

Sustainability governance

Sustainability governance at Sandvik is grounded in its business strategy, business model, and international frameworks. Relevant goals are established to address material areas and effectively manage associated impacts, risks, and opportunities. Policies and management systems have been set to ensure financial, environmental, and social compliance.

Governance structure

The Sandvik Board of Directors holds primary responsibility for sustainability oversight within Sandvik and the Audit Committee monitors the sustainability reporting. Implementation is delegated to the President and CEO of Sandvik.

The Group Executive Management is responsible for the overall sustainability strategy and agenda of Sandvik. Implementation and follow-up are managed by the Group functions, business areas, and divisions. Business areas are responsible for assessing and managing sustainability risks within their operations. Coordination within the Group is managed by the Group Communications and Sustainability function. Key performance indicators (KPIs) are consolidated and reported to track goals at both Group and business area levels. We assess our performance annually, targets are set and focus actions are outlined for the upcoming year.

The Sustainability Council serves as a collaborative forum for cooperation and best practice sharing across Sandvik, with representation from both business areas and Group functions. Group Sustainability coordinates the sustainability agenda together with the business areas and Group functions.

Board's sustainability competence

The Board is composed of members with experience from various geographic areas and industry sectors. All Board members have long experience from managing different positions in global, industrial companies in different functions, which includes the topics generally covered by the sustainability concept. Many Board members have extensive experience in managing environmental, social, and governance-related impacts throughout the business value chain from previous positions as CEOs or senior managers of other global and industrial companies.

Board's role in overseeing sustainability impacts

The Board oversees the due diligence and other processes to manage the impact Sandvik has on the economy, environment and people through many different processes, managed through the Board's Procedural Guidelines and the policies and procedures in The Sandvik Way. The normal Board processes include regular reports to the Board and its Committees on risk management, human resource management, sustainable supplier management, compliance and environment, and health and safety reporting. Key KPIs within the areas are tracked and reported to the Board on a quarterly basis, both through the interim reports and the Key

Objectives tracking. The Audit Committee supports the Board in reviewing performance in these areas.

Stakeholder engagement is managed through the operational structure. This includes Investor Relation meetings with key shareholders, dialogues with the Board union representatives as well as considering external analyst and shareholder reports.

The Board uses this information in the strategic planning for the Group and updates the guidance to management as appropriate, considering the overall balance of the different interests.

Evaluation and reporting

The effectiveness of the processes described above is evaluated using, for example, the internal controls framework, internal and external audits in different parts of the value chain (including supplier audits), as well as the feedback from the Speak Up system and investigations conducted as part of that process.

Sustainability is an integrated part of the reports submitted to the Audit Committee and sustainability reports are also made available to the Board on at least a quarterly basis. These reports include stakeholder engagement and results of the evaluation of the effectiveness of processes.

Materiality assessment

Sandvik has performed a double materiality assessment (DMA) to identify material topics. This assessment was supported by topics included in the Corporate Sustainability Reporting Directive (CSRD) and Global Reporting Initiative (GRI) and considered dependencies on natural, social, and human resources. The assessment resulted in material impacts, risks, and opportunities, forming the basis of this year's GRI reporting.

The impact assessment evaluated positive, negative, actual, and potential impacts, focusing on the value chains where impacts were most likely to occur. Upstream, this included transportation of products and sourcing of minerals and metals from high-risk countries, as well as sourcing of conflict minerals and cobalt. Downstream, the focus was on transportation of products and people, the mining sites in high-risk areas, and the end-of-life of our business areas' products.

Impacts were evaluated using scale, scope and irremediability determining the severity of an impact as well as likelihood for potential impacts. The evaluation relied on internal expertise from various areas, such as supplier management, environment, human resources, health and safety, community involvement, and law. Participants from different business areas, functions, and geographies within

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Sandvik brought diverse perspectives and experience on ESG (Environmental, Social, and Governance) topics in the value chain. The assessment also considered external reports, legislation, and frameworks. These sources included the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the OECD Due Diligence Guidance for Responsible Mineral Supply Chains, as well as supplier risk screening through EcoVadis and supplier audits, and were used when engaging directly with affected stakeholders was not possible or not appropriate. The impact assessment involved workshops and interviews.

In the financial materiality assessment, risks and opportunities were assessed by the magnitude of the financial consequence as well as likelihood. The financial materiality assessment was based on a short-term perspective which highlighted the most urgent topics, as well as the mid- and long-term perspective that highlight risks and opportunities that may materialize in the longer term. Based on the input collected, a threshold value for the topics was defined, above which the topics were deemed material and as such a basis for our reporting.

Sandvik has a multitude of interactions across the value chain: suppliers, customers, and our own operations and interactions related to the end-of-life process. Our supply chain and geographical footprint are examples of factors that affect the value chain and our impacts, risks, and opportunities.

Material topics

- Affected communities
- Biodiversity and ecosystems
- Business conduct
- Climate change
- Equal treatment and opportunities for all
- Health and safety
- Pollution and air pollution
- Recycled materials
- Reconditioning and refurbishment
- Waste
- Water and marine resources
- Workers in the value chain

A topic is material if the company has an actual or potential significant impact on people or the environment connected to the topic, or if it triggers financial effects on the company that are likely to influence its future cash flow.

Code of Conduct

Sandvik believes that ethical and sustainable business practices are a crucial foundation for a successful business. Sandvik has a long history of working in accordance with applicable laws and internationally recognized principles, as well as in partnership with our local communities. Our Code of Conduct is built on our internal core values and external principles, such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption as outlined in the ten principles of the United Nations Global Compact. We are also committed to adhering to the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

The Code of Conduct is a vital component in The Sandvik Way, our governance framework. It guides our actions as individual employees and as a company in our daily work, it sets the ethical standards we adhere to and plays a key role in achieving our 2030 Sustainability Goals.

Speak Up

Employees and external parties who witness a violation of the Code of Conduct, laws, or our policies, can report the violation anonymously, through the global whistleblowing tool Speak Up. Each report is assigned to an investigator from the relevant business area, ensuring an independent and impartial investigation. The Ethics Office oversees the effectiveness of the Speak Up process. Reports, investigations and remediations are recorded, monitored, and included in reporting to the Audit Committee.

In accordance with the Sandvik Speak Up policy, no retaliation will be taken against any employee or business partner who raises concerns in good faith.

Our reporting tool, Speak Up, is publicly and directly accessible to all stakeholders, enabling them to report any negative impacts, including human rights concerns that Sandvik caused or contributed to. This process ensures that suspected breaches are identified and addressed appropriately. Additionally, certain countries have local grievance mechanisms and other support systems for employees that go beyond legal requirements, such as foundations providing rehabilitation and financial support related to health and well-being. The European Works Councils and relevant local unions have been involved in establishing local whistleblowing channels and appointing investigators.

Compliance

The Sandvik Compliance Program encompasses four key areas: Anti-Bribery and Corruption, Competition Law, Trade & Third-Party

Management, and Data Privacy. The purpose is to establish a well-functioning structure for effectively managing primary compliance risks in all countries where Sandvik operates. Group Compliance sets the compliance program requirements, including risk identification, policies, relevant training and communication, monitoring and assurance, reporting, and more. These requirements are then implemented by each business area. The Group Compliance function reports to the Sandvik Group General Counsel, the Group Executive Management and the Audit Committee.

For coordinating efforts, identifying synergies, and driving continuous improvements, a Compliance Functional Council has been established. This council, comprising representatives from both the Group and business areas, has been operational for several years and typically meet on a quarterly basis.

Sandvik operates in countries and industries with elevated corruption and sanctions risks, both directly and indirectly through business relationships. This situation underscores the potential significant impact the company could have on the economy, people, and the environment. To address these challenges, Sandvik runs a compliance program based on a zero-tolerance approach. Key guiding documents shaping the anti-corruption part of this program include the Code of Conduct, an anti-corruption policy, and procedures governing commercial and administrative intermediaries, gifts, hospitality, travel and entertainment, and conflicts of interest. The commitment to identify and prevent corruption is not limited to these; it is also integrated into other steering documents such as the M&A procedure and the Community Involvement, Sponsorship and Donations procedure. The Speak Up policy and its underlying investigation procedure are vital components of the program.

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All operational entities within Sandvik have a mandate to assess and collaboratively address their compliance risks together with the compliance organization. The aim is to identify and prevent potential negative impacts stemming from compliance-related issues. The actions taken by these entities undergo scrutiny from both internal and external audits. Any perceived negative impacts and weaknesses can also be raised, and where relevant, remediated through the Speak Up process. Where possible, this process supports the identification of concerns and enables a dialogue with individuals reporting issues. To measure and assess progress, targets and indicators are established annually through the Compliance Functional Council. These may include self-assessments covering various aspects, including anti-corruption, sanctions, export control, data privacy, and competition law efforts. Action plans are then formulated based on identified gaps, with a commitment to completing them within specified deadlines. This systematic approach, where possible, ensures ongoing evaluation and improvement in our compliance practices. In 2024, the compliance program was subject to an external review focusing on Anti-bribery and Corruption, Competition Law, and Trade & Third Party Management. Recommendations from this review will help us enhance the program further in the coming years.

Human rights and fair labor conditions

Our commitment to human rights and fair labor conditions is confirmed in both our Code of Conduct and Supplier Code of Conduct. These guiding documents endorse key international frameworks, including the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. The Sandvik Code of Conduct, aligned

with our core values, serves as a guide in the identification, prevention, and mitigation of risks associated with human rights and fair labor conditions.

To mitigate risks related to human rights, we continuously work to ensure compliance with national legislation and internationally agreed upon human rights standards and regulations. We regularly evaluate our processes and procedures for identifying, preventing, and mitigating these risks in the Group's operations and in our value chain. The double materiality analysis has taken consideration of human rights across our value chain. Our work on human rights and fair working terms is integrated into our regular processes and procedures in different ways, for example, in our Sustainable Supplier Management, our safety work and in our diversity, equity and inclusion work. We have zero tolerance for modern slavery in all its forms, forced labor, slave labor and/or child labor. We support children's rights and the right to education.

Every employee has the right to join a union and be covered by a collective agreement and we support the right to organize. Our commitment extends to rejecting all forms of harassment or bullying. We firmly believe in fostering a diverse workforce and maintain a zero-tolerance policy against discrimination based on sex, gender identity or expression, sexual orientation, ethnicity, national origin, age, disability, belief, marital status, social group, or any other characteristics. We believe that all employees should have the right to fair working conditions and wages.

Speak Up is our grievance mechanism that is available for employees and external partners for our entire value chain.

Employees

Sandvik is dedicated to providing a diverse, equal, and inclusive workplace, ensuring fair remuneration and working terms that

consider individual needs. Our People policy underscores our commitment to employees, outlining our approach to attracting, developing, and retaining staff, and, when necessary, managing their exit from the business.

Leadership development

Our managers are key to driving team performance, team development, individual growth, and delivering results. Through our Leadership Model and global programs, we set clear, actionable expectations for leadership skills and behaviors, ensuring leaders are equipped to inspire and achieve excellence.

Young talent

With our Global Graduate Program, we attract young professionals and offer training across various segments of the Sandvik organization. One of the program's main objectives is to develop and prepare graduates for future key positions. Upon completion, participants transition into different roles within our business.

Diversity, Equity and Inclusion

Diversity, Equity, and Inclusion are vital aspects of our people strategy, integral to the 2030 Sustainability Goals and stipulated by our Code of Conduct and core value fair play.

The business is responsible for implementing and communicating the 2030 goals, ensuring resource allocation, and taking necessary measures for goal achievement. Sandvik has established a Diversity, Equity, and Inclusion forum comprising representatives from business areas and the Group. The forum collaborates to cultivate a diverse organization, an equal workplace, and a culture of inclusion. Joint initiatives, best practices, and experiences are shared among forum members.

Environment, Health, and Safety (EHS)

Our Environmental, Health, and Safety (EHS) policy aligns with the principles of the Code of Conduct and core values, aiming to realize our vision of Zero Harm. We have established Group EHS procedures focusing on hazard identification, risk management, incident reporting, performance measurement, and training. Each procedure clearly defines roles, responsibilities, and performance management indicators. Regular internal and external audits are conducted to review compliance with legislation, policies, and procedures. Our EHS policy covers employees, contractors and visitors at our locations and extends to services provided at customer locations.

Our EHS policy, along with Group EHS objectives and the 2030 Sustainability Goals, guides our EHS initiatives. Each business area develops plans to meet these objectives, with annual targets set to drive performance at all organizational levels.

The Sandvik EHS Council, comprising representatives from all business areas, serves as a key forum to facilitate collaboration across the company, advancing our progress toward our EHS vision. While EHS activities are decentralized within the business areas, the EHS Council identifies, reaches consensus on, and implements common initiatives and procedures. Additionally, the Council drafts documents, including the EHS policy and objectives, for consideration and approval by the Group Executive Management. The council also has the authority to appoint working groups to address specific EHS issues, such as environmental working groups.

Our EHS management systems are based on ISO 14001 and ISO 45001. The management of individual topics adheres to the criteria of established frameworks but may extend beyond them. The EHS management systems extend to relationships beyond company boundaries, emphasizing our responsibility to uphold high

standards in environments under the company's control. This involves actively identifying and mitigating risks to prevent work-related injuries, occupational illnesses and enhance environmental performance. Sites with a lower risk profile are not obligated to undergo external certification. Nevertheless, these sites must comply with the requirements outlined in the Group procedure for small sites and offices.

For specific local environmental issues, such as effluent discharge limits or environmental permits not addressed in certifications or Group procedures, we implement local initiatives tailored to the specific needs of each production unit or business division.

Environmental criteria are integrated into the sustainable supplier management process, and both environmental and safety criteria are integrated in the product development processes.

Every Sandvik-controlled location will establish and uphold formal systems and processes for conducting risk assessments, covering environmental, health and safety risks. All employees are empowered and encouraged to report observed hazards. The system facilitates the proper handling of all hazards, ensuring a comprehensive process from identification to resolution. The most senior Sandvik manager at each location bears responsibility for the proper management of registered hazards. Every business area/ location operates its Incident Reporting and Investigation system, with the responsibility of disseminating the findings from incident investigations throughout the organization. Each employee has access to a colleague within their immediate workplace or organization who serves as a representative of the EHS function within Sandvik.

Local EHS committees are organized based on the specific structure of the local organization and the prevailing issues within the region. These committees typically include

representatives from local management, employees, and EHS professionals.

EHS-related training is incorporated into the induction process for all employees. Additionally, EHS issues are integrated into training programs for specific roles. Our training packages encompass various formats, including in-house classroom sessions, external training, and self-learning opportunities, such as e-learning.

Access to medical, and healthcare services and Employee Assistance Programs are tailored to local needs, ranging from on-site professional healthcare to external partnerships providing services like vaccinations and health checks for our employees. We offer health and well-being programs that are adapted to local needs, covering various aspects including fitness, nutrition, mental health, and disease prevention.

Sustainable supplier management

Sandvik is committed to sustainable procurement practices that minimize our social and environmental impacts, improve the sustainability performance of our suppliers, and create value for the business, our customers and society at large. It is important for us to partner with suppliers who understand and embrace our sustainability standards in areas such as environment, labor, human rights, anti-corruption, circularity of materials, and carbon footprint. Our requirements are part of our 2030 Sustainability Goals and are outlined in our Supplier Code of Conduct.

Community involvement

Sandvik engages in diverse community relation projects worldwide with three primary focus areas: 1) Sustainability Shift: Organizations, projects and activities related to climate change, resources and waste management, or the clean and sustainable development of communities. 2) Digital Shift: Organizations, projects and activities that build technical and

digital skills, support innovations that contribute to global advancement, or introduce people to new technologies. 3) Societal Impact: Projects that support equality and inclusion, improve health and well-being, or contribute to positive development in the local communities where we operate.

We view our community involvement projects as investments, for which we require contracts, clear target groups and objectives with measurable results. We have a Community Involvement, Sponsorship and Donations procedure to guide all Sandvik entities engaged in community relations projects. All activities must comply with our Code of Conduct, which means that we do not engage in any activities of a political or religious nature, or in projects that may be viewed as hazardous to health or the environment. All our partners must sign the Sandvik Supplier Code of Conduct and undergo the same screening process as our suppliers. As part of our 2030 Sustainability Goals, we promote employee engagement in community initiatives that contribute positively to society.

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Examples of contributions to the Sustainable Development Goals

Sandvik contributes to achieving the Sustainable Development Goals (SDGs) according to the UN's 2030 Agenda. By integrating the SDGs into our operations and strategy, we work to create a positive impact on society and the environment.

SDG 3

Good health and well-being

Sandvik is committed to a healthy and safe work environment with a vision of zero harm. There are health and well-being programs accessible for all employees and health and safety issues are fully integrated into our operations. Our battery-electric underground offering reduces heat and emissions, thereby improving working conditions and lowering mining customers' ventilation costs.

SDG 5

Gender equality

Sandvik is aiming to have women representing one-third of its managerial positions by 2030. We have formed partnerships with organizations such as Female Leader Engineer and International Women in Mining.

SDG 6

Clean water and sanitation

We recognize water as a shared resource and manage the withdrawal and discharge processes in adherence to local permits. All wastewater from production processes either undergoes appropriate treatment (within our facilities or through third-party operations) before being released back to recipients, or is circulated and reused. We support local community engagement projects to improve water quality and availability.

SDG 7

Affordable and clean energy

Sandvik has signed agreements to procure fossil-free energy across various markets. We are continuously implementing measures to enhance energy efficiency and increase the use of renewable energy at our sites.

SDG 8

Decent work and economic growth

We are focused on creating a diverse and inclusive workforce where innovation and new perspectives can thrive. We support all employees through identifying their talents and providing the right tools for personal growth and career development in a learning culture. We are committed to achieving zero harm to people. Our mining automation solutions offer the potential for remote work and contribute to a safer and healthier work environment.

SDG 9

Industry, innovation, and infrastructure

Digitalized manufacturing enables a closed-loop production system that yields increased productivity, minimized waste, and enhanced quality. Sandvik has expanded its digital offering to automate and connect the entire component manufacturing value chain, from design and planning, to production and verification. Our goal is to establish an end-to-end digital offering that is agnostic and automates the machining process.

SDG 12

Responsible consumption and production

Contributing to a circular society is material to Sandvik. The 'Sandvik Sustainability Award in Memory of Sigrid Göransson' for 2024 highlighted Sandvik Machining Solutions' Customer Recycling Program. Sandvik has been running buy-back programs for many years to retrieve used carbide tools, such as round tools, drills or inserts, from customers and recycle them into new products. The new program, with the purpose to increase the circular business model and retrieve more than 90 percent of the sold carbide volumes, has digitalized the buyback process for used tools, enhancing compliance and efficiency, and reduced the need for virgin materials.

Our Screening Solutions division in Jandakot (Australia) has developed a process to refurbish and reuse screens, feeders and excitors, thereby extending the life of the equipment and improving sustainability.

SDG 13

Climate action

In 2023, our GHG reduction targets received approval from the Science Based Targets initiative (SBTi). We are committed to achieving net-zero GHG emissions across the entire value chain by no later than 2050. Our near-term objectives include achieving a 50 percent reduction in absolute Scope 1 and 2 GHG emissions by 2030, a 30 percent reduction in absolute Scope 3 emissions and a 90 percent reduction in absolute Scope 1 and 2 GHG emissions by 2040. All targets have 2019 as the base year.



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NF1 About this report

This is our nineteenth consecutive year of sustainability reporting, and our commitment to annual sustainability reporting remains unchanged. The report was published on March 10, 2025. The data presented refers to the fiscal year 2024. The most recent Sustainable Business Report was published in March 2024. The non-financial notes include information on strategy, management approaches, stakeholder dialogues, and sustainability data.

Information meeting the Swedish legal requirements on sustainability reporting, the Statutory Sustainability Report, and Sandvik Sustainable Business Report, are found on pages 6–7, 11, 18, 62–69, 138–154. Please refer to note P11 for a list of entities included in the figures unless otherwise specified.

This report adheres to the Global Reporting Initiative, GRI Standards 2021. The figures presented are accumulated for the 2024 fiscal year for all active reporting units, unless stated otherwise. An operational control approach was used for consolidations. The report covers material aspects defined in the materiality assessment described on page 65 and has undergone external review. No restatements of information from previous reporting periods have been made.

Sandvik has been a signatory to the UN Global Compact (UNGC) since 2013, reporting on the ten principles in accordance with the UN Global Compact advanced level criteria.

In 2023, the Science Based Targets initiative (SBTi) approved Sandvik science-based greenhouse gas emission reduction targets. Our climate impact is disclosed through the non-profit organization CDP.

An independent assurance provider, engaged by the Board of Directors and the CEO of Sandvik, has undertaken a combined assurance of the Sandvik Annual Report 2024.

The Sandvik Code of Conduct, Sandvik Supplier Code of Conduct, and Sandvik Business Partner Code of Conduct are publicly accessible on home.sandvik/sustainability. Group policies, classified as internal documents, are available on the company intranet, having received approval from the Group Executive Management team. 14 policies, including the Anti-Bribery and Corruption Policy, have also been approved by the Board of Directors. These commitments apply organization-wide, including for business relationships, and are communicated via the line organization.

For additional details on our reporting, please visit home.sandvik/sustainability.

NF 2 Stakeholder dialogues

Sandvik has identified a range of stakeholders who are anticipated to be impacted by the company or have the potential to influence Sandvik. We actively engage with these stakeholders to gain insights into their relationships with Sandvik and to identify potential impacts, risks, and opportunities as part of our materiality assessment. Stakeholders include customers, employees and investors as well as affected stakeholders in our value chain.

In 2024, Sandvik actively engaged with analysts, investors, and shareholders to discuss the implementation of strategic initiatives, the impact of the 2030 Sustainability Goals on Sandvik business, specific targets and outcomes, and our contributions to the UN Sustainable Development Goals. We continued to prioritize ongoing dialogues with customers, focusing on key areas such as product development for enhanced safety, increased energy efficiency, and encouraging electrification. Continuous communication with employees is ensured through regular meetings, employee surveys, and performance dialogues, and sustainability-related perspectives are integrated into Sandvik employee surveys. Furthermore, Sandvik maintains regular interactions and discussions with unions around the sustainability agenda.

Membership in organizations

Sandvik is a signatory of the UN Global Compact and is active in various industry associations, such as Jernkontoret (steel producers), Svemin (mines, minerals, and metal producers), the International Council of Swedish Industry (NIR), the Cobalt Institute, the International Tungsten Industry Association, the Responsible Minerals Initiative, and The Tungsten Industry Conflict Minerals Council.

NF 3 Code of Conduct

The Sandvik Code of Conduct, rooted in our core values, underscores our strong commitment to ethical and responsible business practices, ensuring compliance with relevant laws and regulations across all our markets. The Code of Conduct defines the principles governing individual and corporate behavior, providing guidance for our actions and everyday business decisions.

To uphold these standards, Sandvik has set a target to train 100 percent of employees and long-term contractors who have been employed for over 90 days, in the Code of Conduct. This training covers critical topics such as anti-bribery, corruption, diversity and inclusion, among others. The target is monitored via compliance

reports and training dashboards. By the end of 2024, 94 percent (97) of employees and long-term contractors had completed the Code of Conduct training. All members of the Group Executive Management and the Board of Directors have undergone training in the Code.

The goal for onboarding new employees is to train 90 percent within three months of their hiring. By the end of 2024, the outcome was 79 percent (83). Additionally, refresher training, reinforcing Code of Conduct principles, is automatically deployed to employees who completed the training more than two years previously. As of December 31, 2024, 87 percent (91) of the invited population had successfully completed this refresher training.

NF 4 Whistleblowing (Speak Up)

Employees and external stakeholders who observe any potential breach of the Code of Conduct, laws, or our policies are encouraged to report such violations, anonymously if preferred, through the global reporting tool, Speak Up. The act of speaking up is a crucial element of the Sandvik culture, fostering trust, enhancing the work environment, and mitigating risks for the company.

According to our employee engagement survey, employees rated the statement, “If I report a serious misconduct in Speak Up, I’m confident Sandvik would take action to rectify the situation,” at 7.8, which falls within the benchmark middle range.

Speak Up is accessible through our intranet and web portals, as well as via telephone hotlines in all major countries where Sandvik operates. Reports submitted through Speak Up undergo screening, and each case is subsequently assigned to an investigator. These investigators conduct the necessary investigations with support from the Business Integrity specialist investigation function.

In 2024, there were 412 (343) reported Speak Up incidents excluding inquiries (see distribution in chart) with 68 percent (83) closed within 90 days.

The substantiation rate for closed cases, including partially substantiated, was 37 percent (29). Zero cases (0) concerned human rights, and 32 (21) cases involved bribery and kickbacks. All Speak Up cases undergo investigation, resulting in either substantiated or unsubstantiated findings based on the allegations. The consequences for substantiated cases vary from warnings and enhanced controls/training to employee dismissal, contract termination, non-renewal for business partners, or referral to relevant authorities for further investigation. The execution of the consequences is carefully managed within the remit of the law and our policies, including the obligation to protect the identity of the whistleblower and relevant data privacy regulations.

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Speak Up reports	Number	
	2023	2024
Human relations	165	179
Compliance	73	103
Theft and misappropriation	20	27
Business records and information	28	34
Environment, health and safety	24	24
Inquiries	24	25
Other	33	45
Total	367	437

NF 5 Compliance

In 2024, the focus was on a review of the compliance program and identification of improvement areas. Risk-based efforts to counteract Russian entities from accessing Sandvik products through third parties outside of Russia also remained high on the agenda.

In addition to the external risk assessment referred to above, the Compliance House serves as a tool allowing, among other things, each Sandvik entity to understand and address its compliance risks to increase transparency in control implementation. At year-end 2024, the Compliance House included all business entities, except for a few recently acquired entities that underwent compliance-risk assessment during the due diligence process. Additionally, certain entities, primarily engaged in administrative tasks and internal services, deemed low risk, were excluded. 81 percent of the operational units in the tool conducted a self-assessment review during the year.

The Compliance House requires that each entity communicates annually with its employees in four compliance areas. As of December 31, 2024, 69 percent of the entities had reported during 2024 that they had communicated about anti-corruption compliance in the last 12 months. The corresponding figures for competition law, trade compliance and data privacy communication were 65 percent, 54 percent and 64 percent, respectively.

Compliance training was provided to employees through various formats, including e-learning, webinars, and classroom sessions. Over 20,603 training records were generated, with 6,296 focusing on anti-corruption, 5,825 on competition law, 6,708 on data privacy and 1,774 on trade compliance. The Group Executive Management team participated in a workshop on compliance risks, which has been substantially replicated in the business areas.

Sandvik has zero tolerance for bribery and corruption. The Anti-bribery and corruption policy mandates all employees, managers

and directors to identify and disclose any conflicts of interest. No members of the Board of Directors have declared any conflict of interest with respect to cross-shareholding with suppliers and other stakeholders. The risk assessment conducted through the Compliance House, including action plans and existing controls, did not reveal any significant residual corruption risks. Sandvik requires its business partners to adhere to its supplier/business partner Code of Conduct. It requires suppliers/business partners to comply with relevant rules and principles concerning anti-corruption, competition law, data privacy, and international sanctions.

Sandvik also requires that relevant commercial intermediaries sign an anti-corruption and export control/trade clause in the contract. The use of the anti-corruption clause and the Business Partner Code of Conduct is followed up through Compliance House. Out of the entities during 2024 who responded that they were using commercial intermediaries, 82 percent responded that all their commercial intermediaries had signed the Sandvik Business Partner Code of Conduct and 67 percent that all commercial intermediaries had signed a contract including an anti-corruption clause. The entities’ responses are audited and confirmed by the internal and external Audit functions as part of the regular audit programs.

In 2024, there were no major public legal cases regarding potential non-compliance with laws and regulations brought against Sandvik and neither did Sandvik receive any significant fines or non-monetary sanctions for non-compliance with laws or regulations.

NF 6 Employees

At year-end 2024, the number of employees (FTEs) amounted to 41,447 (40,877).

Competence development

Sandvik provides diverse opportunities for growth, including stretch assignments, mentorship, digital learning platforms, and face-to-face programs. Our global offering includes leadership and expert programs, learning academies, digital workshops, and e-learning modules, all designed to upskill and reskill employees for current and future needs, aligning with our 2025 strategy.

Global Graduate program

The Global Graduate Program is a 15-month initiative designed to attract top talent and provide young professionals with hands-on experience across Sandvik global operations. Targeting top students from key markets, the program strengthens our employer brand and integrates new talent into our organization. In 2023, the sixth program started with 12 participants from China, India, Finland,

Sweden, Brazil, Germany, and the U.S., with a 50/50 gender balance. A new program will start in September 2025.

Internal job market

As a Sandvik employee, you are responsible for steering your own career development. Our organization provides a broad spectrum of career opportunities. Through our internal job market, employees have the opportunity to transition to different divisions within Sandvik or explore opportunities in other countries, fostering both personal and professional growth. In 2024, 3,015 (3,599) new employees were hired and a significant portion of the job openings were advertised within our Sandvik internal job market.

Diversity, Equity, and Inclusion

Sandvik strives to create an equitable workplace with an inclusive culture for diverse, talented individuals to thrive and bring their authentic selves to work, which creates benefits all the way to our communities, value chains and customers. This commitment is evident in our recruitment, people development, and retention efforts, with ongoing initiatives detailed on pages 30, 36 and 42, and we regularly monitor our inclusion levels through our Your Voice surveys.

We recognize that it is essential to start from the top. Our Executive Management team exemplifies this, representing 5 (5) nationalities and diverse backgrounds. As part of our goals, we aim to achieve 25 percent female representation among our managers by 2025, and as of 2024, we reached 20.5 percent (20.5). Additionally, in 2024, 22 percent (32) of external executive recruits were female, and 32 percent (27) of the successor talent pool for division management were women. In terms of nationality, 19 percent (14) of business area management team members were non-Europeans.

In 2024, we continued the integration of Equity into our Diversity and Inclusion efforts. As a key milestone, all HR employees and managers across our business areas were trained on the concept of Equity and Allyship with our updated introduction training to Diversity, Equity and Inclusion (DEI). This will continue to be offered to all newly hired or acquired employees. Our online toolbox was renewed and complemented with equity-specific topics embedded into our employee journey. Our Bridge program continues to focus on leadership across diverse cultures, and all internal global leadership programs include training on creating an inclusive work environment and promoting diversity.

To instill a curious conversation beyond gender, we ran quarterly global awareness campaigns #SandvikTrueColor. In 2024, Group executive team members, employees and external specialists discussed how we create a psychologically safe and inclusive workplace for the LGBTQIA+ community, indigenous people and persons with disabilities.

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To underscores our commitment to an inclusive, equal opportunity workplace and foster well-being and more equal societies, Sandvik offers (since 2024), 14 weeks of gender-neutral paid parental leave to all our employees, who recently had or adopted a baby. This includes single parents, LGBTQ+ families, and other family arrangements.

Employee engagement

Sandvik conducts regular Engagement Surveys (QPulse) to measure employee engagement and recognize improvement possibilities in identified priority areas. At year-end, the Engagement Index was 7.7 (7.6), (measured on a scale of 0 to 10, with a measurement of 7 or above indicating a positive score) and the Inclusion Index was 8.0 (8.0), with a response rate of 88 percent. In 2024, we added health & well-being to our Engagement Surveys to improve productivity and engagement and reduce absenteeism and work-related disease, which reached a score of 7.9 (7.8). All key performance indicators based on results continue to be implemented in each business area and Group functions. In the third quarter, we introduced a monthly survey frequency to our office-based employees, to enhance the user experience and enable an ongoing dialogue. Workers in production environments continue with their quarterly frequency.

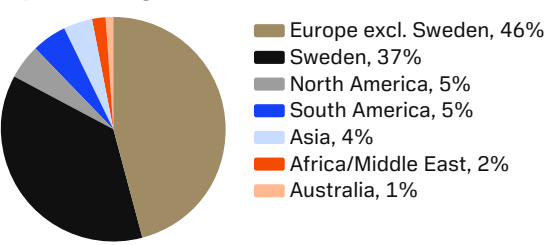
Every Sandvik employee is offered at least one annual individual performance dialogue with their manager, focusing on past performance, new goals, and development plans for the upcoming years. In 2024, 97 percent (94) of employees participated in these dialogues and performance management bias training for managers and HR was embedded into the process.

In 2024, 44 percent (42) of employees were covered by collective bargaining agreements.

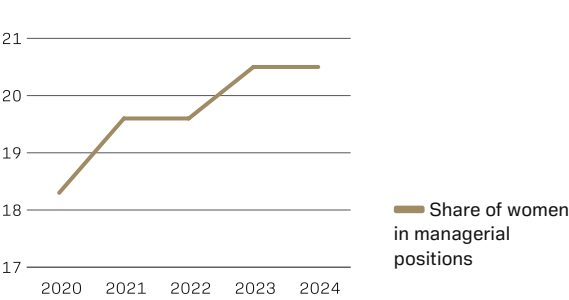
Remuneration

The ratio of the annual total compensation for the President and CEO to the average remuneration per employee in the Parent Company (excluding the President and CEO) is 28 to 1. The ratio of the percentage increase in these respective compensations for 2024 compared to 2023 is 1.0 to 1. Regarding remuneration, see note G4.

Top 300 managers, nationalities



Share of women in managerial positions, %



Employees by employment contract and gender

	Women		Men		Total	
	2023	2024	2023	2024	2023	2024
Permanent	7,043	7,349	27,400	28,577	34,443	35,926
Temporary	345	322	1,007	1,161	1,352	1,483
Total	7,388	7,671	28,407	29,738	35,795	37,409

Employees by employment type and gender

	Women		Men		Total	
	2023	2024	2023	2024	2023	2024
Full time	6,785	7,079	27,890	29,216	34,675	36,295
Part time	603	592	517	522	1,120	1,114
Total	7,388	7,671	28,407	29,738	35,795	37,409

Employees by employment contract and region

	Permanent		Temporary		Total	
	2023	2024	2023	2024	2023	2024
Europe	17,428	17,383	516	471	17,944	17,854
North America	4,492	4,776	27	20	4,519	4,796
South America	2,310	2,558	32	47	2,342	2,605
Africa & Middle East	2,122	2,424	380	465	2,502	2,889
Asia	6,671	6,805	362	448	7,033	7,253
Australia	1,434	1,994	36	33	1,470	2,027
Total	34,457	35,940	1,353	1,484	35,810	37,424

Employees by employment type and region

	Full time		Part time		Total	
	2023	2024	2023	2024	2023	2024
Europe	16,895	16,824	1,049	1,030	17,944	17,854
North America	4,503	4,786	16	10	4,519	4,796
South America	2,323	2,576	19	29	2,342	2,605
Africa & Middle East	2,497	2,887	5	2	2,502	2,889
Asia	7,028	7,243	5	10	7,033	7,253
Australia	1,444	1,994	26	33	1,470	2,027
Total	34,690	36,310	1,120	1,114	35,810	37,424

Employee hires by age

	2023		2024	
	Hired	%	Hired	%
Under 30	1,146	32	1,016	34
30–50	2,141	59	1,771	59
Over 50	310	9	226	7
Total	3,597	100	3,013	100

Employee hires by gender

	2023		2024	
	Hired	%	Hired	%
Women	832	23	712	24
Men	2,763	77	2,298	76
Total	3,599	100	3,010	100

Employee hires by region

	2023		2024	
	Hired	%	Hired	%
Europe	1,176	33	880	29
North America	865	24	663	22
South America	452	13	403	13
Africa & Middle East	268	7	225	8
Asia	557	15	507	17
Australia	281	8	337	11
Total	3,599	100	3,015	100

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Employee turnover by age

	2023		2024	
	Left	%	Left	%
Under 30	547	15	623	17
30–50	1,887	9	2,178	10
Over 50	946	10	1,210	13
Total	3,380	10	4,011	11

Employee turnover by gender

	2023		2024	
	Left	%	Left	%
Women	716	10	839	12
Men	2,665	10	3,172	11
Total	3,381	10	4,011	11

Employee turnover by region

	2023		2024	
	Left	%	Left	%
Europe	1,325	8	1,541	9
North America	762	17	841	18
South America	328	15	487	20
Africa & Middle East	216	10	221	10
Asia	508	8	587	9
Australia	243	19	334	19
Total	3,382	10	4,011	11

Employees by gender and employee category, %

	Women		Men		Total	
	2023	2024	2023	2024	2023	2024
Staff	27	27	73	73	57	57
Workers	12	12	88	88	43	43
Total	20	20	80	80	100	100

Employees by age group and employee category, %

	Under 30		30–50		Over 50		Total	
	2023	2024	2023	2024	2023	2024	2023	2024
Staff	8	8	64	64	28	28	57	57
Workers	17	17	58	58	25	25	43	43
Total	12	12	63	62	25	26	100	100

Share of women and age structure

	Share of women, %	Age structure, %		
		Under 30	30–50	Above 50
Board of Directors	33 (25)	0 (0)	33 (25)	67 (75)
Management	21 (21)	1 (1)	67 (68)	31 (31)
Other employees	20 (21)	14 (14)	60 (60)	26 (26)

§ Reporting principles

Employee statistics regarding Full Time Equivalent (FTE) are sourced from the financial reporting system. To align with financial reporting standards, we specifically report on continuing operations. All additional employee metrics, such as age distribution, turnover rates, new hires, part-time/full-time status, gender demographics, and performance dialogues, are extracted from the Group’s centralized HR system, covering 91 percent of the workforce at Sandvik. These figures are compiled annually and serve as the basis for various calculations, including performance reviews. Differences in the total number of employees in tables are due to incomplete data. The gender-related charts do not include 15 employees (15) who are reported as non-binary or not disclosed. We define a manager as an employee responsible for overseeing an organizational unit. Sandvik does not have a substantial portion of workers who are not categorized as formal employees.

NF 7 Health and Safety

Management systems

Each non-administrative Sandvik facility with more than 25 individuals is required to attain external ISO 45001 certification. At the end of 2024, about 80 percent of the established sites had this certification (recently commenced and acquired sites excluded).

Health and safety metrics

We utilize a wide range of leading and lagging indicators to assess health and safety performance across all Sandvik locations. Notable metrics include the Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR), both of which have exhibited positive long-term trends. In 2024, the LTIFR (LTIs per million hours worked) remained stable at 1.2 (1.2), and the TRIFR (total number of recordable injuries per million hours worked) decreased to 3.0 (3.2). Hand and finger cuts and pinches were the most common injury types. Acquisitions continue to have a negative impact on both TRIFR and LTIFR trends, and we are working actively to bring these numbers down to the same level as more established Sandvik sites. We continue our strong focus on health and safety.

Training

We strive to equip every employee with the necessary skills, knowledge, and competencies to execute their tasks safely, thereby reducing the risk of occupational injury, illness, and environmental harm. In each Sandvik location, we identify and document the qualifications and competencies required for each occupation and analyze training needs. Attendance at crucial training sessions is mandatory and records of attendance are maintained.

Occupational health and well-being

Sandvik offers health and well-being programs to its employees across all locations. These initiatives cover a diverse range of topics, including work/life balance, healthy eating, and stress management. Access to medical and healthcare services and Employee Assistance Programs are tailored to local needs, ranging from on-site professional healthcare to external partnerships providing services like vaccinations and health checks for our employees.

Occupational risk management

All Sandvik locations are required to incorporate occupational health risks, such as exposure to noise, dust, fumes, and other hazardous materials in their location risk assessments as an integral part of their EHS Management Systems. We consistently strive to substitute hazardous materials in our production with less harmful alternatives. Where replacement is not

→ NF7, continued

feasible, we actively minimize the use of hazardous materials. We invest in new equipment and refining processes to diminish employee exposure to hazards, including noise, dust, and gases. Our products and solutions are thoughtfully designed with a focus on enhancing operators' health and safety, reducing their exposure to hazards. For example, our battery-driven underground mining equipment plays a crucial role in mitigating potential health impacts from diesel particulate matter and other engine emissions. Our mining automation solutions offer the potential for remote work and contribute to a safer and healthier environment.

§ Reporting principles

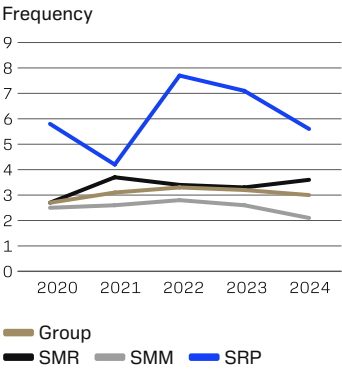
Health and safety data is sourced from our EHS reporting system on a monthly basis. The key figures compiled are based on information available at the date of the most recent year-end accounts, which may require that historical figures are adjusted. All EHS data refers to continuing operations. Acquisitions are included in the actual data set once they are merged with Sandvik and start reporting EHS data.

An LTI (Lost Time Injury) refers to an incident resulting in a full shift away from work. An RWI (Restricted Work Injury) involves an injury where an individual can be at work but cannot perform all of their regular duties. An MTI (Medical Treatment Injury) is an injury requiring medical treatment but allowing the individual to perform all of their usual work tasks. Worked hours are defined as exposure hours, i.e. all hours exposed to risk by employees, contractors, and subcontractors. These exposure hours are collected and entered into the EHS database on a monthly basis.

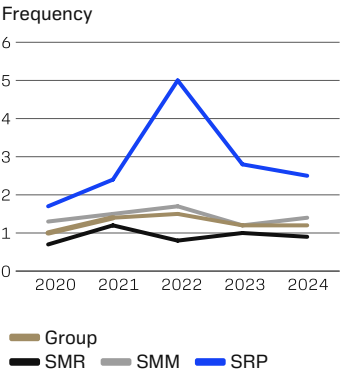
Incidents categorized as “high-consequence injury/illness” in GRI reports are integrated into our data for Lost Time Injuries. In 2024, we recorded two incidents meeting the criteria for a six-month absence. Our approach to mitigate these low frequency/high severity injuries/illnesses is a key part of our management system and is handled within the processes for serious potential incident management including, for example, in our work with critical controls.

Information on occupational illnesses and frequency rates is an integral part of our EHS reporting processes. Capturing illness data can be challenging, often surrounded by regulatory obligations, particularly concerning worker privacy. Complicating matters is the fact that occupational illnesses may not be detected until some time after exposure, and there may be non-work-related factors contributing to the illness, making it challenging to recognize as work-related. This uncertainty increases the complexity of handling illness data. Occupational illness is defined as physical or mental harm or disease that develops over time during the course of work, not resulting from a single instantaneous event. Determining an illness as work-related is a complex process.

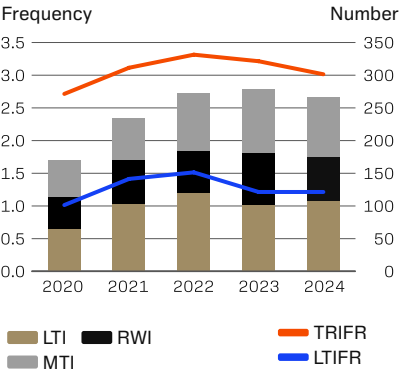
TRIFR by business area



LTIFR by business area



Safety indicators, Group



Work-related incidents

	2023		
	Employees	Non-employees ¹⁾	Total workforce
Number of fatalities	1	0	1
Number of LTI	93	8	101
LTIFR ²⁾	1.2	0.73	1.2
Number of TRI	247	32	279
TRIFR ²⁾	3.2	2.9	3.2
Exposure hours, hazards and near misses			
Million exposure hours	76.5	10.9	87.4
Hazards reported	–	–	71,294
Hazards closed out	–	–	70,091
Hazard close out ratio (%)	–	–	98.31
Near misses reported	–	–	3,908
NMFR	–	–	44.7

1) All who are not employees but whose work and/or workplace is controlled by Sandvik.
2) Normalization factor = 1,000,000 hours worked.

2024		
Employees	Non-employees ¹⁾	Total workforce
0	0	0
98	10	108
1.3	0.84	1.2
241	26	267
3.1	2.2	3.0
77.7	11.9	89.5
–	–	70,140
–	–	65,621
–	–	93.56
–	–	3,772
–	–	42.1

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NF 8 Environmental footprint

Management systems

Each non-administrative Sandvik facility with more than 25 individuals is required to attain external ISO 14001 certification. At the end of 2024, about 80 percent of the established sites had this certification (recently commenced and acquired sites excluded).

Greenhouse gas emissions and energy

Sandvik is actively working to ensure that each individual site in the company has an action plan in place to enhance energy efficiency and reduce greenhouse gas (GHG) emissions.

In 2024, there were over 100 Environmental Improvement Projects (EIPs) in progress, with many focused on reducing GHG emissions and promoting circularity. These projects target the most material topics for each business area, division, or site. Initiatives such as improved insulation in buildings, implementation of LED lighting, switching to electric forklifts, and the installation of solar rooftop panels exemplify the ongoing efforts.

Our transition plan to net zero

Since 2023, our GHG reduction targets have been approved by the Science Based Targets initiative (SBTi), confirming their alignment with the latest climate science and adherence to the objectives of the Paris Climate Agreement. The baseline for our GHG emissions reduction targets is set at 2019, and our 2030 objectives include a 50 percent reduction in absolute Scope 1 and 2 (own operations respective heating and electricity) GHG emissions, along with a 30 percent reduction in absolute Scope 3 GHG emissions (customers, suppliers and transport).

We have a number of activities, so-called decarbonization levers, that support us in our transition plan towards net zero. In Scope 1, fuel switching and electrification of transportation and production processes are essential in order to reach our targets. For instance, diesel forklifts were replaced by electric forklifts at several sites during 2024, for example in Khanbogd (Mongolia), Balikpapan (Indonesia) and Suhjun (South Korea). Sites in Lahti (Finland) and Svedala (Sweden) continued to replace natural gas with biogas.

To reduce emissions in Scope 2, we build upon activities such as energy efficiency measures, roof-top solar panels and sourcing of fossil-free electricity. In 2024, our own renewable electricity production (roof-top solar panels) increased by 35 percent, compared to 2023.

Reductions in Scope 3 are enabled by our development of more sustainable solutions across all our industries, including electric mining equipment, energy-efficient rock processing solutions and productivity-enhancing manufacturing and machining solutions for optimized energy and resource efficiency.

During the year, we launched our new Sandvik LFP battery technology specially developed for underground mining environments. The battery was designed with sustainability in mind, reducing customers dependency on fossil fuels while improving efficiency.

Sourcing of low-carbon materials and circularity/ecodesign initiatives are other integral parts of our transition. In 2024, we launched the industry’s first dump box for mining trucks manufactured using SSAB Zero™ steel. We create circular business models to keep valuable materials in circulation, for instance by running buyback/recycling programs for our used tools and carbide drill bits. Our Bergla® tungsten carbide powder is made entirely of recycled material. We run reconditioning programs for our solid round tools and refurbishment programs to prolong the life of our mining and rock processing equipment.

For a more detailed transition plan to net zero, visit our website home.sandvik/sustainability or scan the QR code.



2024 developments

In 2024, GHG emissions within Scope 1 and 2 increased by 2 percent, compared to the preceding year (actual data). This increase can be attributed primarily to growth. Compared to our 2019 baseline, we have decreased our Scope 1 and 2 emissions by 20 percent. We are on track to meet the ambitious 2030 goal for Scope 1 and 2 emissions. Within Scope 2, we monitor both location-based and market-based greenhouse gas emissions, where the difference is due to the purchase of renewable or fossil-free energy via renewable energy certificates and/or guarantees of origin.

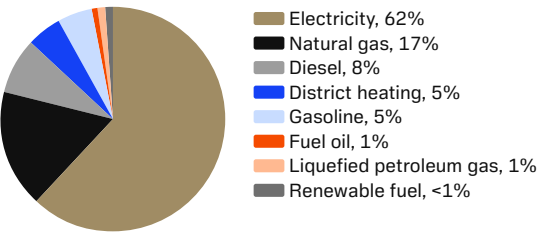
On the next page lie our Scope 3 inventories for the baseline year (2019) and 2024. The primary Scope 3 categories are “Purchased goods and services” and “Use of sold products”. The “Purchased goods and services” category is primarily influenced by the procurement of steel and cemented carbide.

The “Use of sold products” category relates to fuel consumption, including diesel, and electricity in our sold mining and rock processing equipment. The data is based on sales volumes and the anticipated lifespan of these products. Collaborating closely with quality assurance, services, and repair teams allows us to extend the operational lifespan of our products. These activities will, however, increase the category 11 emissions as the emissions account for the entire life expectancy of the product. For electric equipment, the GHG

emissions are closely linked to the electric grid mix of the country the product is sold to. Sales of electric equipment to countries with cleaner electric grids result in lower GHG emissions.

Despite the uncertainties associated with these data points, it is essential to calculate and report Scope 3 GHG emissions. This practice not only identifies emission hotspots but also guides which initiatives to focus on to achieve our net-zero goals.

Energy by energy source



Energy consumption

TJ	2023	2024
Non-renewable fuels	1,282	1,304
Gasoline	190	195
Diesel	332	325
Liquefied petroleum gas (LPG)	43	50
Natural gas	668	688
Fuel oil	50	46
Renewable fuels	51	46
Ethanol	7	5
HVO	28	18
Biogas	15	20
Biopropane	1	2
Total energy from fuels	1,333	1,349
Grid electricity	2,322	2,427
Own renewable electricity	29	40
Purchased heat and steam	219	200
Sold heat	-26	-14
Total electricity heat and steam	2,544	2,654
Total energy consumption	3,877	4,003

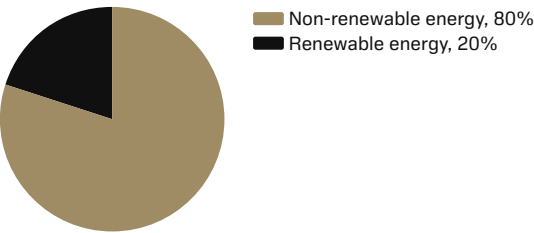
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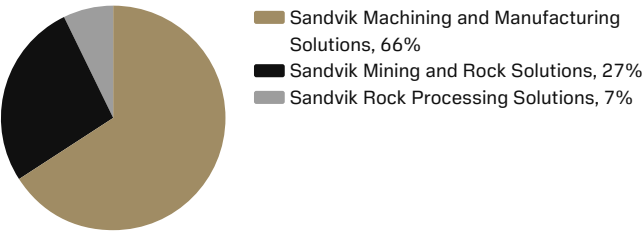
Renewable vs. Non-renewable energy



Energy intensity

Total energy use in relation to revenues	2023	2024
GJ/MSEK	31	33

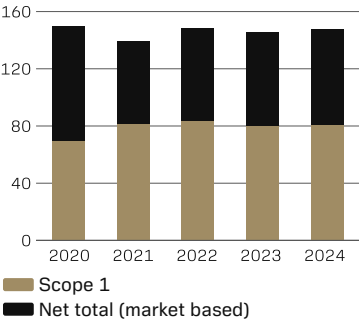
Energy consumption by business area



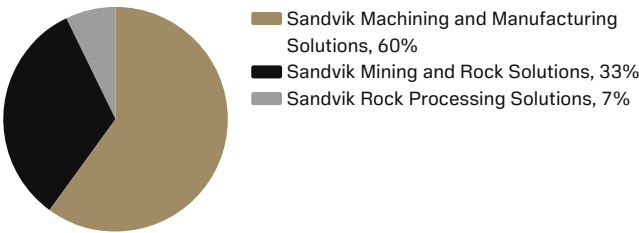
GHG emissions, Scope 1 and 2 (actual)

Ktons CO ₂ e	2023	2024
Scope 1	80	81
Scope 1 Biogenic Fraction	5	5
Scope 2 (location based)	185	205
Initiatives to source low-emission electricity	-120	-138
Scope 2 (market based)	65	67
Gross total (location based)	265	285
Net total (market based)	145	148

GHG emissions 2020–2024, ktons (actual)



GHG emissions by business area (Scope 1 and 2)



Emission intensity (Scope 1 and 2)

Total CO ₂ e in relation to revenues	2023	2024
Tons CO ₂ e/MSEK	1.1	1.2

	2019 (base-line year), kton CO ₂ e	2024 kton CO ₂ e	Difference, %
Scope 3 inventory			
Category 1: Purchased goods and services	1,800	2,200	22
Category 2: Capital goods	60	40	-33
Category 3: Fuel and energy-related actions	50	78	56
Category 4: Upstream transportation and distribution	300	383	28
Category 5: Waste generated in operation	30	22	-27
Category 6: Business travel	80	55	-31
Category 7: Employee commuting	60	57	-5
Category 8: Upstream leased assets	8	6	-25
Category 9: Downstream transportation and distribution	11	4	-64
Category 10: Processing of sold goods	6	5	-17
Category 11: Use of sold products	5,700	5,300	-7
Category 12: End-of-life treatment of sold products	7	7	0
Category 13: Downstream leased assets	0	0	-
Category 14: Franchises	0	0	-
Category 15: Investments	0	0	-
Total Scope 3 emissions	8,100	8,200	1

Other emissions to air

Emissions to air of nitrogen oxides (NO_x) and sulfur oxides (SO_x) from usage of fossil fuels are material for Sandvik. Emissions of NO_x and SO_x are managed via our GHG reduction commitments and as we reduce carbon emissions from our own operations, the emissions of NO_x and SO_x decrease.

Other emissions to air (tons)	2023	2024
NO _x	120	115
SO _x	0.7	0.6

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Water

Water usage is carefully monitored, and steps are taken to minimize withdrawal, including the circulation of process and cooling water to reduce the reliance on fresh water.

In manufacturing operations, particularly in hot environments, a certain amount of water will naturally transpire and evaporate. However, the volumes evaporated are negligible in comparison to overall consumption and water quantities. All wastewater from production processes is either released following appropriate treatment (either in our own facilities or through third-party treatment operations) or is recirculated and reused. Water withdrawal and discharges are executed with control and adhere to applicable permits.

Sandvik employs the WWF tool, the Water Scarcity Risk Map, to identify sites situated in water stress areas. We have mapped sites representing 95 percent of our water consumption, with 10 facilities located in areas experiencing high to very high water stress risk. These specific sites account for approximately 6 percent of our total water consumption.

Water intensity

Water withdrawal in relation to revenues	2023	2024
m³/MSEK	31	33

Water withdrawal, 1,000 m3

Fresh water by source of withdrawal	All areas		Water stressed areas	
	2023	2024	2023	2024
Surface	2,354	2,202	0	0
Ground	460	503	30	33
Third party	1,142	1,314	196	197
Rain	3	6	3	4
Total withdrawal	3,959	4,025	228	234

Waste

Circularity is a material topic for Sandvik and we reuse and recycle to minimize the use of virgin raw materials and reduce waste. Our most significant waste input is various forms of metal raw materials as our products are refined products based on metal handling. A metal raw material can be melted down and used many times, without compromising quality, which creates favorable conditions for circular material handling. We strive to increase recycled material in our products.

We systematically collect and categorize waste generated from our production processes to facilitate the reuse or recycling of the materials. Through buyback programs with our tooling customers, we retrieve and reintegrate the collected material back into our production cycles. Our commitment to sustainable waste management includes partnerships with external entities, including waste service companies, with whom we collaborate to explore innovative recycling methods for our waste streams. Each of our locations bears the responsibility of ensuring that third-party waste companies handle the waste in strict accordance with contractual and legislative obligations. Furthermore, all employees and contractors are responsible for accurate waste sorting and disposal.

Total actual waste increased by 12 percent to 371 ktons in 2024, primarily driven by an increased amount of tailings, digestion sludge and slag. With a few exceptions, waste is treated off-site.

Our overarching objective is to achieve a waste circularity of 90 percent by 2030. The current waste circularity rate stands at 74 percent (73). Circular waste is defined as reuse and recycling. In circularity rate reporting, we exclude tailings, digestion sludge, foundry sand and slag because we assess that it is not feasible in the foreseeable future to take further actions to avoid sending these fractions to landfill.

Waste intensity

Total waste in relation to revenues	2023	2024
Tons/MSEK	2.6	3.0

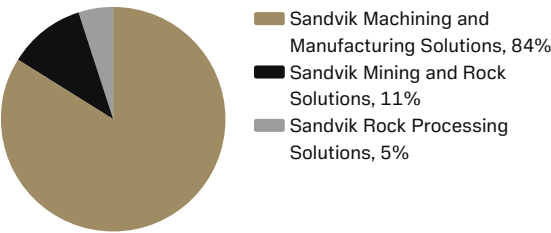
Waste by type and disposal method

Tons	2023	2024
Hazardous waste	20,300	20,551
Circular waste	7,009	6,514
to reuse	116	112
to recycling	6,893	6,402
Non-circular waste	13,291	14,037
to energy recovery	775	505
to incineration	981	1,139
to landfill	10,725	11,715
whereof digestion sludge	5,465	6,293
disposal method unknown	811	678
Non-hazardous waste	311,745	350,349
Circular waste	41,760	45,056
to reuse	7,685	11,726
to recycling	34,075	33,330
Non-circular waste	269,985	305,293
to energy recovery	3,534	3,061
to incineration	291	450
to landfill	265,497	300,313
whereof slag and foundry sand	2,130	8,937
whereof mining tailings and digestion sludge	257,824	285,739
disposal method unknown	663	1,468
Total waste	332,046	370,900
Waste excluding landfilled slag, foundry sand, tailings and digestion sludge	66,627	69,931

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Total waste by business area



Disclosure related to sustainability-linked loan

In 2022, Sandvik signed a SEK 11 billion revolving credit facility with a group of 14 banks. The new credit facility has a clear link to our sustainability targets for 2030 with regards to the ambitions to reduce carbon emissions by 50 percent and increase waste circularity to 90 percent. The annual KPIs are aligned with those goals and the interest margin on the facility is affected positively or negatively depending on whether the KPI levels are met. The targets are based on comparable data, which means we adjust the data for a more accurate reflection of the outcome. Acquisitions are included once their historical baseline data has been recalculated. At the end of 2024, we reached a 47 percent reduction in Scope 1 and 2 GHG emissions, compared to the 2019 baseline (using the comparable dataset). Waste circularity reached 74 percent (using the comparable dataset).

§ Reporting principles

Environmental data is sourced from our EHS reporting system, with reporting occurring quarterly for environmental indicators. To ensure accuracy, the environmental data is offset by one month, allowing time for data collection, quality control, and consolidation. The data encompasses the period from December 2023 to November 2024. The key figures presented are based on information available as of December 2024, and adjustments to historical figures may be necessary based on subsequent updates. All EHS data refers to continuing operations. Acquisitions are incorporated into the dataset once they are integrated with Sandvik and start reporting EHS data.

In calculating our Scope 1–3 GHG emissions, we adhere to the GHG Protocol, employing an operational control consolidation approach. Scope 1 and 3 calculations encompassed CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃. The Scope 2 calculations were limited to CO₂ emissions since it is the only emission that energy companies are obligated to report, thus the emission factors are also limited to CO₂. This exclusion is estimated to represent less than 1 percent of total emissions.

Scope 1 and 2 calculations are based on reported energy consumption data. Scope 1 biogenic emissions are restricted to use of biofuels, such as ethanol, biogas and bio-based fractions of gasoline and diesel. We account for a reduction in fossil GHG Scope 1 emissions following our purchase of biogas, which takes place through contractual instruments.

In our Scope 3 calculations, we employ a hybrid approach combining both screening and inventory-based methodologies. It is important to apply caution when analyzing Scope 3 data, as it represents a complex methodology and includes data uncertainty. Spend-based emission factors, including the influence of inflation and currency fluctuation, causes data uncertainty and we aim to move away from spend-based data in order to enhance data reliability. Emission factors sourced from DEFRA, ecoinvent, IEA, US EPA's Power Profiler, Canada National Inventory Report, and Exiobase are utilized, along with supplier-specific data. Emission factors represent GWP100. For market-based emissions (Scope 2), consumption data incorporates specific emission factors when available; otherwise, it relies on the same factors used for location-based emissions.

Emissions of NO_x and SO_x are calculated using emission factors from the Swedish Environmental Protection Agency.

In our waste management framework, reportable waste disposal methods are defined based on the disposal codes outlined in the EU Regulation (EC) No 1013/2006 of the European Parliament and Council dated June 14, 2006, concerning shipments of waste. These definitions are applied by our reporting entities.

The determination of waste disposal method varies in the company but primarily relies on information provided by waste disposal companies.

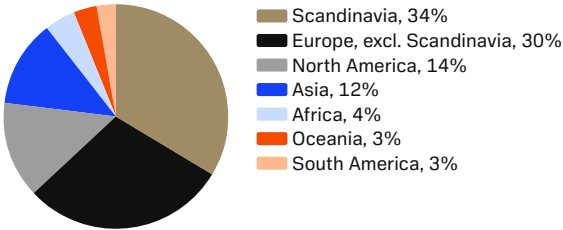
NF 9 Sustainable supplier management

At Sandvik, we are committed to sustainable procurement practices, with a focus on minimizing negative social and environmental impacts while enhancing the sustainability performance of our suppliers. Our sourcing and procurement operations are crucial in realizing our Sandvik sustainability goals. We focus on managing risk and opportunities, addressing adverse sustainability impacts through due diligence and setting priorities, exercising positive influence.

It is important for us to partner with suppliers who understand and embrace our sustainability standards. The standards include environmental protection, climate-change mitigating, building circularity as well as respecting human and labor rights and conducting business with high ethical integrity. The Sandvik Supplier Code of Conduct, accessible at [Supplier Code of Conduct \(home.sandvik\)](#), imposes sustainability requirements on our suppliers. We also pursue continuous improvement in collaboration and partnership with our suppliers.

With a global presence and a vast supply chain comprising approximately 45,000 suppliers across 100 countries, Sandvik places a strong emphasis on a risk-based approach and responsible procurement practices. We strategically source raw materials, components, products and services, integrating sustainability in a comprehensive manner. In this work, Sandvik collaborates with EcoVadis, a globally recognized assessment platform that rates businesses' sustainability risk and performance. This solution supports our due diligence process and in evaluating our supplier base. It provides us with updated risk mapping of our supply chain and monitors suppliers' compliance with the Sandvik Supplier Code of Conduct. We consider digitalization and data management important when systematically screening suppliers for risk related to environmental, labor and human rights, ethics, and procurement risks.

Supplier spend per region



→ NF9, continued

Supplier risk management

In 2024, 33,098 of our suppliers, representing 91 percent of our supplier spend, underwent sustainability risk screening. Furthermore, 1,675 of these suppliers completed (remote) deep sustainability assessments. Approximately 7 percent of our supplier spend (4,099 suppliers) was identified as high risk, with most of it located in China, India, Brazil, South Africa and Indonesia.

An integral component of our sustainability strategy, we are dedicated to ensuring that all suppliers accept and comply with our Supplier Code of Conduct. The Supplier Code of Conduct outlines our expectations for suppliers in the areas of health and safety, labor and human rights, environment, compliance with applicable laws, and anti-corruption. Suppliers are urged to transmit our requirements throughout their respective supply chains. Suppliers neglecting to address critical issues run the risk of not being rewarded contracts or facing termination of their existing contracts. In 2024, no supplier contracts were terminated due to violations of the Supplier Code of Conduct. A supplier in compliance with our Supplier Code of Conduct is one that is identified as low risk based on inherent risk screening, or has been audited for compliance, or meets our scoring criteria when undergone a deep sustainability assessment in EcoVadis. A deep sustainability assessment is based on a comprehensive questionnaire, supporting documentation, expert analysis and publicly available resources such as media articles and stakeholder reports.

We prioritize suppliers with high-risk profiles for proactive and mitigation measures, such as on-site audits and corrective actions. As a result of these assessments, we have gained comprehensive insights into our suppliers’ sustainability practices, enabling us to identify areas for improvement and collaboration with our supply chain in the upcoming year.

On-site audits are an effective way to assess the alignment of a supplier’s practices with our sustainability principles and to identify actions to address any risk. The advantage of on-site audits is that they reveal opportunities that may not be visible through remote or self-assessments. In 2024, 24 on-site audits (22) were carried out, all conducted by independent third-party auditors. While issues may vary across the supply chain, depending on country and business, the majority of identified risks were related to labor rights, particularly working hours and compensation. The supplier is responsible for improvements and corrective actions related to audit findings, while the responsible buyer and the audit coordinator manage and monitor non-compliance cases until they are resolved.

Responsible sourcing of minerals and metals

Sandvik is committed to contributing to sustainable development for present and future generations, including the ethical sourcing of minerals and metals. Sandvik condemns any activities in the raw material

sector associated with illegal or unlawful exploitation of ores, which directly or indirectly finance armed groups in conflict areas, or contribute to human rights violations, including child labor. Our commitment to responsible sourcing is reflected in the Supplier Code of Conduct and the Sandvik Statement on Responsible Sourcing of Minerals and Metals (home.sandvik/mineralsourcing), both aligning with the OECD Due Diligence Guidance. These documents serve as the foundation for responsible sourcing and outline supplier requirements for 3TG (Tantalum, Tin, Tungsten, and Gold) and cobalt.

Wolfram Bergbau und Hütten AG (WBH), a Sandvik subsidiary based in Austria, operates one of the world’s largest tungsten refineries and is recognized as a Responsible Mineral Initiative (RMI) compliant tungsten facility under the Responsible Minerals Assurance Process (RMAP Conformant Tungsten Smelters at responsiblemineralsinitiative.org). WBH maintains its own Responsible Sourcing Statement, adheres to annual reporting based on the OECD Step 5 guideline, and undergoes third-party assurance assessments annually.

Our commitment to responsible sourcing for 3TG and cobalt, along with associated due diligence activities, is geared towards increasing supply chain transparency and mitigating potential risks, while also fostering continuous improvement in supplier performance. We work continuously with selected suppliers to proactively prevent and mitigate risk. We regularly communicate externally, and Sandvik annually publishes a Report on Responsible Sourcing of Minerals and Metals.

Sandvik actively participates in industry forums to advocate for the responsible sourcing of minerals and collaborates in the development of common industry tools and standards to amplify impact. This engagement includes conflict-affected and high-risk areas, either directly or through our subsidiaries. Our involvement includes memberships in the Responsible Minerals Initiative, the Cobalt Institute, and The Tungsten Industry Conflict Minerals Council.

The company’s efforts in 2024 focused on risk mitigation plans and engaging with stakeholders.

Navigating the legislative landscape

In anticipation of evolving sustainability and supply chain legislation, Sandvik is proactively enhancing data management and software support to ensure future compliance. Throughout 2024, substantial effort was put on ensuring alignment with CSRD social standards for workers in the supply chain. A gap analysis and roadmap for improving processes and transparency in relation to labor rights was put in place. We have worked to update our Procurement Policy and Sustainable Supplier Evaluation Procedure, and deepened the analysis on salient human rights to reflect the work that is already ongoing but also need more focus. CSRD and the upcoming CSDDD requirement will continuously guide our work in the coming year.

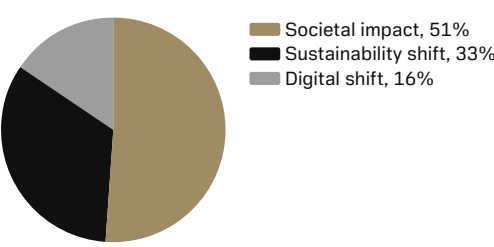
We steadily work to develop sustainable procurement practices. Throughout the year, 32 percent (33) of our procurement team underwent internal training, enhancing their competence in our supplier sustainability requirements. Several trainings focused on the implementation of tools and procedures and strengthen due diligence through analyzing supplier performance, risks and impacts, and corrective actions. Throughout the organization, we coordinated a range of activities aimed at our suppliers to convey our sustainability requirements and objectives as well as mutual learning on shared sustainability challenges and opportunities.

Our overarching focus remains on developing a sustainable supplier base, responsible sourcing practices, and fostering strong partnerships with our suppliers.

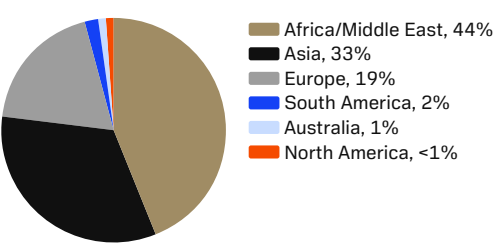
NF 10 Community involvement

Our platform for community involvement includes three focus areas: sustainability shift, digital shift and societal impact. In 2024, we were involved in about 160 projects (170). Our community involvement activities are governed via a digital tool that allows for mapping, tracking and follow-up.

Community projects, investments by focus area



Community projects, investments by region



NF 11 EU Taxonomy

The EU Taxonomy identifies specific activities in certain sectors that contribute significantly to at least one of the EU’s environmental goals. These activities must also avoid causing significant harm to any of the other objectives and adhere to minimum social safeguards (Taxonomy-aligned). Sandvik has assessed its operations to determine applicable eligible activities, as outlined by the criteria in the EU delegated acts and supporting NACE code information. Applying the precautionary principle, any activities not clearly defined in the EU Taxonomy have been left out. Changes from the previous year’s reporting is the exclusion of some of the activities related to Repair, refurbishment and remanufacturing as eligible. In 2024, the NACE codes were reassessed with the conclusion that our activities related to the Sandvik Mining and Rock Solutions and Sandvik Rock Processing Solutions business areas are not included in the EU Taxonomy definition and therefore not eligible.

Only a few Sandvik activities qualify for reporting on climate change mitigation. Parts of Sandvik Rock Processing are included within Manufacture of steel but the majority of the Group’s eligible activities are related to owned and leased facilities (real estate). Energy efficiency and solar panels are considered separate activities related to real estate, as activities deemed eligible are focused on climate mitigation. Certain limitations in the evaluation of alignment arise from the fact that European reporting standards are not applied globally. In such cases, activities are deemed eligible but not aligned. Over the past year, the focus has been on enhancing processes related to the Minimum Safeguards. While our company policies and procedures align with taxonomy requirements, we have opted to maintain a conservative compliance approach to the Minimum Safeguards, resulting in a reported zero percent alignment across all three KPIs. We closely monitor developments regarding the taxonomy and, as reporting practices and guidelines evolve, we may reassess our current stance.

The assessment of aligned activities, including turnover, capital expenditures (CapEx), and operational expenditures (OpEx), has been determined by reviewing the EU criteria for substantial contribution, review of applicable Do no significant harm (DNSH) criteria and requirements for Minimum Safeguards.

Sandvik has used the Platform on Sustainable Finance’s Final report on Minimum Safeguards to assess compliance with the minimum safeguards laid down in Article 18 in Regulation (EU) 2020/852. There are processes in place to secure minimum safeguards relating to anti-corruption, fair competition and taxation, as well as following the OECD’s six steps for due diligence of human rights. For more information, see pages 65–68 and 138–139. There have been no court convictions in any of these areas.

Nuclear and fossil gas-related activities

Row	Nuclear energy-related activities	YES/ NO
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 and cool using fossil gaseous fuels.	NO

§ Reporting principles

Total turnover included in the denominator includes external reported revenue (line revenues). The allocation of the eligible activities has been prepared using product accounts.

Total CapEx included in the denominator includes additions through acquisitions and business combinations in property, plant and equipment (note G13), intangible assets, excluding goodwill (note G12) and right-of-use assets (note G14). The allocation of the eligible activities has been prepared by using cost types.

Total OpEx included in the denominator are R&D, short-term leases, maintenance and repairs and other direct expenditure relating to maintenance of buildings. The allocation of the eligible activities has been prepared using cost types.

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Proportion of Taxonomy-aligned economic activities

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities.

Financial year 2024	Year			Substantial Contribution Criteria						DNSH criteria ('Do no significant harm')										Category enabling activity Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2023	Category transitional activity
	Code	Turnover	Proportion of Turnover, year 2024	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards					
Economic Activities		MSEK	%	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 ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-				
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 iron and steel	CCM 3.9	560	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%				
Sorting and material recovery of non-hazardous waste	CE 2.7	212	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%				
Repair, refurbishment and remanufacturing	CE 5.1	448	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								12%				
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,220	1%	1%	-	-	-	0%	-								12%				
A. Turnover of Taxonomy-eligible activities (A1+A2)		1,220	1%	1%	-	-	-	0%	-								12%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities		121,658	99%																		
TOTAL		122,878	100%																		

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Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities.

Financial year 2024	Year			Substantial Contribution Criteria							DNSH criteria (Do no significant harm')								
	Code	CapEx	Proportion of CapEx, year 2024	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2023	Category enabling activity	Category transitional activity
Economic Activities		MSEK	%	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 ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-		
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 iron and steel	CCM 3.9	27	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	29	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings	CCM 7.4	1	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	3	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	17	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Acquisition and ownership of buildings	CCM 7.7	1,192	12%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								14%		
Repair, refurbishment and remanufacturing	CE 5.1	27	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,296	13%	13%	-	-	-	0%	-								14%		
A. CapEx of Taxonomy-eligible activities (A1+A2)		1,296	13%	13%	-	-	-	0%	-								15%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		9,023	87%																
TOTAL		10,319	100%																

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Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities.

Financial year 2024	Year			Substantial Contribution Criteria						DNSH criteria ('Do no significant harm')									
	Code	OpEx	Proportion of OpEx, year 2024	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2023	Category enabling activity	Category transitional activity
Economic Activities		MSEK	%	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 ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-		
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 iron and steel	CCM 3.9	34	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	5	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	1	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
Acquisition and ownership of buildings	CCM 7.7	499	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6%		
Repair, refurbishment and remanufacturing	CE 5.1	17	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		556	6%	6%	-	-	-	0%	-								6%		
A. OpEx of Taxonomy-eligible activities (A1+A2)		556	6%	6%	-	-	-	0%	-								9%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		9,332	94%																
TOTAL		9,888	100%																

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GRI Content Index
Statement of use
GRI 1 used
Applicable GRI Sector Standards

Sandvik has reported in accordance with the GRI standards for the period 2024.01.01–2024.12.31
GRI 1: foundation 2021
N/A

General disclosures

Standard and disclosure	Page	Comments
GRI 2: General disclosures 2021		
The organization and its reporting practices		
Disclosure 2-1 Organizational details	23, 52–57, 122–128	
Disclosure 2-2 Entities included in the organization's sustainability reporting	122–128, 138–147	
Disclosure 2-3 Reporting period, frequency and contact point	138	
Disclosure 2-4 Restatements of information	138	
Disclosure 2-5 External assurance	56–57, 138, 155	
Activities and workers		
Disclosure 2-6 Activities, value chain and other business relationships	6–7, 28–45, 146–147	
Disclosure 2-7 Employees	139–141	iii and e) Information unavailable/incomplete We lack a Group-wide system for collection of number of non-guaranteed workers.
Disclosure 2-8 Workers who are not employees	139–141	Entire disclosure 2-8 not applicable. Sandvik does not have a significant portion of workers who are not employees.
Governance		
Disclosure 2-9 Governance structure and composition	52–62, 65–68	
Disclosure 2-10 Nomination and selection of the highest governance body	53–54, 58–59, 65	
Disclosure 2-11 Chair of the highest governance body	54–55	

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Disclosure 2-12 Role of the highest governance body in overseeing the management of impact	52–62, 65–68	
Disclosure 2-13 Delegation of responsibility for managing impacts	52–62, 65–68	
Disclosure 2-14 Role of the highest governance body in sustainability reporting	55–56, 65–68	
Disclosure 2-15 Conflicts of interest	24, 53–54, 58–59, 108, 139	
Disclosure 2-16 Communication of critical concerns	55–56	Not disclosed, due to confidentiality.
Disclosure 2-17 Collective knowledge of the highest governance body	65	
Disclosure 2-18 Evaluation of the performance of the highest governance body	55–56, 65	
Disclosure 2-19 Remuneration policies	55	
Disclosure 2-20 Process to determine remuneration	48–50, 58–59, 81	
Disclosure 2-21 Annual total compensation ratio	80–83	
Strategy, polices and practices		
Disclosure 2-22 Statement on sustainable development strategy	9	
Disclosure 2-23 Policy commitments	57, 65–68	ii) Information incomplete/unavailable. Due diligence is not one single defined process but part of many different polices and procedures across Sandvik and an integrated part of The Sandvik Way.
Disclosure 2-24 Embedding policy commitments	52–57, 65–68	
Disclosure 2-25 Processes to remediate negative impacts	65–68, 138–139	

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Standard and disclosure	Page	Comments
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	138–139	
Disclosure 2-27 Compliance with laws and regulations	139	a, b) Data unavailable/incomplete. We report on significant fines
Disclosure 2-28 Membership associations	138	
Stakeholder engagement		
Disclosure 2-29 Approach to stakeholder engagement	65–68, 138	
Disclosure 2-30 Collective bargaining agreements	67, 139–141	b) Data unavailable/incomplete. The working conditions and terms of employment of employees not covered by collective bargaining agreements are based on the Sandvik Code of Conduct and local country legislation
GRI 3: Material topics 2021		
Disclosures on material topics		
Disclosure 3-1 Process to determine material topics	65–66	
Disclosure 3-2 List of material topics	66	
Disclosure 3-3 Management of material topics	18, 21, 65–69, 138–147	
GRI 205: Anti-corruption 2016		
Disclosure 3-3 Management of material topics	65–69, 138–147	iii) Not Applicable. Positive impacts are not material.
Disclosure 205-1 Operations assessed for risks related to corruption	66–67, 139	
Disclosure 205-2 Communication and training about anti-corruption policies and procedures	66–67, 139	
Disclosure 205-3 Confirmed incidents of corruption and actions taken	139	c) Information unavailable/incomplete
GRI 301: Materials 2016		
Disclosure 3-3 Management of material topics	18, 21, 65–69, 146–147	
Disclosure 301-1 Materials used by weight or volume		Information unavailable/incomplete for the entire disclosure materials 2016. Data is available in some divisions but not compiled for Sandvik as a whole.

Standard and disclosure	Page	Comments
Disclosure 301-2 Recycled input materials used		
Disclosure 301-3 Reclaimed products and their packaging materials		
GRI 302: Energy 2016		
Disclosure 3-3 Management of material topics	65–68, 138, 143–146	
Disclosure 302-1 Energy consumption within the organization	143–144, 146	c, iii and d, iii) Information unavailable/incomplete. No separate data on cooling consumption
Disclosure 302-2 Energy consumption outside of the organization	143–144, 146	Information unavailable/incomplete. Incomplete data of energy consumption outside of the organisation.
Disclosure 302-3 Energy intensity	144	
Disclosure 302-4 Reduction of energy consumption	143–144, 146	Entire disclosure information unavailable/incomplete
Disclosure 302-5 Reductions in energy requirements of products and services	143–144, 146	Entire disclosure information unavailable/incomplete
GRI 303: Water and Effluents 2018		
Disclosure 3-3 Management of material topics	65–68, 138, 145–146	
Disclosure 303-3 Water withdrawal	145	
GRI 304: Biodiversity 2016		
Disclosure 3-3 Management of material topics	18, 65–68, 138	
GRI 305: Emissions 2016		
Disclosure 3-3 Management of material topics	18, 21, 65–69, 138, 143–147	
Disclosure 305-1 Direct (Scope 1) GHG emissions	143–144, 146	
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	143–144, 146	
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	143–144, 146	c) Information unavailable/incomplete
Disclosure 305-4 GHG emissions intensity	144	
Disclosure 305-5 Reduction of GHG emissions	143–144, 146	
Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	144, 146	

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Material topics

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GRI 306: Waste 2020		
Disclosure 3-3 Management of material topics	18, 21, 65–68, 138, 143, 145	
Disclosure 306-1 Waste generation and significant waste-related impacts	65–68, 145	
Disclosure 306-2 Management of significant waste-related impact	145	
Disclosure 306-3 Waste generated	145–146	
Disclosure 306-4 Waste diverted from disposal	145–146	
Disclosure 306-5 Waste directed to disposal	145–146	
GRI 308: Supplier Environmental Assessment 2016		
Disclosure 3-3 Management of material topics	65–68, 146–147	
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	65–68, 146–147	
GRI 401: Employment 2016		
Disclosure 3-3 Management of material topics	18, 65–68, 138–147	
Disclosure 401-1 New employee hires and employee turnover	67, 139–141	
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee		Entire disclosure information unavailable/ incomplete. No global information collected
GRI 403: Occupational Health and Safety 2018		
Disclosure 3-3 Management of material topics	18, 65–68, 138, 141–142	
Disclosure 403-1 Occupational health and safety management system	67–68, 141–142	
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	67–68, 141–142	
Disclosure 403-3 Occupational health services	141–142	
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	67–68, 141–142	
Disclosure 403-5 Worker training on occupational health and safety	67–68, 141–142	

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Disclosure 403-6 Promotion of worker health	67–68, 141–142	
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	67–68, 141–142	
Disclosure 403-8 Workers covered by an occupational health and safety management system	67–68, 141–142	
Disclosure 403-9 Work-related injuries	141–142	
Disclosure 403-10 Work-related ill health	142	Entire disclosure information unavailable/ incomplete. Explanation on the omission is available in NF7, under ‘reporting principles’
GRI 405: Diversity and Equal Opportunity 2016		
Disclosure 3-3 Management of material topics	20–21, 65–68, 139–141	
Disclosure 405-1 Diversity of governance bodies and employees	139–141	iii) Not applicable. Sandvik does not track information on e.g. minority or vulnerable groups
Disclosure 405-2 Ratio of basic salary and remuneration of women to men		Entire disclosure information unavailable/ incomplete. Not possible to collect information required on significant locations of operations.
GRI 408: Child Labor 2016		
Disclosure 3-3 Management of material topics	65–68, 146–147	
Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	146–147	
GRI 409: Forced or Compulsory Labor 2016		
Disclosure 3-3 Management of material topics	65–68, 146–147	
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	146–147	
GRI 414: Supplier social assessment 2016		
Disclosure 3-3 Management of material topics	65–68, 146–147	
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	146–147	

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Assurance report

This is a literal translation of the Swedish original report

Auditor’s Combined Assurance Report on the Sustainable Business Report and Statement on the Statutory Sustainability Report

To the annual general meeting of Sandvik AB (publ), corporate identity number 556000-3468

Introduction

We have been engaged by the Board and the President and CEO to undertake an examination of Sandvik’s Sustainable Business Report for 2024 on pages 6–7, 11, 18, 62–69, 138–154, which also constitutes the Statutory Sustainability Report. Within the scope for this assignment and our assurance report note NF11 EU Taxonomy, on pages 148-151, have not been included in our assurance engagement.

Responsibilities of the Board and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Sustainable Business Report, including the statutory sustainability report, in accordance with the applicable criteria and the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024. The criteria are described on page 138 of the Sustainable Business Report, and consists of the Global Reporting Initiative (GRI) Sustainability Reporting Standards which are applicable to the Sustainable Business, the Greenhouse Gas Protocol for CO₂ emissions as well as the accounting and calculation principles that Sandvik has developed. This responsibility also includes the internal control which is deemed necessary to establish a sustainability report that does not contain material misstatement, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express a conclusion on the Sustainable Business Report based on the procedures we have performed, and to provide a statement on the Statutory Sustainability Report. Our assignment is limited to the historical information

that is presented and thus does not include future-oriented information.

We conducted our engagement in accordance with ISAE3000 (revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. We have conducted our examination regarding the Statutory Sustainability Report in accordance with FAR’s recommendation RevR 12, the Auditor’s Opinion on the Statutory Sustainability Report.

The audit firm applies ISQM 1 (International Standard on Quality Management) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent in relation to Sandvik according to generally accepted auditing standards in Sweden and have fulfilled our professional ethics responsibility according to these requirements.

The objective of an audit is to obtain reasonable assurance that the information is free of material misstatements. A reasonable assurance engagement includes examining, on a test basis, evidence supporting the quantitative and qualitative information in the Sustainable Business Report.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainable Business Report, and applying analytical and other limited assurance procedures. A limited assurance engagement and an examination according to RevR 12 have a different focus and a considerably smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and other generally accepted auditing standards in Sweden. The procedures performed in a limited assurance engagement and an examination according to RevR 12 do not allow us to obtain such assurance that we become aware of all significant matters that could have been identified if an audit was performed. The stated conclusion based on a limited assurance and an examination in accordance with RevR 12, therefore, does not have the security that the conclusion of our reasonable assurance procedures.

Since this assurance engagement is combined, our conclusions regarding the reasonable assurance, the limited

assurance and the review according to RevR12 will be presented in separate sections.

Our reasonable assurance engagement includes 2024 data related to the Sustainability Goals “Net zero”, “Circularity” and “Fair play”, and specifically the following KPIs:
– CO₂ emission in Scope 1 and Scope 2 (page 144)
– Total waste (page 145)
– Share of women in managerial positions (page 140)
Our procedures are based on the criteria defined by the Board of Directors and the Managing Director as described above. We consider these criteria suitable for the preparation of the Sustainable Business Report.

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

Conclusion

Based on the limited assurance procedures we have performed, nothing has come to our attention that causes us to believe that the Sustainable Business Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and the Managing Director.

In our opinion the information in the Sustainable Business Report which has been subject to our reasonable assurance procedures have, in all material respects, been prepared in accordance with the criteria defined by the Board of Directors and the Managing Director.

A Statutory Sustainability Report has been prepared.

Stockholm, March 7, 2025

PricewaterhouseCoopers AB

Anna Rosendal
Authorized Public Accountant

Martin By
Authorized Public Accountant