

GRI APPENDIX

Background information on and assumptions for sustainability information presented in Systemair's Annual Report.

Systemair's sustainability report is presented annually as part of our Annual Report. This document supplements the information provided in the 2018/19 Annual Report. Our sustainability report follows the guidelines set out in the Global Reporting Initiative/Standards (GRI), Core level. The report has not been examined by an impartial third party. Our ambition is to continue developing our follow-up and reporting in the area of sustainability. The extended measurements started in 2017/18 continued in 2018/19.

In this document, we describe how we decided what our sustainability report should focus on. We also present the sources of the assumptions and the transformation factors used.

MATERIALITY ANALYSIS AND STAKEHOLDER DIALOGUE

Systemair has identified customers, owners and investors, along with employees, as our most important stakeholders, on the basis of how much they are influenced by, or influence, Systemair.

In 2015, we conducted a questionnaire-based survey of selected representatives of our most important stakeholder groups. The respondents were chosen so as to provide a broad picture of our activities. Customers and employees were selected from all over the world, and we maintained a dialogue with our biggest shareholders and the analysts who follow us. The purpose of the questionnaires was to identify the most significant sustainability issues for Systemair, based on which aspects influence and are influenced by our activities, and where we can make the most difference.

In addition to these specific questionnaires, there are many other forums where we engage in dialogue with our stakeholders on sustainability issues. Shareholders have the opportunity to express viewpoints to Management and Board of Directors at the Annual General Meeting.

Via our employee survey and our intranet, Systemair's employees can make comments and put questions to Management. Employees can also discuss and gain information on work environment and Company-related issues via work environment committees, and via consultation with their immediate superior. We also maintain ongoing dialogue with our customers on sustainability-related issues, an area that is becoming more and more important to many of our customers.

In 2015, we performed a materiality analysis to identify our most important sustainability issues. Sustainability issues assessed are based on material sustainability issues that we have identified via our external analysis and stakeholder dialogue. The table below lists the sustainability issues that we have identified as material.

TOP FIVE SUSTAINABILITY ISSUES FOR EACH STAKEHOLDER GROUP

INVESTORS

- Develop energy-efficient products
- Prevent bribery and corruption
- Safe material choices and compliance with legislation in Systemair's products
- Fair working conditions and safe workplaces
- Economic return

CUSTOMERS

- Develop energy-efficient products
- Environmental impact from Systemair's activities
- Training and career opportunities for Systemair's employees
- Fair working conditions and safe workplaces
- Local presence and social development in Systemair's workplaces

EMPLOYEES

- Develop energy-efficient products
- Training and career opportunities for Systemair's employees
- Environmental impact from Systemair's activities
- Economic return
- Fair working conditions and safe workplaces

SYSTEMAIR'S SUSTAINABILITY AREAS AND MATERIAL SUSTAINABILITY ISSUES

Sustainable products

Energy-efficient products
Safe material choices and compliance with legislation in our products
Consumption of resources in our production

Responsible business dealings

Economic return
Prevent bribery and corruption

Attractive employer

Good working conditions and safe workplaces
Training and career opportunities for our employees

Sustainable supply chain

Assessment of suppliers

FOCUS AND BOUNDARIES

The information presented in the sustainability report refers to all companies listed in Note 30; any organisational boundaries are mentioned alongside the information provided. Many of our sustainability aspects have an impact outside Systemair's legal frameworks, for example at our customers and suppliers and in local communities. We describe regularly, via our sustainability report, where each sustainability aspect has a direct impact, both in and outside the Company's boundaries.

BACKGROUND DATA FOR GRI INDICATORS

The following is a description of any assumptions and conversion factors used to obtain Systemair's GRI indicators. Also provided is certain supplementary information that is not presented in the Annual Report.

Labelling of products and services

Customer satisfaction is a fundamental requirement to Systemair's continued expansion. As a result, we have decided that labelling of products and services is a material sustainability aspect.

Product liability

Taking responsibility for the products we sell and making sure that they comply with laws and regulation is a natural part of the Systemair process. As a result, we have decided that product liability is a material sustainability aspect.

Energy

We follow up energy consumption in our activities annually. We use the following conversion factors for the energy content of the various types of fuel.

CONVERSION FACTORS	kWh/m ³
Oil	10,165
Diesel	10,165
Liquified natural gas	11
Natural gas	6,654

The table shows the energy content of the different fuels used in Systemair's activities. To convert energy consumption from MWh to GJ, use the conversion factor 3.6. The conversion factors are obtained from SEAI (Sustainable Energy Authority of Ireland).

Non-discrimination

1 case of victimisation was reported in the 2018/19 period. The incident was investigated and actions taken in accordance with the action plan adopted.

CONTACT

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