

GRI Index

Ratos's sustainability reporting refers to the 2019 calendar year. The figures presented are from 1 January 2019 until 31 December 2019 unless otherwise specified. This report has been prepared in accordance with the GRI Standards: Core option. This is Ratos's fifth sustainability report according to GRI and Ratos intends to report annually.

In line with Ratos's signing of the UN Global Compact (UNGC), Ratos submits a Communication on Progress (COP) every year that presents its work with UNGC's ten principles. COP information can be found in Ratos's 2019 Annual Report. The reporting of Ratos's significant aspects and topic-specific disclosures are largely limited

to Ratos's parent company. The guidance on the aspects and indicators 205-1 and FS10 encompass both the parent company and holdings.

All calculations of energy and carbon emissions are comparisons between the financial years 2017 and 2019, with 2016 as base year for environmental data. Information is obtained from third-party suppliers, unless specified otherwise. All calculations regarding the environment are based on the GHG Protocol. Calculations that concern employees are based on GRI's models and all data is reported using the metric system. All HR data is calculated per employee.

GRI Standards Index with financial services sector disclosure

Compliance: ● Fully ● Partial

Standard & Title	Page	Comments	UNGC principles	Compliance
GRI 102: GENERAL DISCLOSURES 2016				
Organisational profile				
102-1	Name of the organisation	3, 129		●
102-2	Activities, brands, products and services	3		●
102-3	Location of headquarters	129		●
102-4	Location of operations	1, 28–39, 129		●
102-5	Ownership and legal form	24–25		●
102-6	Markets served	1, 3, 28–39		●
102-7	Scale of the organisation	2, 3, 14		●
102-8	Information on employees and other workers	14, 22, 121		●
102-9	Supply chain	3–5, 26		●
102-10	Significant changes to the organisation and its supply chain	3–5, 26		●
102-11	Precautionary Principle or approach	123–124	7	●
		We apply the precautionary principle by focusing on climate reporting and environmental policy in the companies.		
102-12	External initiatives	14–15		●
102-13	Membership of associations	123		●
		The Confederation of Swedish Enterprise, Swedish Leadership for Sustainable Development.		
Strategy				
102-14	Statement from senior decision-maker	6–7		●
Ethics and integrity				
102-16	Values, principles, standards, and norms of behaviour	9, 11, 19		●
Guidance				
102-18	Governance structure	6, 13, 17, 47–53		●
Stakeholder engagement				
102-40	List of stakeholder groups	120		●
102-41	Collective bargaining agreements	123	3	●
		Ratos has not entered into any collective agreements.		
102-42	Identifying and selecting stakeholders	120		●
102-43	Approach to stakeholder engagement	120		●
102-44	Key topics and concerns raised	120		●
		Omissions: Not possible to report results divided into each stakeholder group due to inadequate data collection by third-party provider.		

GRI Standards Index with financial services sector disclosure, cont. Compliance: ● Fully ● Partial

Standard & Title	Page	Comments	UNGC principles	Compliance
Reporting practice				
102-45	Entities included in the consolidated financial statements	3, 4, 42, 110		●
102-46	Defining report content and topic Boundaries	120		●
102-47	List of material topics	120		●
102-48	Restatements of information	124	No changes.	●
102-49	Changes in reporting	124	No changes.	●
102-50	Reporting period	125	2019.	●
102-51	Date of most recent report	124	28 March 2018.	●
102-52	Reporting cycle	124	Yearly.	●
102-53	Contact point for questions regarding the report	124	Jonas Wiström, CEO, +46 8 700 17 00, Helene Gustafsson, Head of IR and Press, +46 8 700 17 00	●
102-54	Claims of reporting in accordance with the GRI Standards	120, 124	Core Level.	●
102-55	GRI content index	123–124		●
102-56	External assurance	125		●

Material topics, guidance and topic-specific disclosures Compliance: ● Fully ● Partial

Standard & Title	Page	Comments	UNGC principles	Compliance
GRI 200 ECONOMIC STANDARD SERIES				
GRI 103: Management Approach 2016	103-1 – 103-3 Management Approach	19	10	●
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	19	10	●
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	19	10	●
GRI 300 ENVIRONMENTAL STANDARD SERIES				
GRI 103: Management Approach 2016	103-1 – 103-3 Management Approach	20	8–9	●
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	20	8	●
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	20	8	●
GRI 400 SOCIAL STANDARD SERIES				
GRI 103: Management Approach 2016	103-1 – 103-3 Management Approach	19, 22, 121	1–6	●
GRI 401: Employment 2016	401-3 Parental leave	121	6	●
			Omissions: Retention rates not reported due to limitations in the current system.	●
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance programmes	121	6	●
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	121	6	●
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	22, 121	6	●
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	19	6	●
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	19	1–6, 10	●
GRI G4 SECTOR DISCLOSURES				
GRI Financial Services	FS6 Percentage of portfolio divided into region, size and sector	3, 26–27	1–9	●
GRI Financial Services	FS10 Share of the portfolio companies that the organisation has interacted with on environmental or social issues	19–20, 122	1–9	●