Sustainability

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Values

Win as one.
Excel every day.
Engage with passion.

Our contribution to a sustainable future

Proact has a great opportunity to contribute to sustainable development by minimising our own environmental footprint, offering resilient and sustainable IT services and being an employer of choice.

Proact maintains a holistic approach to sustainability. Our ambition is to create long-term value for our company and our employees, our customers and shareholders, and society in general. With a business strategy that focuses on economic as well as ethical, social and environmental factors, we can help to bring about sustainable development while ensuring the long-term success of our company.

Sustainability strategy

Our sustainability strategy includes relevant targets and activities in areas that are important to our stakeholders, areas that affect us most, and areas where our activities have the greatest impact. Proact's long-term sustainability ambition is "The Power Of Together – for a better future. Supporting a green and sustainable world through IT."
To achieve this ambition, we are working in three focus areas:

- Minimise environmental footprint
- Resilient and sustainable IT services
- Employer of choice

Each focus area includes one or more strategic sustainability topics. These focus areas facilitate structured sustainability work and simplify communication and reporting.

The Sustainable Development Goals

Proact confirms the importance of the UN's Sustainable Development Goals (SDGs) as a collective global objective: to protect our planet and create prosperity for all. As a company, we can contribute by adapting the way in which we work to meet the needs of the generations of tomorrow. In our sustainability strategy, we have integrated the goals where we believe that our operations primarily contribute: goals 5 Gender equality, 7 Affordable and clean energy, 8 Decent work and economic growth, 9 Industry, innovation and infrastructure, 12 Responsible consumption and production, and 13 Climate action.

Pages 10-13 and 23-33 include the sustainability report for the Group in accordance with Chapter 6 of the Swedish Company Accounts Act.

The Power Of Together - for a better future

Supporting a green and sustainable world through IT

FOCUS AREA	STRATEGIC SUSTAINABILITY TOPICS	SUPPORTING THE SDGs	LONG-TERM TARGETS
Minimise environmental footprint	• Climate change	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION	**2050** Net zero GHG emissions
Resilient and sustainable IT services	• Cyberthreat mitigation • Data management and protection • Hybrid cloud services • Digital employee experience	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**2025** Obtain and maintain 'A' rating in Security Scorecard **2030** 1.2 PUE in data centres
Employer of choice	• Leadership • Diversity and inclusion • Learning and development	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH	**2030** eNPS 45 **2030** 30% women

Internal and external regulations and policies
UN & OECD principles | Proact Code of Conduct | Proact Company Handbook

Core values
Win as one | Excel every day | Engage with passion

Minimise environmental footprint

Low greenhouse gas emissions to get even lower

Climate change is one of the greatest challenges of our time. To achieve the ambitions of the Paris Agreement, it is essential that everyone plays their part in reducing greenhouse gas emissions. Proact's long-term target is to reach net zero emissions by 2050.

Proact is a technology and IT services company that does not manufacture products, does not have extensive logistics and does not own data centres. This means that our activities have a limited direct impact on the environment, and limited direct greenhouse gas emissions. By placing demands on our suppliers and partners, we are working to reduce the negative impact of our operations.

Environmental impact

Energy use, especially related to data centres, is generally a major source of greenhouse gas emissions in the IT sector. This is not the case for Proact, however, as in principle all of the data centres Proact uses are powered by renewable energy. Proact's main carbon footprint is in scope 3, indirect emissions, where the two categories of upstream leased assets (mainly cars) and business travel account for almost 90 per cent of emissions. In the next few years, the emphasis will be on reducing the carbon footprint in these categories. In parallel, Proact will be developing its calculation method with more granular data. With more insight into where the greatest emissions occur, both organisationally and within each category, a roadmap to achieve the net zero goal will be developed.

Proact's ambition is to only use data centres powered by renewable energy. In 2024, 99 per cent (98) of electricity consumption was renewable. We are also working in accordance with a devised schedule to reduce the number of data centres used within the Group. In 2024, no data centre has been closed or added. Further consolidation and closure of data centres are planned for 2025.

Focusing on renewable energy and using fewer data centres will help to reduce the overall carbon footprint of data centre operations. Proact's target of 100 per cent renewable energy at data centres remains in place going forward, as it is essential to achieving our net zero target and a key to supporting our customers' carbon targets. Another key factor involves working with suppliers who are committed to reducing their emissions. Find out more on page 25 about how we can help our customers reduce their carbon footprint.

Circular economy

Taking care not to waste finite resources is a prerequisite for sustainable development. Methods and processes devised are used to ensure that material is composted, that end-of-life electronics are reused or recycled to the greatest extent possible and that paper and packaging are recycled correctly at Proact companies. We aim always to use resources efficiently and securely in order to prevent or reduce any harmful impact on the environment as a consequence of what we do.

Greenhouse gas emissions, tonnes CO_2e

	2024	2023
Breakdown by scope		
Scope 1	0	0
Scope 2, market-based [1]	0	0
Scope 3	6,977	5,911
TOTAL	**6,977**	**5,911**
	2024	**2023**
Scope 2, location-based [1]	62	60

Proact reports according to the guidelines in the GHG Protocol Corporate Standard, Appendix F: Categorising GHG Emissions Associated with Leased Assets, as well as the equity share method, which means that activities associated with leased assets are reported in scope 3. For 2024, Proact's calculation basis has been revised, which means that some categories have been adjusted and that some emissions have changed category.

1) Scope 2 only includes electricity consumption from an office building owned by Proact in the UK.

Scope 3 greenhouse gas emissions, tonnes CO_2e

	2024	2023
Breakdown by category		
1: Purchased goods and services	102	84
2: Capital goods	50	48
3: Fuel and energy-related activities not included in scope 1 or 2	n.a.	329[2]
4: Upstream transportation and distribution	184	140
5: Waste generated in operations	1	2
6: Business travel	3,154[3]	1,774
8: Upstream leased assets (company cars, goods, data centres, electricity in leased office space)	3,486	3,470
9: Downstream transportation and distribution	0	64
TOTAL	**6,977**	**5,911**

Data is unavailable for categories 7 (employee commuting), 11 (use of products sold), 12 (waste management of products sold) and 13 (downstream leased assets). Category 10 (processing of products sold) is not applicable.

2) In 2023, energy in leased office space was reported in category 3.
3) Of which 111 tonnes relate to travel in connection with Proact's 30th anniversary celebrations that have been carbon offset via the United Nations Carbon offset platform.

Resilient and sustainable IT services

How we help our customers become sustainable

Proact has a great opportunity to support our customers' sustainability ambitions by offering resilient and sustainable IT services.

Digitalisation in society is increasing at a rapid pace, and both private and public stakeholders are now dependent on secure and reliable IT operations. Finding efficient and secure solutions for customers that are sustainable in the long term, often relating to large volumes of information, is at the very heart of what Proact does.

We have a history of long and close relationships with our customers. They can be found in many sectors of society, and include both private companies and public organisations. The needs of customers are at the heart of how we develop our products, services and processes – through both close cooperation and continuous and systematic feedback.

Cyberthreat mitigation

Shortcomings in IT security can lead to business disruptions, with disastrous consequences. The number of cyberthreats and data breaches has been increasing significantly for a number of years. Ensuring that data is protected and secure is at the heart of everything Proact does. Our expertise, combined with our security solutions and services, enables our customers to prevent intrusions and quickly detect and manage any incidents.

SecurityScorecard is one way to rate cybersecurity. SecurityScorecard assesses a company's cybersecurity from a hacker's perspective on a monthly basis by analysing ten risk factors. Proact's performance was at group level B (B) in December 2024. The goal going forward is to achieve and maintain level A.

Data management and protection

Data is the lifeblood of any modern business. Data is analysed, sent, stored, replicated and protected. Every terabyte of data stored is both replicated and backed up frequently, which increases the amount of storage capacity required. It is not uncommon for every terabyte of primary data to be stored three to five additional times for protection. Moreover, around 60 per cent of all primary data stored is never used again, but is protected to the same extent. We can drastically reduce the amount of unnecessary data (known as data waste), and thus the need for storage, by helping our customers to analyse and optimise their storage infrastructure and review backup and protection. This in turn means reduced costs for our customers and lower climate impact from their IT operations.

In order to manage the trust which our customers have placed in us, our services are supplied in accordance with established standards such as "ITIL Service Management", which includes a number of processes for the supply of cost-effective IT services based on the customer's business.

Hybrid cloud services

Proact does not own any data centres of its own but works in partnership with leading suppliers who provide and manage the running of the data centre. In general, data centres are very energy-intensive operations compared to typical commercial office buildings. Proact can help reduce energy demand per terabyte by offering sustainable hybrid cloud services, with energy-efficient data centres and equipment, combined with optimised hardware capacity and high infrastructure utilisation.

The PUE (Power Usage Effectiveness) metric is used to measure energy efficiency at a data centre. This is the ratio of the total amount of energy used by the facility to the energy delivered to the computing equipment. The lower the PUE value, the more energy-efficient the data centre is. The PUE value of the data centres used by Proact was 1.31 (1.30) on average in 2024, which is relatively good compared to an EU market average estimated at around 1.7. Proact has a clear objective to use data centres with high energy efficiency and to consolidate and increase the utilisation rate at the data centres used. The goal is to achieve a PUE value of 1.2 on average for all data centres by 2030.

Digital employee experience

Since the outbreak of the COVID-19 pandemic, working from home has become common for millions of people in the EU and all over the world. Proact designs, installs and manages modern IT environments and offers services enabling fast and secure access to relevant data, regardless of where our customers' employees are located. This allows our customers to offer their employees hybrid work, which helps achieve a better work-life balance. It can also provide the option of online meetings and mean less travelling to and from the workplace. This means reducing our customers' carbon footprint while also keeping their business data accessible and secure.

Suppliers

Proact partners with suppliers who have high ambitions and are committed to corporate responsibility, which in turn has an impact on value chains for both Proact and our customers. Most of our suppliers are located in Europe and North America, where compliance with basic human rights, environmental considerations and labour law conditions are good. Our suppliers are normally also major corporations that have devised extensive schemes relating to responsible, sustainable business. All our suppliers undergo an approval process which involves evaluation of both product safety and sustainability aspects.

As part of our process, we have an extensive questionnaire in order to gain a clear understanding of our suppliers' standards in terms of sustainability. The approval process is also documented in our Company Handbook. We also conduct regular follow-ups and reviews. Our aim is to ensure compliance with international principles relating to human rights, labour law, the environment and anti-corruption.

Employer of choice

Our employees are the key to our success

We believe in success through our employees – the talent and commitment of exceptional individuals working together for a common purpose.

Our employees are our most valuable asset. Their commitment and continued development is fundamental to fulfilling our vision and strategy, where the emphasis is on developing our customer offering and increasing profitable growth, both organically and through acquisitions.

Employer brand and recruitment

Proact wants to be an attractive employer for both current and potential employees. We recognise the importance of strengthening our employer brand in the long term and clearly showing who we are, what we stand for and do, and what we offer our employees. During the year, we completed our EVP (Employer Value Proposition) project, which clarified our offering to employees. Having clarity on what to expect as an employee at Proact is a necessity if we are to achieve our growth goals. Given current competition for talent, this is both a challenge and a task that requires our closest attention.

To recruit new employees, we promote Proact in digital campaigns, at fairs and in partnership with universities and colleges. There are also a number of local initiatives in respect of recruitment programmes, where young people or recent graduates can try out different tasks and thus get job opportunities in the IT industry.

In 2024, we took on 154 new employees (133). Providing a warm welcome and introducing new employees is a high priority at Proact. Given our active acquisition agenda, the induction process is essential not only for new employees but also for those who join the company through our acquisitions.

Talent development

If Proact is to be able to offer our customers relevant solutions, talent development is not an opportunity – it is a must. For the most part, employees learn things as they go about their day-to-day work together with colleagues and customers. We offer rewarding roles and tasks so that our employees feel they are being challenged and helping to further Proact's business development.

We also offer in-house training through our very own Proact Academy. Employees receive education and training here, particularly in areas relating to sales and technology, but also on internal policies and compliance. Other learning platforms are also used locally, such as Good Habitz and LinkedIn learning.

The annual appraisals between employees and managers are another important factor in individual development. These appraisals ensure that employees are given the opportunity for discussion and to devise plans for development.

Proact supports and encourages internal promotion. We are proud of the number of employees who have progressed in their roles, sometimes from junior positions, to various senior positions.

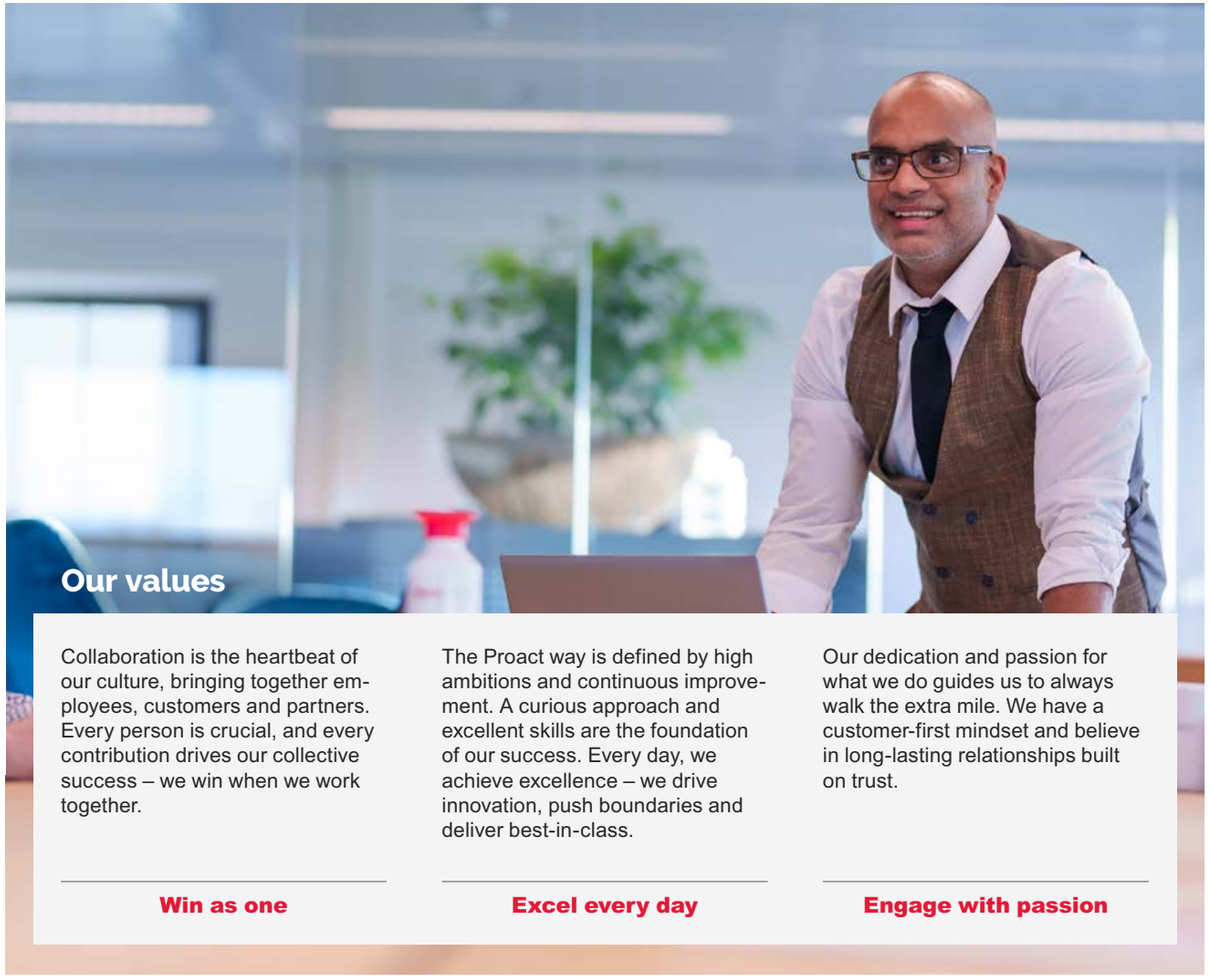
Leadership

Leadership is one of our priorities, as we feel that this is the strongest driving force for both our success and a strong culture. Leadership is all about creating sustainable results by developing both our employees and our business. Our leaders live our culture and values, communicate our vision and strategy and inspire us to give of our best in our day-to-day work.

At Proact, we want to give our leaders both the knowledge and the tools they need to develop. We work in a structured manner and maintain a long-term approach, identifying people with management talent and planning for promotion and succession. Leadership and succession planning takes place annually for all country managers and other people who report directly to the Group Management.

Development among our leaders takes place through various initiatives and is continuously implemented at local level in our countries. Our global leadership development continued for around 50 of our top leaders in 2024, including a physical meeting in the spring. The focus was on strategy, leadership and continuing to strengthen the leadership network within Proact.

In 2024, Proact continues to show excellent results in the leadership index relative to other companies overall, a trend that has lasted for several years. The year's result stands at 87, maintaining the same high level as last year. See the table on page 27.



Our values

Collaboration is the heartbeat of our culture, bringing together employees, customers and partners. Every person is crucial, and every contribution drives our collective success – we win when we work together.

Win as one

The Proact way is defined by high ambitions and continuous improvement. A curious approach and excellent skills are the foundation of our success. Every day, we achieve excellence – we drive innovation, push boundaries and deliver best-in-class.

Excel every day

Our dedication and passion for what we do guides us to always walk the extra mile. We have a customer-first mindset and believe in long-lasting relationships built on trust.

Engage with passion

Culture

We are proud of our inclusive corporate culture and how our employees live up to our values and #ThePowerOfTogether. We have a special Proact spirit of openness and inclusion, high levels of commitment, professionalism and continuous learning. We value diversity and appreciate the things that make our employees different. Having a strong Proact culture is crucial as we welcome new colleagues and work together to achieve common goals. We are committed to offering a place of work that gives our employees positive experiences in terms of both physical and mental health and well-being.

We are committed to ensuring that new Proact employees receive a welcoming and thorough induction. Over the years, we have been hugely appreciated for our well-structured process. There are a number of examples of how our induction processes reflect the Proact spirit, including various meetings for new employees, buddy systems and induction groups.

Diversity and inclusion

The IT sector is one of the fastest growing industries. While the need for skilled labour is high, the industry faces challenges in terms of representation and diversity and, despite its growth, the percentage of women in the industry is not increasing. Diversity and inclusion are key to driving innovation and reinforcing competitiveness. Employees with a wealth of backgrounds, perspectives and experience make Proact more robust and dynamic.

Proact must provide equal opportunities for employment, promotion, development, remuneration and all other employee-related processes and practices without discrimination on the basis of gender, transgender identity or expression, ethnicity, religion or belief, disability, sexual orientation or age. Our goal is to achieve a gender balance of at least 30 per cent women in the overall workforce by 2030. At the end of 2024, the proportion was 19 per cent (19).

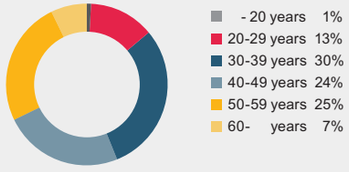
Employee surveys

We conduct surveys every year in order to give all our employees the opportunity to make their voices heard and let us know how we can work together to improve Proact. We use a platform that enables us to follow up on the annual employee survey with pulse surveys in selected survey areas and selected parts of the organisation.

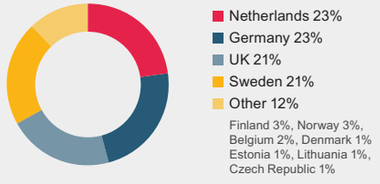
The employee survey is a valuable tool and provides a foundation for structured discussion and improvement of working methods and commitment. Working with the survey results is a high priority for Proact. Managers present results and work with their teams to devise activity plans for their respective fields of responsibility. The executive team makes decisions on measures of key importance to the company as a whole.

This year's survey achieved a response rate of 91 per cent (94), a very high response frequency. The high response rate indicates a high level of commitment among Proact employees. Proact also performs very well overall against the benchmark, which includes all industries. It is particularly gratifying to see that Proact's Employer Net Promoter Score (eNPS) remains at a high level, 30 (31).

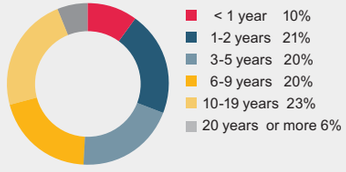
Age structure



Employees by country



Employees by employment time



Gender breakdown

	Proact 2024
Proportion of women, total	19%
Proportion of female managers who are responsible for employees	22%
Proportion of women, senior management	38%
Proportion of women, Board of Directors	40%

Employee Index

	Proact 2024	Benchmark, all industries 2024	Proact 2023
Leadership Index	87	80	87
Team Efficiency Index	84	77	83
Engagement Index	83	81	83
OSI Work Environment Index	82	76	82
Management Index	69	66	69
eNPS Index	30	15	31

Sustainability information

Sustainability governance

Structure of our sustainability work

Guidelines for our sustainability efforts are established by the Board of Directors. The Chief Executive Officer bears ultimate responsibility for the sustainability work while Group Management is responsible for devising a strategy and following up the results of the Group's sustainability work. A member of Group Management is responsible for implementing and driving the sustainability work, and there is regular reporting on this work at both Board meetings and Group Management meetings. Day-to-day operational responsibility rests with the relevant business units, with the assistance of the expertise functions Legal, People & Sustainability, Technology & Services, Corporate Development and Finance. Sustainability in respect of employees is one of the targets for all members of Group Management's performance-based annual bonus scheme.

Policies and policy documents

Proact is an international company operating in a number of countries, all of which have different laws, cultures and traditions. All business must be run sustainably, in compliance with applicable legislation and in line with the company's policies and values.

Our Code of Conduct includes 13 key principles applicable to all our employees, suppliers and business partners. It provides guidance on doing ethically correct business, respecting human rights and labour law, and operating in compliance with legislation and practice in respect of the environment, anti-corruption, competition and anti-discrimination.

Besides Proact's Code of Conduct, the following documents and policies are relevant to our business ethics and compliance:

- Anti-slavery and Anti-human trafficking statement
- Company Handbook
- Finance Policy
- Governance Framework
- Information Security Policy
- Internal Controls and Monitoring Framework
- Legal Policy
- People and Sustainability Policy
- Risk Management Framework
- Sustainability Due Diligence Process
- Vendor Onboarding Process

Compliance with laws and regulations is always a top priority for us, and in a changing world we are of the opinion that it is equally important to adopt a broader approach as regards our corporate responsibility. Our Company Handbook includes guidelines, policies and processes to ensure social, environmental and ethical responsibility, both internally and with external parties.

Proact has a whistleblower policy that provides all employees with information on how suspected deviations from the company's Code of Conduct are to be reported. All Proact employees must report, without delay, every known breach of the Code of Conduct or any concerns they may have with regard to breaches as specified in the policy.

Such reports and concerns will be examined in depth as a matter of urgency. Anyone reporting such fears in good faith will be protected by Proact from all forms of reprisal. The whistleblower policy is part of our Code of Conduct, which is communicated to all employees.

Two whistleblowing cases were received and investigated in 2024, and appropriate action was taken.

How we work

Proact has a compliance monitoring team to investigate compliance and any grievances. This team is headed by General Counsel and includes the CFO and VP People & Sustainability. Our legal function conducts audits which are compiled and presented to the Chief Executive Officer and the compliance team, along with proposals for action.

The induction programme for new employees includes training on our policies and policy documents, which are also available on our continuous learning platform. The Proact Code of Conduct and Company Handbook provide the framework for employees, enabling them to behave professionally with our customers and do responsible business. Ethical assessments and positions in respect of the business in which we want to participate are discussed at the business areas' quarterly progress checks with the Chief Executive Officer.

Certifications

The company's objective is for all operations to have relevant certification so that they can be pursued in a safe, structured manner in accordance with the local requirements on the market in question. The certifications are specific to each country and require annual updates and audits. In most cases, the companies in the countries in which Proact works extensively hold accreditation to ISO 9001 (quality), ISO 14001 (environment) and ISO 27001 (data security), but the companies in the countries in which Proact works less extensively are also often certified in accordance with one of the most common ISO systems.

Materiality analysis and stakeholder dialogue

A materiality analysis has been conducted in order to determine which sustainability topics are most strategic for Proact. Each material sustainability topic has been analysed on the basis of how the topic may affect Proact financially and what impact Proact can have on the topic (double materiality). The perspective of Proact's key stakeholder groups – employees, customers, shareholders, suppliers and partners, and the local community and the surrounding world – has also been taken into account. Proact's most essential topics are judged to be:

- Climate change
- Cyberthreat mitigation
- Data management and protection
- Hybrid cloud services
- Digital employee experience
- Leadership
- Diversity and inclusion
- Learning and development

Open discussion with our stakeholders is crucial for us to successfully address their concerns, along with global trends and market expectations. We adopt a structured approach to stakeholder involvement, with regular surveys of customers and employees, investor meetings and gatherings and via our official media channels.

PROACT 30 YEAR ANNIVERSARY

Celebrating a milestone!

Company culture and revised values

Veerle Fonck, Sales Director, Belgium

What are your thoughts on our revised values?

In my view, the updated values represent Proact's working methods, with an emphasis on high ambition, continuous improvement, passion, customer focus and fostering trust. They convey our commitment and enthusiasm, highlight that success is most effectively achieved when we collaborate, and showcase our focus on innovation and our goal to be best in class.

How can we maintain and strengthen our values?

The engagement of leaders is essential, as they are expected to be role models for the values and to show commitment through their actions. A clear communication strategy and rigour across all levels of the organisation are critical to ensure that everyone understands and applies the values consistently. It is also essential to celebrate achievements and learn from mistakes by taking corrective and preventive measures. Ultimately, embracing essential changes and steering clear of stagnation is vital, given the rapid changes in the world, and the key lies in our ability to adapt.

How do you think values can help us shape our company?

After almost a year with Proact, it has become clear to me that our values are not simply a paper exercise. They act as guiding principles that shape the culture, enhance relationships with customers, employees, suppliers and other stakeholders, and promote long-term success. I have been pleasantly surprised by the consistent dedication of our leadership to improve and innovate with our values at the forefront. The values help employees understand Proact's strategy and vision. By aligning our business strategy and values, Proact will build a strong, adaptable and sustainable foundation that will support both immediate growth and long-term goals.

#ExcelEveryDay

EU taxonomy

Consolidated information under Article 8 of the Taxonomy Regulation

Revenue

Parts of Proact's revenue in cloud services are covered by the EU Taxonomy Regulation in area 8.1, "Data processing, hosting and related activities" and contribute – where taxonomy-aligned – to the EU's environmental objective 1 on climate change mitigation. Proact's interpretation is that the cloud services where Proact is responsible for the processing of data constitute an activity that is covered by area 8.1 and thus constitute what is known as eligible turnover. However, other cloud services such as surveillance, monitoring, network services or public cloud services are not eligible. Nor are other revenue streams – i.e. systems, support and consultancy services – eligible under the EU Taxonomy Regulation.

Total revenue is recognised under IFRS in accordance with the accounting policies set out in Note 3 of the annual report and corresponds to the total revenue recognised in the consolidated statement of comprehensive income. Eligible turnover is the portion of total revenue that is attributable to performance obligations for services as defined above.

Capital expenditure (CapEx)

CapEx consists of investments in tangible and intangible fixed assets, including acquired assets and investments in right-of use assets. The CapEx eligible to Proact according to the EU Taxonomy Regulation is that which is directly attributable to the cloud services in activity 8.1. According to the guidance from the European Commission in the FAQ published in 2022, it has been clarified that purchases of outputs from economic activities that are compliant with the taxonomy requirements and individual measures that enable the target activities to become low-carbonor lead to reduced greenhouse gas emissions are also eligible. This is the case even if the investments are not related to a turnover activity conducted by an enterprise. In Proact's case, this means that investments in buildings and leases under activity 7.7, and investments in leased vehicles under activity 6.5 are also eligible CapEx.

CapEx consists of the new investments in accordance with IFRS in Note 15 of the annual report for intangible assets (excluding goodwill), Note 16 for Tangible assets and as additional rights of use in Note 27 for Leased assets.

Operational expenditure (OpEx)

As OpEx, Proact has identified the costs that are directly related to maintenance and repairs of equipment reported as CapEx as stated above, as well as renovation costs and short-term leases where applicable. This includes both the cost of external purchases and the cost of Proact's own employees when performing this type of activity.

Eligible OpEx is such OpEx that is directly related to activity 8.1. Eligible OpEx is also such OpEx that is eligible in itself as described above, although Proact has not identified any such OpEx.

EU Taxonomy-aligned activities

To be taxonomy-aligned, activities in area 8.1 require the data centres used to process data to meet a number of technical screening criteria. In addition, the suppliers of the equipment used must fulfil a number of other technical screening criteria.

As Proact does not own any data centres and purchases all equipment from suppliers, the suppliers of data centres and equipment are required to meet all relevant technical screening criteria, including verifying and documenting the fact that they 'Do No Significant Harm' (DNSH) to any of the other environmental objectives. This needs to be confirmed by all suppliers, which none of them have been able to do in full. Consequently, we are not reporting any taxonomy-aligned activities for 2024.

The same assessment has been made for suppliers of leased vehicles and buildings. Proact's policy is to promote sustainable choices of cars and premises. However, Proact has not been able to ensure that suppliers fulfil all screening criteria, and therefore no taxonomy-aligned activities are reported for 2024.

Minimum safeguards and Do No Significant Harm (DNSH) criteria

The fulfilment of minimum safeguards and whether any significant harm is being done to any of the other EU environmental objectives are not reported as no taxonomy-aligned activities have been identified.

Turnover

	Proportion of turnover/ Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	17%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

CapEx

	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	85%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

OpEx

	Proportion of OpEx/ Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	28%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Taxonomy tables

Proportion of taxonomy-aligned economic activities, Turnover

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024.

Financial year 2024				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	Turnover (SEK million)	Proportion of turnover, 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, 2023	Category enabling activity	Category transitional activity
			%	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			**17%**														**12%**		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data processing, hosting and related activities	CCM 8.1	0	0%														0%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)			**0%**	**%**	**%**	**%**	**%**	**%**	**%**								**0%**		
Of which Enabling			0%	%	%	%	%	%	%								0%	E	
Of which Transitional			0%	%													0%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Data processing, hosting and related activities	CCM 8.1	813	17%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								12%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		813	17%	%	%	%	%	%	%								12%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		813	17%	%	%	%	%	%	%								12%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		4,052	83%																
TOTAL		**4,864**	**100%**																

Proportion of taxonomy-aligned economic activities, CapEx

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024.

Financial year 2024				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	CapEx (SEK million)	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
			%	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			**85%**														**85%**		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data processing, hosting and related activities	CCM 8.1	0	0%														0%		
Acquisition and ownership of buildings	CCM 7.7	0	0%														0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0	0%														0%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			**0%**	**%**	**%**	**%**	**%**	**%**	**%**								**0%**		
Of which Enabling			0%	%	%	%	%	%	%								0%	E	
Of which Transitional			0%	%													0%		T
A2. 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										
Data processing, hosting and related activities	CCM 8.1	29	25%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								46%		
Acquisition and ownership of buildings	CCM 7.7	22	19%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								10%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	48	41%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								29%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		99	85%	%	%	%	%	%	%								85%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		99	85%	%	%	%	%	%	%								85%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		17	15%																
TOTAL		**116**	**100%**																

Proportion of taxonomy-aligned economic activities, OpEx

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024.

Financial year 2024				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	Code(s)	OpEx (MSEK)	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
			%	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			**28%**														**29%**		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data processing, hosting and related activities	CCM 8.1	0	0%														0%		
Acquisition and ownership of buildings	CCM 7.7	0	0%														0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0	0%														0%		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			**%**	**%**	**%**	**%**	**%**	**%**	**%**										
Of which Enabling			0%	%	%	%	%	%	%								0%	E	
Of which Transitional			0%	%													0%		T
A2. 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										
Data processing, hosting and related activities	CCM 8.1	3	28%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								29%		
Acquisition and ownership of buildings	CCM 7.7	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		3	28%	%	%	%	%	%	%								29%		
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		3	28%	%	%	%	%	%	%								29%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		8	72%																
TOTAL		**12**	**100%**																

Auditor's opinion on the statutory sustainability report

To the general meeting of the shareholders in Proact IT Group AB (publ), co. reg. no. 556494-3446.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2024 on pages 10-13 and 23-33 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's standard RevR 12 The auditor´s opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm 31 March 2025

Öhrlings PricewaterhouseCoopers AB

Magnus Thorling
Authorised Public Accountant

This is an unofficial translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.