 2025 shows a very sharp reduction of approximately 78%, which exceeds our SBTi target trajectory by a wide margin. These differences do not merely indicate an actual reduction in emissions but are also due to the use of different emission factors for electricity (how emissions from electricity have been calculated over time), changes in data collection methods and varying data quality. We therefore assess that parts of the 2022–2024 emissions series may contain sources of error linked to data coverage and system boundaries, and that these values should be interpreted with some caution. At the same time, the analysis shows a sustained reduction, indicating that the measures implemented are delivering the intended climate benefits. Going forward, we will focus on strengthening data quality and ensuring a consistent methodology in our reporting.

Analysis of Scope 3 emissions trends

Our Scope 3 emissions amount to 28,705 tonnes of CO₂e, which is a clear reduction compared with previous levels. The largest item remains purchased goods and services (26,230 tonnes of CO₂e), whilst other categories – such as capital goods, business travel, commuting and the use of products sold – account for a significantly smaller proportion of the carbon footprint.

The reduction is primarily driven by improved data quality, updated emission factors and more systematic monitoring of our suppliers. At the same time, parts of Scope 3 continue to be based on estimated data in accordance with the GHG Protocol, which means that certain variations between years can be explained by changes in methodology rather than solely by actual emission reductions. However, the overall trend is positive.



As most of our climate-related emissions lie within the value chain, we are dependent on our suppliers’ climate performance, transparency and levels of ambition. Stricter regulatory requirements and increased expectations from customers may pose risks if suppliers fail to meet these requirements. Data quality is also a critical factor, as uncertainties can affect the accuracy of our reporting.

At the same time, Scope 3 offers significant opportunities. By consolidating our supplier base, conducting annual reviews of climate data and developing circular processes for IT hardware, we can reduce emissions at source whilst strengthening the quality of our climate reporting. Improved data also provides a better basis for decision-making and meets customers’ growing demand for sustainable IT services.

Ongoing measures E1-3

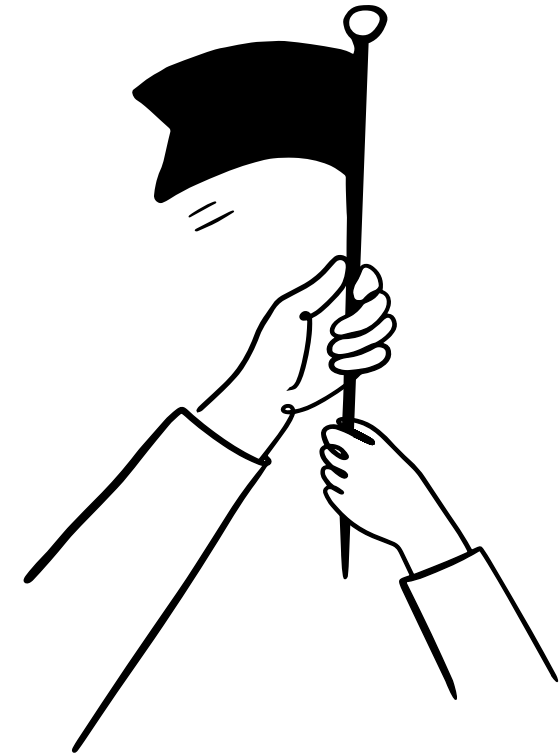
Within Scope 1 and 2, we focus on improving energy efficiency and reducing emissions by optimising and consolidating our data centres, ensuring that all electricity has a very low carbon footprint, and electrifying our vehicle fleet. For Scope 3, we are strengthening sustainability in the value chain by consolidating suppliers, monitoring their climate data annually, and developing circular processes for the take-back, refurbishment and recycling of IT hardware.

Key measures – Scope 1 and 2:

- **Optimisation and consolidation of data centres:** We continue to streamline and coordinate our data centres to reduce energy consumption and improve the climate performance of our operations. This includes both technical improvements and a reduction in the number of facilities.
- **Expanded verification of electricity sources:** We are working to ensure that the electricity we use has a very low climate impact by verifying suppliers’ emission factors and comparing them with independent EPDs. This strengthens the quality of our emissions reporting.
- **Electrification of the vehicle fleet:** We are phasing out fossil-fuel-powered vehicles and replacing them with electric cars and vehicles powered by sustainable biofuels. At the same time, we are reducing the total size of the vehicle fleet through efficiency improvements.

Key measures – Scope 3:

- **Consolidation of suppliers:** We are reducing the number of suppliers and tightening our requirements to ensure high data quality, better climate performance and increased transparency in the value chain.
- **Annual monitoring of suppliers’ climate data:** We are conducting structured monitoring of suppliers’ climate targets, emissions data and progress, with a particular focus on those suppliers responsible for the majority of our Scope 3 emissions.
- **Circular management of IT hardware:** We are strengthening our processes for the take-back, refurbishment, reuse and recycling of IT equipment, which reduces both emissions and resource use throughout the value chain.



E1 Energy

Energy consumption and mix E1-5

The tables provide an overview of our total energy consumption and associated climate impact in 2025. The first table shows energy consumption broken down by energy type, whilst the second reports greenhouse gas emissions categorised as Scope 1, 2 and 3 in accordance with the GHG Protocol.

Our indirect emissions under Scope 2 and 3 account for the majority of total emissions, whilst direct emissions under Scope 1 are limited by comparison. The climate impact is dominated by purchased energy, with electricity accounting for the largest share of both energy consumption and emissions.

The greatest opportunities for emissions reductions therefore lie within Scope 2, through a continued focus on energy efficiency, the choice of energy sources and the development of more resource-efficient solutions.

Category	Result (MWh/%)	Comment
Fossil energy consumption	1 940 MWh (11 %)	Fossil energy consumption mainly relates to parts of the business where fossil fuels are still used, primarily fuel for company vehicles and the fossil fuel component included in purchased energy, such as district heating and other heat production from suppliers.
Nuclear-based energy	4 331 MWh (24 %)	
Renewable energy (electricity, heating, cooling)	11 467 MWh (65 %)	
Self-generated renewable energy	0 MWh	No in-house production
Total energy consumption	17 738 MWh	Total energy consumption within the Group

Scope	Result (tCO ₂ e)	Comment
Scope 1	40	Direct emissions from vehicle fuel consumption and stationary combustion associated with data centres
Scope 2	164	Indirect emissions from purchased electricity, district heating and district cooling used in data centres and offices.
Scope 3	153	Indirect emissions linked to the extraction, production and distribution of energy (electricity, district heating, district cooling and fuels).
Total greenhouse gas emissions from energy consumption	357	

Our energy targets E1-4

The energy targets aim to increase energy efficiency, reduce emissions intensity and ensure a more sustainable energy mix.

- **1.5% annual reduction in energy intensity (kWh per turnover) by 2030:** Reduces energy consumption relative to turnover and drives more efficient operation of data centres and offices.
- **Reduced CO₂e/kWh (from 2026):** Lowers emissions intensity through increased use of low-carbon energy and improved verification of electricity origin.

How the targets will be achieved

The targets are governed by our ISO 14001-certified environmental management system and are reviewed annually. They assume that energy data and emission factors are reliable and will be adjusted as necessary as data quality improves over time.

Energy intensity 2025–2030

The table shows the trend in energy intensity from the base year 2025 to 2030, assuming the target is achieved. The target trajectory reflects our ambition to eventually break the link between energy use and growth.

Year	Energy intensity (kWh/kSEK) *	Change from previous year
2025 (base year)	6,67	–
2026	6,57	-1,5%
2027	6,47	-1,5%
2028	6,37	-1,5%
2029	6,38	-1,5%
2030	6,18	-1,5%

* We have calculated the baseline for 2025 by dividing total energy consumption (17,738,000 kWh) by annual turnover (2,658,000 kSEK), giving an energy intensity of 6.67 kWh/kSEK, which is used as the starting point for the target’s development. Energy consumption in Cleura’s data centres is only included from 2025 onwards due to previous data limitations. This affects comparability and drives a structural increase in energy intensity between 2024 and 2025. 2025 is therefore used as the base year for our target trajectory. Comparisons with previous years should be interpreted with caution.

Other climate-related disclosures E1-8

Ivers does not currently use internal carbon pricing and has no agreed timetable for introducing such a system.



INTERVIEW

Circular workplace services to reduce climate impact

Modern workplace delivery as a driver for reduced environmental impact



IT equipment has a significant carbon footprint, with a large proportion of emissions occurring in the value chain prior to use. A life-cycle-based approach is therefore required to reduce emissions and manage climate-related risks and opportunities. We met with **Andréas Hansson (Service Owner, LCM)** and **Daniel Landqvist (Service Owner, Portfolio Management)**, who both work with Iver Workplace Services, to hear their views on how Iver's offering of modern and secure digital workplace services is delivered with full lifecycle management. Services where innovation, regulatory compliance and high information security go hand in hand. Services with full lifecycle management whilst ensuring innovation, regulatory compliance and high information security.

IT equipment accounts for a significant proportion of the climate impact in the digital economy. How do you view Iver's responsibility within workplace delivery?

A large proportion of the carbon emissions from digital workplace services arise as early as the manufacturing stage, long before the device is put into use. This means that important decisions are made early in the lifecycle, during procurement, service design and the choice of usage model. Products with a longer lifespan, high quality and the potential for reuse contribute to a lower climate impact over time. As a provider of digital workplace services, we have a clear responsibility to reduce our climate impact by extending the lifespan of equipment, ensuring circularity and avoiding unnecessary new purchases.

How is this responsibility put into practice?

Our approach is based on full lifecycle management of workplace equipment. This means we take responsibility from needs analysis and procurement through to operation, reuse and responsible recycling. By combining standardisation, secure management and circular flows, we can reduce our climate impact whilst maintaining high standards of security, regulatory compliance and user experience.

What role does innovation play in the transition towards more sustainable digital workplace services?

In this context, innovation is not just about new technology but also about using existing technology more efficiently. Data provides us with insights into usage, performance and lifespan, which we use to optimise the timing of when a device actually needs to be replaced. Our grading system ensures that equipment is refurbished and updated in a standardised and quality-controlled manner for the next user, which contributes to both environmental and business benefits.

How does Ivers ensure that climate ambitions go hand in hand with regulatory compliance and safety?

Circularity is integrated into our governance, our processes and is part of our business model. Our lifecycle models are designed to meet high standards of information security, data protection and regulatory compliance. Reuse and circulation never come at the expense of security but strengthen control over data and risks in the value chain.

How do you view the link between Iver's provision of workplace services, climate responsibility and the geopolitical situation?

The geopolitical situation has highlighted vulnerabilities in global supply chains and technological dependencies. Through a life-cycle-based and circular offering, we can reduce dependence on new production, increase control over existing equipment and create greater predictability for our customers. Our approach strengthens both our own and our customers' environmental performance and long-term business resilience.

What is the long-term ambition?

A life-cycle perspective and circularity are now an integral part of how our customers procure workplace services. By combining environmental responsibility with high security, innovation and clear governance, we aim to reduce the climate impact of IT equipment whilst creating robust and future-proof digital work environments for our customers.

E5-2, E5-3, E5-4, E5-5, E5-6

E5 Resource use and the circular economy

Significant impacts, risks and opportunities

SBM-3-E5

Our resource-related impacts, risks and opportunities are linked to the use of IT equipment, waste streams and our reliance on newly produced materials in the value chain. Our work focuses on reducing these through circular approaches, such as take-back, refurbishment and recycling, as well as by improving resource efficiency and reducing the need for new production, which also creates long-term business opportunities.

Resource inflows, including resource use

E5-4

Our resource inflows consist mainly of computers, servers, network equipment and other technology used in our service delivery. We use IT equipment purchased from external suppliers and do not have our own production. At present, we do not report material flows by material category or total weight for the materials used to manufacture the products and services we purchase.

Resource outflows (waste generated by operations)

E5-5

Our waste reporting is based on data from our waste partner and internal monitoring procedures. The total amount of waste is based on reported volumes, which have been extrapolated where necessary to cover the entire business. Waste is classified in accordance with applicable regulations and our waste partner’s categorisation. Treatment methods are reported based on actual reported quantities. This method provides a representative picture of our waste streams, even where estimates are used.

The waste consists mainly of non-hazardous fractions such as mixed waste, combustible waste, corrugated cardboard, plastic and metal packaging, wood waste, scrap metal and cables. In addition, there is electronic waste and batteries (21 tonnes), which are classified as hazardous waste due to their content of electronic components and chemicals. Smaller quantities of construction and installation-related materials are also present. These waste streams reflect a technology-intensive and office-based environment where the operation and management of IT equipment generate a variety of material types.

Summary of waste quantities

The waste streams are dominated by typical office and technology-related waste such as corrugated cardboard, plastic, metal, cables, electronics and construction waste.

- Total waste: 91 tonnes
- Recycled: 57 tonnes (mostly material recycling)
- Non-recycled: 34 tonnes (of which almost all goes to incineration, very little to landfill)
- Hazardous waste: 21 tonnes (electronics and batteries)

Category	Quantity (tonnes)
Total amount of waste generated	91
Total amount of waste not sent to landfill	57
- Preparation for reuse	0
- Recycling	57
- Other recycling	0
Hazardous waste	21
Non-hazardous waste	36
Total amount of waste sent to landfill	34
- Incineration	33
- Landfill	0,75
- Other waste management	0
Hazardous waste	0,06
Non-hazardous waste	34
Proportion of non-recycled waste (%)	37

Resource outflows related to products and services

E5-5

We do not manufacture any products, nor do we engage external parties to produce products on our behalf. As a provider of IT infrastructure, we supply hardware and software from global manufacturers and complement this with consultancy and technical services to support our customers’ operation of their IT environments.

The IT equipment we handle generally has good reparability, as many product categories, such as computers, servers and certain mobile models, are designed with replaceable components such as batteries, storage, memory and network parts.

Ongoing measures for resource use and the circular economy

E5-2

Our work focuses on extending the lifespan of hardware, prioritising reuse over recycling, and ensuring the correct handling of electronic waste through clear processes within our ISO 14001 management system. We are progressively improving procedures for the take-back, refurbishment and repair of equipment and collaborate with certified partners for traceable and safe waste treatment. The aim is to reduce the need for newly produced materials, lower our environmental impact and create more sustainable material flows for both us and our customers.

In 2026, we will commence a major review and establish enhanced processes, which will be followed by regular measurement and monitoring in 2027 and further developed to achieve full implementation by 2028. The timelines will be updated as necessary and reviewed annually within the framework of ISO 14001.

Key measures:

- Extended lifespan of IT hardware through take-back, refurbishment and repair
- Reuse before recycling in line with the waste hierarchy
- Safe and traceable management of electronic waste through ISO 14001-compliant processes
- Collaboration with certified partners for sustainable waste treatment
- Reduced use of newly produced materials through circular flows
- Strengthened processes 2026–2028, with full implementation planned for 2028

Targets for resource use and the circular economy E5-3

The target aims to increase resource efficiency and reduce the need for newly produced materials through circular working methods. The focus is on extending the useful life of IT equipment and more sustainable material flows in the value chain.

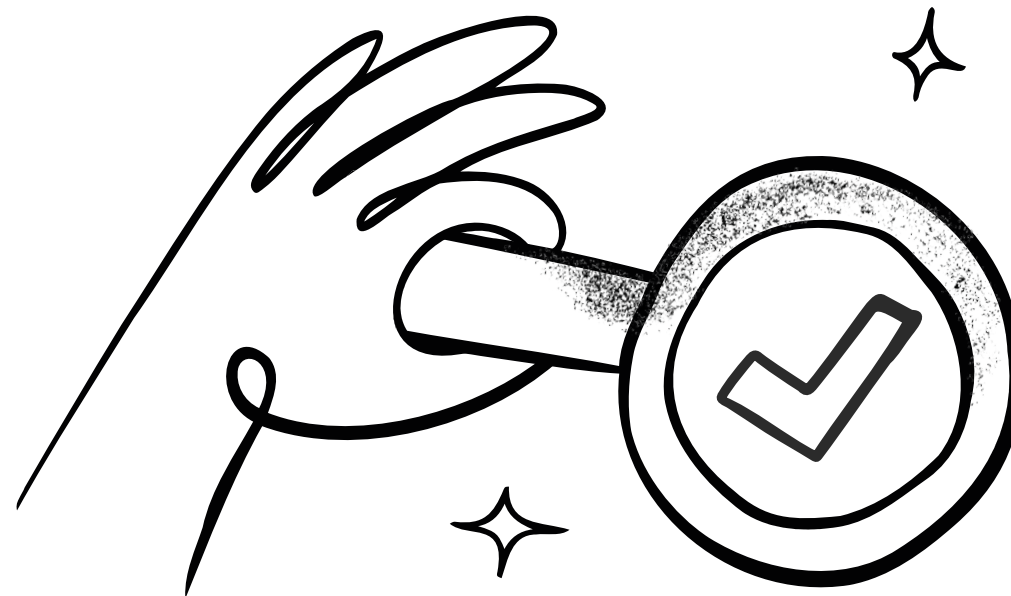
- **Extended service life for leased equipment (from 2026):** The target is to reduce the need for newly manufactured units and thereby both emissions and resource consumption.

How the target will be achieved

The target is managed through our ISO 14001-certified environmental management system and is reviewed annually. It is based on currently available data and assumes that more detailed life cycle and material data will be developed over time.

Expected financial impacts of resource use and the circular economy E5-6

The assessment of the financial impacts linked to resource use and the circular economy is qualitative. We recognise that inadequate management of, for example, electronic waste can lead to increased costs and a need for strengthened procedures. At the same time, circular working methods reduce the need for new purchases and increase resource efficiency, which over time is expected to contribute to a lower climate impact. These insights form the basis for our priorities in this area. Another key consideration is that circular business models can create new revenue opportunities as reuse and recycling increase.





Social information

S1-2, S1-3, S1-4, S1-5, S1-6, S1-9, S1-10, S1-14, S1-16, S1-17

S1 Own workforce

Comment on unreported S1 disclosures

We report on all S1 disclosures relevant to Iver. S1-7–S1-8, S1-11–S1-15 are not included in this year’s report as they have phase-in requirements and Iver is not yet subject to the ESRS. We are monitoring developments and will add information when relevant.

Significant impacts, risks and opportunities SBM-3-S1

The most significant impacts relate to the working environment, working conditions, equal treatment and employees’ opportunities for development. Risks include high workloads, skills shortages and challenges linked to diversity and inclusion, whilst opportunities lie in strengthening engagement, attractiveness as an employer and long-term skills provision. These are managed through structured dialogue processes, clear policies and systematic work on the working environment and skills development.

Processes and governance S1-2, S1-3, S1-4, S1-5, S1-6

Engagement S1-2

We have established forums for dialogue with employees through trade union contacts, quarterly employee surveys and ongoing development discussions within the framework of the “My Journey” development programme. These forums are used to discuss the working environment, well-being, development issues and the organisation’s needs. The aim is to ensure influence and participation in matters that affect day-to-day working life. The regular employee surveys result in an internal engagement index that is monitored annually.

Complaints handling procedures S1-3

We have clear processes in place for handling complaints and adverse consequences relating to the working environment, discrimination or other HR matters. Employees can report issues directly to their line manager, People & Culture, or via an external whistleblowing service. All cases are investigated in accordance with established procedures to ensure safety, legal certainty and preventive measures.

Safe, inclusive and healthy working environment S1-4

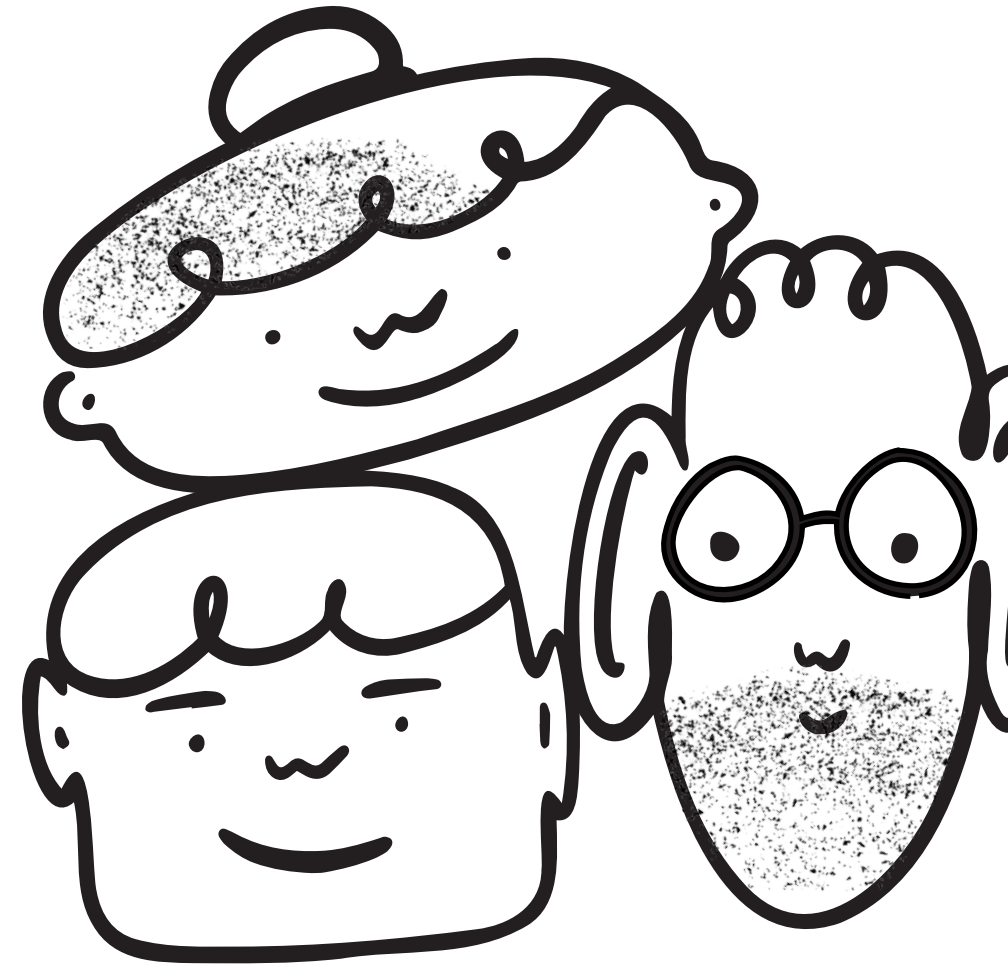
To create a safe, inclusive and healthy working environment, employees are offered flexible working arrangements, continuous professional development, systematic health and safety initiatives, and a policy framework for anti-discrimination, equality and good working conditions. These measures reduce risks such as high workloads and skills shortages, whilst strengthening opportunities linked to engagement and attractiveness.

Objectives S1-5

We have not yet established formal ESRS targets for S1 but monitor a number of recurring indicators such as the engagement index from the regular employee survey, the diversity and inclusion index, sickness absence and staff turnover. These are used to drive improvement work and assess how well the working environment, well-being and organisational stability are developing over time.

Employee data S1-6

The number of employees has been calculated based on the actual headcount, where each individual counts as one (1) person regardless of their level of employment. The data is retrieved from the HR system and shows the number of employees at the end of the reporting period.



Key figures

1 279
employees

17%
women in the organisation

0%
female board members (5 men)

17%
under 30, 60% aged 30–50

22%
women in the management team (7 men, 2 women)

16%
Staff turnover: 16%

Gender	Number of employees
Men	1061
Women	215
Other	3
Not stated	0
Total	1279

Category of employees	Women	Men	Other	Not stated	Total
Number of employees	215	1061	3	0	1279
Number of permanent employees	209	1047	3	0	1259
Number of temporary staff	5	11	0	0	16
Number of hourly-paid employees	1	3	0	0	4
Number of full-time employees	204	1045	3	0	1252
Number of part-time employees	9	14	0	0	23

Region	Number of employees	Number permanent employees	Number temporary staff	Number hourly-paid	Number full-time employees	Number part-time employees
Canada	9	9	0	0	6	3
Norway	171	168	2	1	166	5
Poland	18	6	12	0	16	2
Sweden	1081	1076	2	3	1064	13
Total	1279	1259	16	4	1252	23

Staff turnover rate, %	16
Number of employees who left the company in 2025	207

Working conditions S1-10, S1-16

At Iver, we want to create a workplace where people grow, thrive and feel secure. Our focus is on strengthening skills and learning, building an environment that promotes well-being and mental health, and ensuring stable and fair working conditions for everyone. By investing in our employees, we are not only building a sustainable organisation but also creating a culture where every individual can reach their full potential.

Adequate wages S1-10

All Iver employees receive an adequate wage in line with applicable benchmark indices.

Remuneration metrics S1-16

Annual total remuneration ratio*:	738
-----------------------------------	-----

* The ratio is calculated by dividing the highest annual salary in the company by the median annual salary for all other employees.

Total remuneration is determined through a transparent and gender-neutral pay process in which roles are valued based on responsibility, complexity and market levels. Performance is assessed in annual reviews and ongoing follow-ups, and an annual pay review ensures that any unjustified pay differences are addressed. Pay reviews are conducted in accordance with collective agreements and standardised processes.

The average pay gap between women and men within Iver’s own workforce amounts to approximately 12.3%. The calculation is based on basic hourly pay and is weighted according to the number of employees per country. Most of the workforce is based in Sweden and Norway, where the pay gap is lower than in other countries, which affects the overall result.

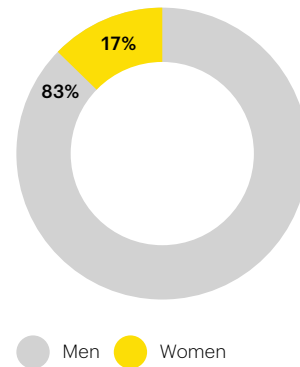
Country	Aggregate gender pay gap, Basic pay, %
Canada	21,42
Norway	5,31
Poland	17,28
Sweden	13,19

Equal treatment and opportunities for all S1-9, S1-17

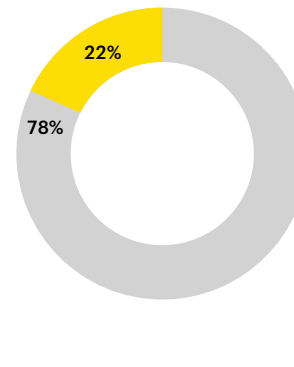
At Iver, we want everyone to feel welcome and can develop on equal terms. Our work to promote equality and fairness is based on clear policies, our commitment to the UN Global Compact, and the ‘My Journey’ development programme. We strive to create a working environment where inclusion and fairness are integral parts of the culture and where every employee receives support in their professional development.

Diversity indicators S1-9

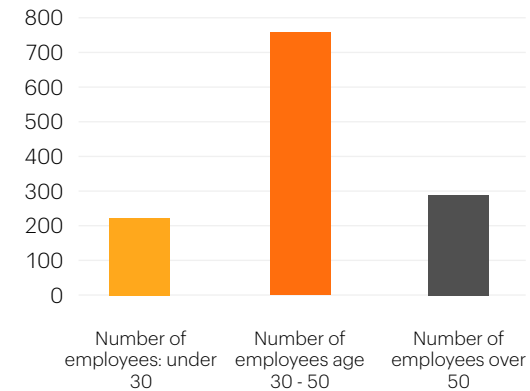
Women in the organisation, %



Women in the management team, %



Employees by age, number



Human rights – incidents, reports and serious impacts S1-17

Category	Unit	Comment
Total number of discrimination cases, including harassment	1 Incidents	No fines, penalties, compensation or serious incidents related to human rights or OECD complaints were reported in 2025.
Number of complaints via internal channels	24 Complaints	
Number of complaints via the OECD’s National Contact Points	0 Complaints	
Total amount of fines, penalties and compensation	0 SEK	
Total number of serious human rights incidents involving the company’s employees:	0 Near misses	The metric is based on all near misses and complaints reported to People & Culture or via the whistleblowing channel. All cases are recorded and handled in accordance with internal procedures. The method is based on the assumption that all relevant incidents are reported.



Governance

G1-1

G1 Business conduct

Ivers works to foster a corporate culture characterised by ethics, transparency and responsibility. Through a code of conduct, clear policies, training and a secure whistleblowing function, we create an environment where employees can act professionally and in line with our values.

Code of Conduct

Clear guidelines on ethics, integrity and responsibility, on which all employees receive annual training.

Safe reporting

An external whistleblowing function that enables anonymous reporting without risk of reprisals.

Ethical leadership

Management drives and leads by example in upholding the company's values and culture.

Ongoing monitoring

Employee surveys are used to monitor well-being, engagement and how the culture is upheld in day-to-day operations.

Significant impacts, risks and opportunities

SBM-3-G1

Our material impacts, risks and opportunities are linked to our corporate culture. A key positive impact is creating a culture characterised by ethics, transparency and accountability, whilst negative impacts may arise if guidelines are not followed or if irregularities occur.

Risks include failure to comply with the Code of Conduct, inadequate reporting of misconduct, and the risk of losing the trust of customers and other stakeholders.

At the same time, there are opportunities to strengthen corporate culture, increase transparency and build trust through clear policies, training and a secure whistleblowing function, which contributes to a more robust and responsible business.

Corporate culture

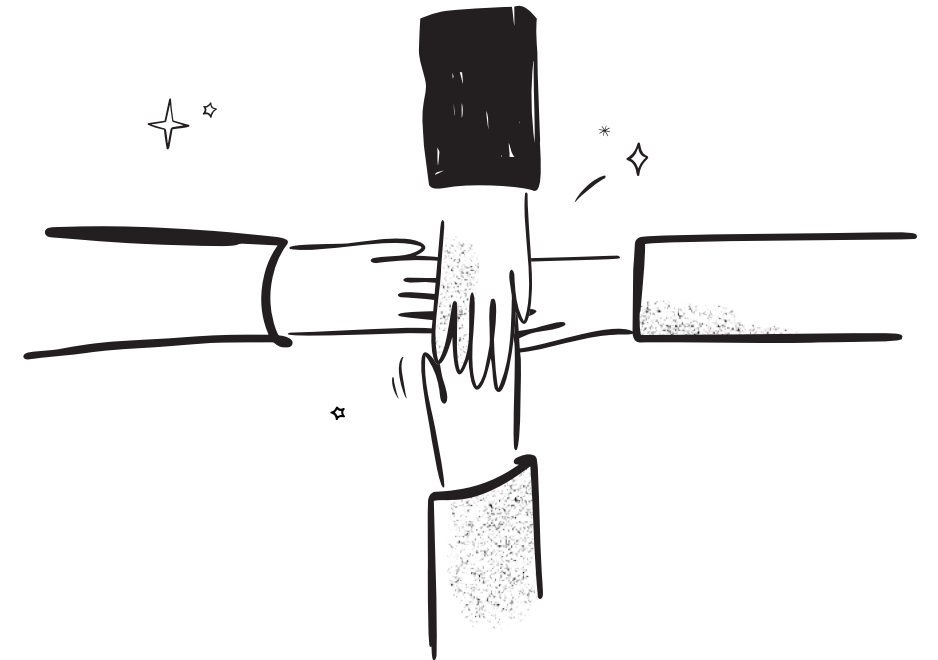
G1-1

We build our corporate culture on clear ethical guidelines and a strong set of values where responsibility, transparency and professionalism are central elements. Our Code of Conduct is one of our most important governing documents and clearly outlines our expectations of all employees and consultants regarding ethics, integrity, sustainability and compliance. All employees undergo annual training on the Code to ensure it is firmly embedded in our day-to-day work.

To maintain a safe culture with a high level of trust, we offer an external whistleblowing service that allows suspected irregularities to be reported anonymously and without risk of reprisal. All cases are handled confidentially and with the utmost integrity.

Our corporate culture is also strengthened through regular employee surveys, where we monitor engagement, job satisfaction and the perceived working environment. The results are used to develop the organisation and ensure that our values are upheld in practice.

Our leaders play a particularly important role in driving and communicating our culture through dialogue and clear expectations towards employees, customers and society.



INTERVIEW

Digital resilience

Digital resilience is becoming an increasingly important part of the sustainability agenda as the use of digital infrastructure by countries, societies and businesses grows. Organisations' ability to manage cyber threats, protect data and ensure continuity affects not only their operations but also the trust of customers, citizens and society at large. That is why digital resilience is a natural part of our ESG work, work that strengthens robust governance, contributes to secure and reliable services, and enables resource-efficient, sustainable digital solutions. Cleura is Iver's European public cloud, a GDPR-compliant platform based on OpenStack – designed to protect data sovereignty and prevent vendor lock-in. Cleura's founder, **Johan Christenson**, shares his views on digital resilience and sustainability.

How would you describe digital resilience in a European context today, particularly in relation to digital sovereignty?

Digital resilience in Sweden and Europe is today closely linked to the issue of digital sovereignty – that is, our ability to control and govern critical digital infrastructure, data and services. Europe has long been dependent on non-European actors, particularly in cloud services and platforms, which creates vulnerabilities both in terms of security and politics. We are therefore now seeing a shift where the EU wants to strengthen its strategic autonomy. Initiatives concerning common standards, data sharing and European clouds are central, not least to ensure that European values such as privacy and the rule of law are upheld in the digital sphere as well.

What needs to be done going forward to combine digital sovereignty and innovation in Sweden and Europe?

I feel that the issue of sovereignty has now come of age. We have moved from debating whether it is important to recognise that it is an absolute prerequisite in an uncertain world. But the next question is how do we translate the desire for sovereignty into action without losing momentum in innovation and in the AI race? To achieve digital



resilience, we need to focus on several areas simultaneously: business continuity, rapid recovery and an active defence against advanced threats. But whilst minimising vulnerability, we must also safeguard our capacity for innovation, where digital infrastructure forms the foundation. Security and innovation should not be seen as opposites, but as interdependent. New regulations such as NIS2, DORA and the AI Act may be perceived as obstacles, but if security is built in from the outset, a stable foundation is created where innovation can grow rapidly and securely.

Robust digital resilience enables data to flow freely whilst remaining protected, which drives both AI development and digitalisation forward. Investments in security are therefore not a hindrance, but a catalyst for new opportunities and increased competitiveness in Sweden and Europe. Integrating security at every stage enables sustainable digital development and strengthens trust in future technologies. Ultimately, it is crucial that we, as a country and a continent, reverse the trend of our declining competitiveness.

Digital infrastructure consumes energy and requires hardware. How do you view climate responsibility in relation to the delivery of cloud and IT infrastructure services?

Digital infrastructure does have a significant climate impact, that is true. The choice of architecture, the geographical location of data centres and energy supply all affect energy consumption and emissions. Europe also needs to become better at engaging with open source, so that we can use AI, for example, more effectively at the software level. Through a regional presence in Europe, we have better opportunities for control and transparency regarding energy consumption, making it easier to work on energy efficiency and integrate renewable energy sources, which is crucial from a climate perspective. We must take responsibility for meeting climate targets without hindering innovation.



Entity-specific topic (EST)

Cybersecurity and data privacy

Security and integrity are key focus areas in Iver's strategic sustainability framework. This area has been identified as an Entity-specific ESRS topic (EST) because Iver's operations, as an IT operations and cybersecurity partner, involve us managing business-critical information and operations for our customers. Cybersecurity is therefore a central part of our value creation and a prerequisite for customer trust, our operational stability and a well-functioning digital infrastructure in society. The increasing complexity of cyber threats entails risks related to technology, privacy and business continuity. Serious incidents can lead to operational disruptions, data breaches, financial consequences and a loss of trust. Maintaining a high level of cyber security is therefore crucial for us and for our customers.

Significant impacts, risks and opportunities

SBM-3-EST

Significant impacts, risks and opportunities are linked to cybersecurity and data integrity as part of our business model and role as an IT partner. Our operations involve the management of business-critical information and operations for customers, which can affect both individuals and organisations in the event of security or data protection breaches. The risks are primarily linked to cyber threats, operational disruptions and data loss, whilst opportunities lie in strengthening trust, security and stability through robust solutions, high levels of expertise and systematic security work.

How we manage impacts and risks

- Systematic and preventive security work
- Continuous development of protective mechanisms and incident response capabilities.
- Annual customer surveys that track our security and privacy index.
- Regular internal and external audits in accordance with ISO 27001.

Security culture and expertise

- Regular training in information security and privacy for all employees.
- In-depth training initiatives in relevant and current security areas.

Incident preparedness

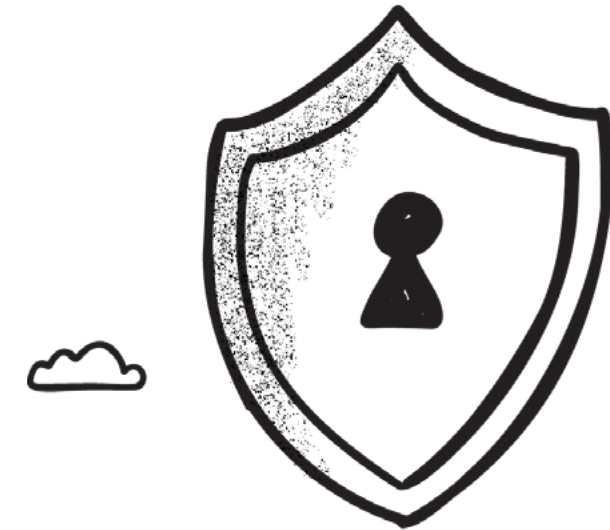
- Continuous exercises with our Incident Response team.
- Structured feedback on lessons learnt from real-world incidents.

Security Operations Centre

- Our own SOC with 24/7 monitoring and threat detection
- Proactive ability to detect, stop and mitigate attacks
- Advanced MDR (Managed Detection & Response) capabilities

Key results 2025

Key figures	2025	2024
Security and integrity index (1-5)	4,05	4,05
Incidents related to personal privacy (number)	2	1
Information security incidents with malicious intent (number)	0	2
Total number of substantiated complaints regarding breaches of customer privacy and loss of customer data (number)	2	3
Percentage of employees who have completed information security and privacy training (%)	82%	78%



Outlook and priorities for the coming years

In the coming years, our priorities will lay the foundation for a more sustainable, data-driven, and resilient business and represent a natural continuation of the work presented in this year's sustainability review.

INITIATIVE #1

Increased primary data in Scope 3

In the coming years, we will focus on increasing the share of primary data in Scope 3.

INITIATIVE #2

More circular services and reuse streams

We are strengthening our circular flows through more reuse services.

INITIATIVE #3

More energy-efficient data centres and improved energy data

We are driving progress towards more energy-efficient data centers and improved energy data.

INITIATIVE #4

Strengthened procedures for supplier requirements and monitoring

We are further strengthening our procedures for supplier requirements and follow-up.



Appendix 1: Statement on due diligence

Key elements of due diligence	Sections in the sustainability report	Page
a) Embedding due diligence in corporate governance, strategy and business model	GOV-3, Governance and accountability	9
	SBM-3, Material impacts, risks and opportunities	8
b) Engagement with affected stakeholders at all key stages of the due diligence process	GOV-2, Governance and accountability	8
	SBM-2, Our engagement with stakeholders	8
	IRO-1, Materiality assessment process	8
	E1-2/E5-1/S1-1/G1-1/EST/MDR-P, Key policies and certifications in our sustainability work	9
	S1-2, Processes and governance – Engagement	21
	G1-1, Corporate culture	25
c) Identifying and assessing adverse impacts	IRO-1, Materiality assessment process	8
	SBM-3, Material impacts, risks and opportunities	8
	SBM-3-E1, Significant impacts, risks and opportunities	13
	SBM-3-E5, Significant impacts, risks and opportunities	18
	SBM-3-S1, Significant impacts, risks and opportunities	21
	SBM-3-G1, Significant Impacts, Risks and Opportunities	25
	SBM-3-EST Cybersecurity and data integrity	28
d) Taking action to address these adverse impacts	E1-1, Our climate targets in accordance with SBTi	13
	E1-3, Ongoing measures	15
	E5-2, Ongoing measures for resource use and the circular economy	18
	S1-4, Safe, inclusive and healthy working environment	21

Key elements of due diligence	Sections in the sustainability report	Page
e) Monitoring the effectiveness of these initiatives and communicating the results	E1-5, Energy issues	16
	E1-6, Climate report	13
	E5-3, Targets for resource use and the circular economy	19
	E5-4, Resource inputs, including resource use	18
	E5-5, Resource outflows (waste generated by operations) – Summary of waste volumes	18
	E5-5, Resource outflows related to products and services	18
	S1-5, Targets	21
	S1-6, Employee data	21-22
	S1-9, Diversity indicators	23
	S1-9/S1-17, Equal treatment and opportunities for all	23
	S1-10, Adequate wages	23
	S1-16, Remuneration metrics	23
	S1-17, Human rights – incidents, complaints and serious incidents	23

Appendix 2: Disclosure requirements in the ESRS covered by Iver's sustainability statement

ESRS standard	Disclosure requirements	Page
ESRS 2 General disclosures	BP-1 General basis for preparing the sustainability statement	7
	BP-2 Disclosures relating to specific circumstances	7
	GOV-1 Role of the administrative, management and supervisory bodies	9
	GOV-2 Information provided to and sustainability issues addressed by the company's administrative, management and supervisory bodies	9
	GOV-3 Integration of sustainability-related performance into incentive schemes	9
	GOV-4 Statement on due diligence	30
	GOV-5 Risk management and internal control over sustainability reporting	9
	SBM-1 Strategy, business model and value chain	7
	SBM-2 Stakeholder interests and views	8
	SBM-3 Material impacts, risks and opportunities, and their relationship to strategy and business model	8
	IRO-1 Description of the process for identifying and assessing material impacts, risks and opportunities	8
	IRO-2 Disclosure requirements in ESRS standards covered by the company's sustainability statement	8, 31
	E1 Climate change	GOV-3-E1 Integration of sustainability-related performance into incentive schemes
E1-1 Transition plan for mitigating climate change		13
SBM-3 Material impacts, risks and opportunities and their relationship to strategy and business model		8
IRO-1-E1 Description of the process for identifying and assessing material climate-related impacts, risks and opportunities		8, 13
E1-2 Policies for climate change mitigation and adaptation		9

ESRS standard	Disclosure requirements	Page	
	E1-3 Actions and resources related to climate change policies	15	
	E1-4 Targets for climate change mitigation and adaptation	16	
	E1-5 Energy use and energy mix	16	
	E1-6 Gross greenhouse gas emissions under Scope 1, 2, 3 and total greenhouse gas emissions	13	
	E1-7 Greenhouse gas removals and greenhouse gas mitigation projects financed through carbon credits	Not reported; transitional provision applied	
	E1-8 Internal carbon pricing	16	
	E1-9 Expected financial impacts from material physical and transition risks and potential climate-related opportunities	Not reported; transitional provision applied	
	E5 Resource use and the circular economy	SBM-3-E5 Material impacts, risks and opportunities and their interplay with strategy and business model	18
		IRO-1-E5 Description of the process for identifying and assessing material impacts, risks and opportunities relating to resource use and the circular economy	8
E5-1 Policies on resource use and the circular economy		9	
E5-2 Initiatives and resources for resource use and the circular economy		18-19	
E5-3 Targets for resource use and the circular economy		19	
E5-4 Resource inputs		18	
E5-5 Resource outflows		18	
E5-6 Expected financial impacts of material risks and opportunities related to resource use and the circular economy		19	
S1 The organisation's workforce	SBM-2-S1 - Stakeholder interests and views	8	
	SBM-3-S1 - Material impacts, risks and opportunities and their relationship to strategy and business model	21	
	S1-1 Policies regarding the company's own workforce	9	
	S1-2 Procedures for engaging with the organisation's workforce and employee representatives regarding impacts	21	

ESRS standard	Disclosure requirements	Page
	S1-3 Procedures for addressing adverse impacts and channels through which employees can raise concerns	21
	S1-4 Measures regarding material impacts on the company’s own workforce and strategies to mitigate material risks and capitalise on material opportunities, in relation to the company’s own workforce, and the effectiveness of these measures	21
	S1-5 Targets for addressing material adverse impacts, enhancing positive impacts, and managing material risks and opportunities	21
	S1-6 Information on the company’s employees	21-22
	S1-7 Information on members of the company’s workforce who are not employees	Not reported, transitional provision applied
	S1-8 Collective bargaining coverage and social dialogue	Not reported, transitional provision applied
	S1-9 Diversity indicators	23
	S1-10 Living wages	23
	S1-11 Social protection	Not reported, transitional provision applied
	S1-12 People with disabilities	Not reported, transitional provision applied
	S1-13 Measures for training and skills development	Not reported, transitional provision applied
	S1-14 Measures for the working environment	Not reported, transitional provision applied
	S1-15 Measures for work-life balance	Not reported, transitional provision applied

ESRS standard	Disclosure requirements	Page
	S1-16 Remuneration measures (pay differentials and total remuneration)	23
	S1-17 Incidents, complaints and significant impacts relating to human rights	23
G1 Corporate responsibility	ESRS 2 SBM-3-G1 Material impacts, risks and opportunities and their relationship to strategy and business model	25
	ESRS 2 GOV-1-G1 Responsibilities of the administrative, management and supervisory bodies	9
	ESRS 2 IRO-1-G1 Description of the process for identifying and assessing material impacts, risks and opportunities	8, 31
	G1-1 - Business ethics policies and corporate culture	25