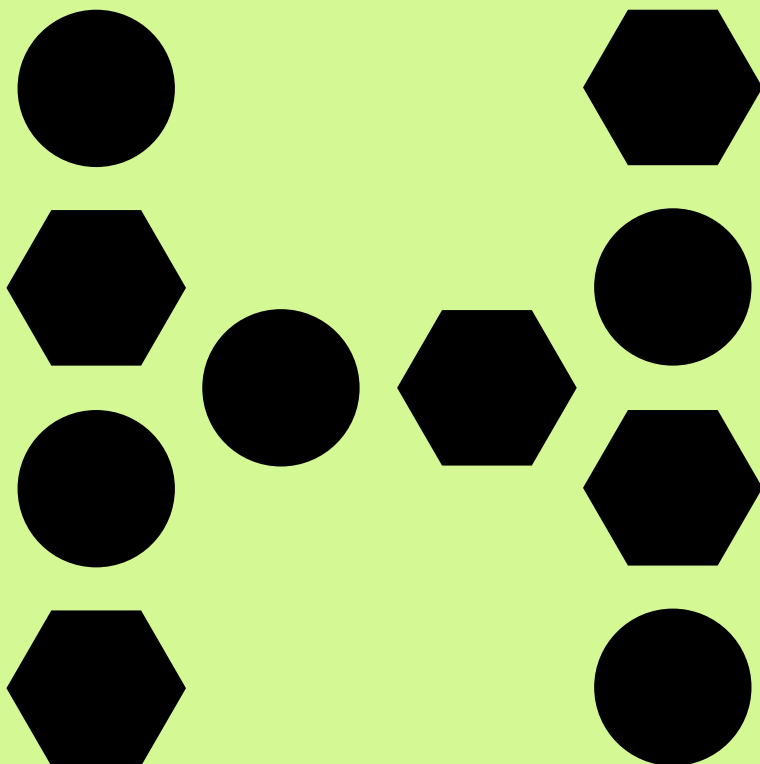


A Lasting Link to the Future



Hexatronic conducts its operations through three business areas: Fiber Solutions, Harsh Environment and Data Center. What unites these business areas is deep expertise in fiber optic infrastructure and the ability to deliver high quality, sustainable solutions to customers around the world.



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The audited Annual report for Hexatronic Group AB (publ), corporate identity number 556168-6360, comprises pages 26–164. Hexatronic has prepared a Sustainability report in accordance with the Annual Accounts Act, chapter six, section eleven. The Sustainability report comprises pages 48–109. Hexatronic has also prepared a Remuneration report, which is available on the company's website, [hexatronic.com](https://www.hexatronic.com).

Hexatronic publishes the Annual report in Swedish and English. Should there be differences between the two language versions, it is the Swedish report that takes precedence.

Global presence, local business



Hexatronic's products and solutions ensure robust, secure and efficient digital infrastructure. Through its three business areas – Fiber Solutions, Harsh Environment and Data Center – the company delivers systems and services globally that support everything from broadband deployment and data centers to critical applications within energy, defence and industry. Together, these business areas form a

comprehensive offering that meets the growing global demand for reliable and future-proof communication. With approximately 2,000 employees, operations across 41 units and 17 production facilities, the company has established a strong position in several key markets.

Development during 2025

7,519

Net sales
SEK million

8.4%

Adjusted
EBITA margin

41

Operational
units

2,011

Number of
employees

Global market

Hexatronic’s largest geographical markets are Europe and North America. The company holds strong positions in countries such as the United States, Germany, Sweden and the United Kingdom, which are therefore key markets for the Group.

Three business areas

Hexatronic conducts its operations through three business areas: Fiber Solutions, Harsh Environment and Data Center. What unites these areas is deep expertise in fiber optic infrastructure and the ability to deliver high quality, sustainable solutions to customers worldwide.

Hexatronic’s share has been listed on Nasdaq Stockholm’s main market since 2015 under the ticker HTRO.

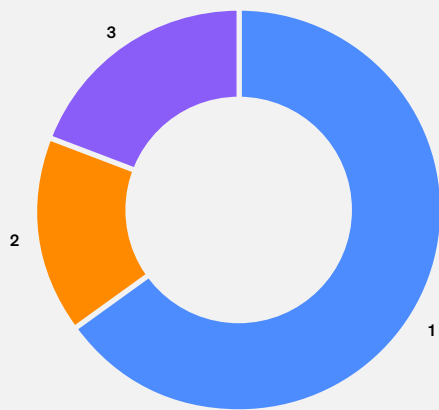
Sustainability

Together, Hexatronic contributes to a more sustainable world while creating long term value for both people and the planet. Progress is driven through collaboration, where engagement and shared knowledge accelerate development. By inspiring action, raising awareness and promoting continuous learning, the company creates solutions that enable uninterrupted connectivity and support the digital transition. This is essential for addressing today’s challenges and building greener, smarter and safer societies.

Core values

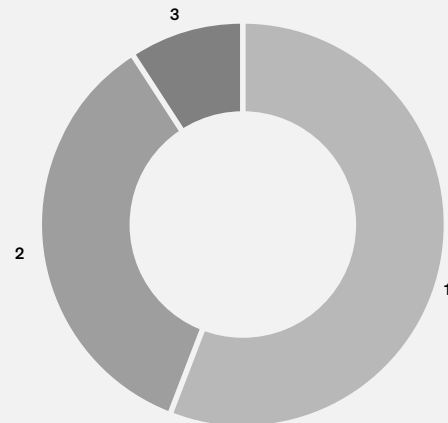
Hexatronic’s culture is built on being accountable, open and inventive — values that drive the company to make a lasting difference.

Net sales in 2025 by business area



- 1. Fiber Solutions 65 % ●
- 2. Harsh Environment 16 % ●
- 3. Data Center 19 % ●

Net sales in 2025 by geographical area



- 1. Europe 56 %
- 2. North America 35 %
- 3. APAC 9 %

Strategic Transformation of Hexatronic Driven by Strong Growth in Harsh Environment and Data Center

2025 was my first year as CEO of Hexatronic, and it was a year marked by significant progress in our strategic transformation. We launched three business areas with a clear focus on diversifying the Group through rapid growth in Data Center and Harsh Environment. These two fast growing business areas now account for an increasingly large share of the Group and form a key part of our long term ambition to build a more diversified and higher growth Hexatronic. While market conditions remained challenging for Fiber Solutions, we initiated a comprehensive performance improvement program to adapt the business to current market conditions.

The Group's net sales amounted to SEK 7,519 million and adjusted EBITA to SEK 632 million, corresponding to an adjusted EBITA margin of 8.4 percent. Cash flow remained strong, and we maintained adjusted leverage at 1.9 times pro forma EBITDA (excluding IFRS 16), even after the acquisition of Communication Zone. Despite currency headwinds and a continued subdued FTTH market, we delivered organic growth of 3 percent.

New Business Areas and Targets

In 2025, we launched our three business areas along with corresponding financial reporting. We also introduced new financial targets, which include an ambition to reach an EBITA margin of around 12 percent and net sales of SEK 11 billion by 2028, with Data Center and Harsh Environment accounting for approximately half.

During the year, these two business areas increased their share of Group revenue from 27 percent to 35 percent, driven by strong organic growth, and accounted for around 56 percent of adjusted EBITA before eliminations. At the same time, the measures implemented within Fiber Solutions will strengthen competitiveness, improve profitability and position the business area to capture demand in new, fast growing segments.

Data Center – Strong Growth and Continued Momentum

Data Center delivered a record year, with organic sales growth of 37 percent and an adjusted EBITA margin that improved by two percentage points to 17.9 percent. All units contributed positively, supported by robust demand for product solutions and an expanding service offering.

Our strategy to broaden our presence in North America and Europe has accelerated. The acquisition of Communication Zone in Chicago strengthens our market position and customer base in the United States and supports our long

term growth ambitions in the region.

We believe that the underlying market drivers remain strong, even if the pace of growth naturally normalizes after an exceptionally strong 2025.

Harsh Environment – Continued Strong Development

Harsh Environment delivered another year of solid growth, with organic sales increasing by 11 percent and the adjusted EBITA margin rising by one percentage point to 11.2 percent. Demand remained strong in the defence and energy sectors, driven by long term investment cycles and increased attention to security and critical infrastructure.

Rochester Cable continued to execute its multiyear improvement program, contributing to improved profitability and higher operational efficiency during the year. Dynamic Cables performed particularly well and contributed positively to both growth and margins.

In early 2026, we also took an important step in our growth journey by entering into an agreement to acquire JOWO in Germany. JOWO provides connectivity solutions primarily for defence applications. This acquisition underpins our strategy to accelerate growth within Harsh Environment and to strengthen and diversify our position in the most attractive customer segments.

Fiber Solutions – Managing Market Headwinds and Repositioning for Growth

Fiber Solutions experienced another year of weak FTTH demand, particularly in Europe and parts of North America. Price pressure and overcapacity impacted margins, and organic sales declined by 5 percent overall, with the sharpest decline in microducts.

To address margin pressure and adapt to the new market environment, we launched a comprehensive improvement program in the third quarter. The program includes consoli-



“Data Center and Harsh Environment increased their share of the Group’s net sales from 27 to 35 percent and accounted for approximately 56 percent of the Group’s adjusted EBITA result.”

ation of our production footprint, organizational adjustments and targeted cost reductions in Europe. In the fourth quarter, we decided to expand the program to include our facility in Clinton, South Carolina. The program will deliver annual savings of SEK 120 million when fully implemented by the end of the first quarter of 2026.

At the same time, we continue to reallocate resources to attractive adjacent segments such as transport networks and submarine cable. A large submarine cable order delivered in the fourth quarter highlights the growth opportunities in these areas.

We are also investing to accelerate innovation. During the year we launched Viper Ease®, an upgraded version of our widely used Viper Micro cable with new technology that significantly reduces installation time and lowers the installer’s total cost of ownership. This innovation was followed in early 2026 by the launch of Viper Core®, a new generation of microcable with higher fiber counts, designed for the growing demand in transport networks and data center interconnect.

Strong Cash Flow and Solid Financial Position

Cash flow remained strong during the year, with operating cash flow amounting to SEK 584 million. Interest bearing net debt (excluding IFRS 16) decreased during the year, maintaining adjusted leverage at around 1.9 times pro forma EBITDA.

The Group’s financial flexibility remains strong and supports continued growth both organically and through acquisitions.

Sustainability and CSR

Sustainability continues to be a strategic priority. During the year, we made significant progress in preparing for CSR reporting, and I am pleased to present our first sustainability report under this framework. Our products and solutions continue to have a lower environmental impact than traditional alternatives, and we are working actively to make this value more visible to customers.

Outlook

Looking ahead to 2026, we expect the European FTTH market to remain challenging, with overcapacity persisting in the near term. At the same time, we see potential for our North American operations to gradually return to growth during the year. Our improvement program within Fiber Solutions is progressing according to plan and will reach full effect by the end of the first quarter.

In Data Center, we expect continued strong activity driven by investments in digital infrastructure and services, even if the growth rate normalizes after an exceptional 2025. Harsh Environment is also expected to continue the longer growth trend, supported by a steady trend of replacing copper with fiber and by long term investment cycles within defence and energy. We continue to evaluate additional acquisition opportunities in both Harsh Environment and Data Center.

The strengthened Swedish krona is expected to impact reported revenue negatively, but with limited effect on EBITA due to our strategy of local production.

Recent events in the Middle East, and in Iran in particular, are obviously very concerning. The impact on the global economy and Hexatronic’s business is difficult to assess currently, but unless there is a quick resolution we are likely to see increased volatility and costs for e.g. oil-based resins and ocean freight.

Final Remarks

As we conclude 2025, Hexatronic stands stronger, more diversified and better positioned for long term growth. We have taken important steps to adapt our operations to market conditions while investing in the areas that will drive our future development.

I would like to express my sincere thanks to our customers, partners and – above all – our employees around the world. Your commitment and dedication form the foundation of our success. Together, we look forward to continuing our journey in 2026 and beyond.

Rikard Fröberg
President and CEO

Solid end to the year

Net sales, SEK million

7,519

Adjusted EBITA margin

8.4%

Key figures

	2025	2024
Net sales, SEK million	7 519	7 581
Fiber Solutions	4 870	5 441
Harsh Environment	1 241	1 178
Data Center	1 409	972
Other	-1	-11
Adjusted EBITA, SEK million	632	803
Fiber Solutions	310	587
Harsh Environment	139	121
Data Center	252	154
Corporate/Elimination	-70	-60
Adjusted EBITA margin	8,4 %	10,6 %
Fiber Solutions	6,4 %	10,8 %
Harsh Environment	11,2 %	10,3 %
Data Center	17,9 %	15,9 %
Corporate/Elimination	-	-
EBITA	334	803
EBITA margin	4,4 %	10,6 %
Operating profit (EBIT), SEK million	226	680
Profit for the period, SEK million	-16	344
Earnings per share after dilution, SEK	-0,07	1,69
Cash flow from operating activities, SEK million	584	921
Adjusted leverage, (x)	1,9	1,9
Leverage, (x)	2,2	1,9

The year in brief

Efficiency Improvements

- In September 2025, Hexatronic launched a comprehensive performance improvement program within Fiber Solutions to address overcapacity and restore profitability. The program includes consolidation of production, organizational adjustments and targeted cost reductions in Europe.
- In the fourth quarter, the program was expanded to include capacity adjustments at the facility in Clinton, South Carolina. Once fully implemented at the end of the first quarter of 2026, the program will generate annual savings of SEK 120 million.
- Continued operational improvements at Rochester Cable contributed to higher efficiency and improved margins within Harsh Environment during the year.

Financial Targets

- In September 2025, Hexatronic introduced financial targets for each business area. See page 8 for more information.

Financing

- In April 2025, Hexatronic refinanced all its senior loans and revolving credit facility with its existing lenders. The new loan agreement amounts to SEK 3.5 billion. The credit documentation and financial covenants remain unchanged from the previous agreement. The new agreement runs until April 2028, with an extension option until 2030.

Acquisitions

- In the fourth quarter, Hexatronic completed the acquisition of Communication Zone in Chicago. The acquisition strengthens the Data Center business area's geographic presence in the U.S. Midwest and broadens the Group's service offering and customer base.

Sustainability

- In May 2025, Hexatronic's climate targets were approved and validated by the Science Based Targets initiative (SBTi). See page 9 for more information.

Customer Contracts and Products

- During the year, several major project deliveries were completed across all business areas, including a seven year agreement with Chorus in New Zealand and a large submarine cable delivery in the fourth quarter.
- In the third quarter of 2025, Hexatronic completed the global launch of Viper Ease®, an upgraded version of the popular Viper Micro cable featuring world leading innovations such as tangle free binder yarns and dry inner tubes. These improvements reduce installers' cable preparation time by 50–70 percent, significantly improving their total cost of ownership (TCO).

Management Changes

- On 1 March 2025, Rikard Fröberg assumed the role of President and CEO of Hexatronic following a global recruitment process.
- On 28 May, Pernilla Grennfelt, Head of Investor Relations and a member of Group Management, decided to leave the company in connection with the restructuring of the IR function.

Events After the End of the Period

- Hexatronic clarified the organizational structure of the Fiber Solutions business area, dividing it into four regions. As a result of these changes, Christian Priess decided to leave the company. Magnus Angermund assumed full leadership of the Europe Region and remained part of Group Management.
- Hexatronic signed a binding agreement to acquire 100 percent of the shares in JOWO Systemtechnik AG, a German manufacturer and distributor of connectors and related products supplied primarily to customers in the defence, energy and broader industrial sectors. The acquisition strengthens Hexatronic's connectivity offering within the Harsh Environment business area and provides additional technological capabilities as well as deeper access to key customer segments, particularly within the European defence market.

Targets for sustainable growth



	Hexatronic Fiber Solutions	Hexatronic Harsh Environment	Hexatronic Data Center	
Net sales*	Target 2028	SEK 6.0bn	SEK 2.0bn	SEK 3.0bn
	Outcome 2025	SEK 4.9bn	SEK 1.2bn	SEK 1.4bn
	Change in net sales	-11 %	+5 %	+45 %
	Organic growth 2025	-5 %	+11 %	+37 %
EBITA margin**	Target	10,0 %	15,0 %	15,0 %
	Outcome 2025***	6,4 %	11,2 %	17,9 %
	Margin growth 2025***	-440 bps	+90 bps	+200 bps

* Including M&A / Before group eliminations

** Over a business cycle

*** Adjusted EBITA

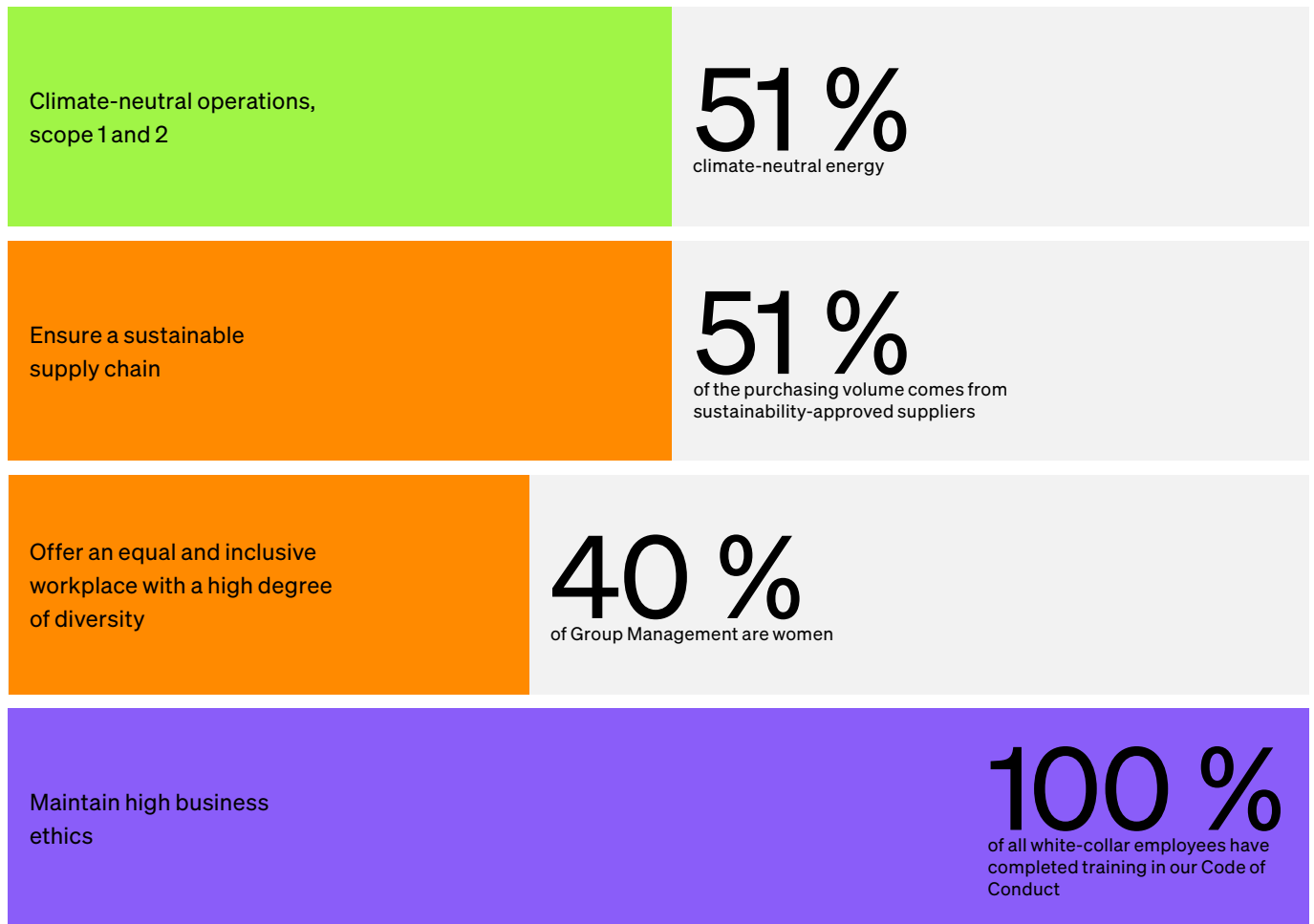
Sustainability goals

Hexatronic's sustainability goals are based on our ambition to help our customers achieve sustainable success. Our solutions enable more resource-efficient, robust, and future-proof digital infrastructure, and support customers in strengthening their own environmental performance. At the same time, we continue to raise the standard in our growing

Group by giving all companies access to the tools, knowledge, and support needed to integrate responsible and ethical behavior into their daily work. Our focus areas—Planet, People, and Ethics—guide these ambitions and form the basis for our sustainability goals. Below are a selection of our goals.

Sustainability targets 2030

● Planet ● People ● Ethics



Strategy for the future

Hexatronic’s vision is to create a sustainable link to the future. The more people who gain access to the opportunities of the digital universe, the better we believe tomorrow will be. Our products and solutions provide reliable connectivity that enables development and progress for individuals and societies around the world.



Our vision

**A lasting link
to the future**

Our guiding star

**Easy to do
business with**

Our core values

**Responsible
Open
Inventive**

Hexatronic's strategy is built on seven core pillars that guide the company forward:

Strategic Markets

Hexatronic addresses markets based on their growth potential and with consideration for maturity, competitive landscape and local attitudes toward technology and quality. Markets such as North America, the United Kingdom and Germany offer strong potential for the expansion of fiber networks. The company works in a customer centric way with a local presence in all key markets.

Strategic Acquisitions

To strengthen its market position, Hexatronic proactively seeks strategic acquisitions. The company targets profitable businesses with leading market positions, as well as complementary acquisitions that enhance competitiveness and profitability both locally and for the Group as a whole.

A Complete System Solution

Hexatronic offers a complete system solution, including training and support. The company knows that efficient, high quality and fully compatible solutions create the lowest possible Total Cost of Ownership (TCO) for customers.

Strategic business areas

By developing its operations around strategic business areas, Hexatronic is well positioned for growth. This enables optimized capital allocation and an attractive risk profile. Based on end customer markets and applications — and supported by the company's expertise in fiber optic infrastructure — Hexatronic has identified three business areas:

- Fiber Solutions
- Harsh Environment
- Data Center

Operational Efficiency

By making continuous improvement a natural part of its culture, Hexatronic builds long term profitability. Efficiency is central to the business — from day to day operations to operating cash flow. The company is prepared to add additional production lines at existing facilities or expand with new ones to support future growth.

People and Organization

Talented and accountable individuals with an entrepreneurial spirit are highly valued. Hexatronic fosters a culture where employees enjoy coming to work. The company believes in a decentralized organization that supports growth within each business area.

Decentralized Business Model

Flexibility, accountability and an environment that encourages creative thinking form the core principles of Hexatronic's decentralized organization. The company is firmly convinced that the best business decisions are made close to the customer and the market.

Acquisitions that strengthen presence and contribute to growth

Hexatronic has an acquisition strategy that involves continuously evaluating profitable companies with leading market positions that can strengthen competitiveness and profitability both locally and for the Group as a whole.

The ambition is to broaden and reinforce the company's offering primarily through acquisitions within Harsh Environment and Data Center, where Hexatronic sees substantial opportunities going forward. The work to strengthen Hexatronic's position in key strategic growth markets, such as North America and Europe, is ongoing.

The strategy also includes continuously developing the product portfolio and adding more value added services, such as service, aftermarket sales, support and training. Potential acquisition candidates are primarily identified through Hexatronic's local organizations. The company has strong entrepreneurs with long industry experience and extensive networks across all strategic markets. As Hexatronic has grown into a significant player, it is also regularly approached by potential sellers.

A key success factor in Hexatronic's growth journey is its decentralized governance, which enables strong local entrepreneurship to be preserved. By primarily acquiring founder led businesses that continue to operate largely independently, the Group has succeeded in retaining key individuals — a crucial factor in ensuring these companies continue to develop successfully.

Evaluation Criteria

- Strong management team
- Proven profitability
- Strong market position
- Limited exposure to technology risk
- Sustainable operations

Our Philosophy for Successful Integration

- Hexatronic values and seeks to preserve the entrepreneurial spirit of acquired companies.
- The company develops strong brands and a positive corporate culture.
- Acquired companies remain independent legal entities with clear profit responsibility.
- Hexatronic does not prioritize acquisitions where cost synergies are required to achieve an attractive return on investment.
- The focus is on expanding sales and strengthening the Group's overall offering.

Acquisitions in 2025

- **Communication Zone – Hexatronic acquired Communication Zone in November 2025.** Through the acquisition, the Data Center business area expands its geographic reach into the U.S. Midwest and strengthens its position through Communication Zone's national customer base. The company provides comprehensive low voltage installation services, including data cabling, security and CCTV, audio visual systems and DAS. Communication Zone has a strong position in the data center market and serves several hyperscale and colocation customers.



Hexatronic in the value chain

Hexatronic plays an important role in building digital infrastructure — a fundamental prerequisite for the growth and development of societies, businesses and individuals.

Fiber Solutions

With in house development and manufacturing, Hexatronic provides high quality solutions that help customers and partners execute successful projects. To further support its customers, the company also offers field support and training services. The offering is built around customers' core challenge: delivering efficient, high quality projects that result in robust and future proof fiber networks. This requires high quality products and a workforce with the right expertise.

Sustainable solutions with low TCO

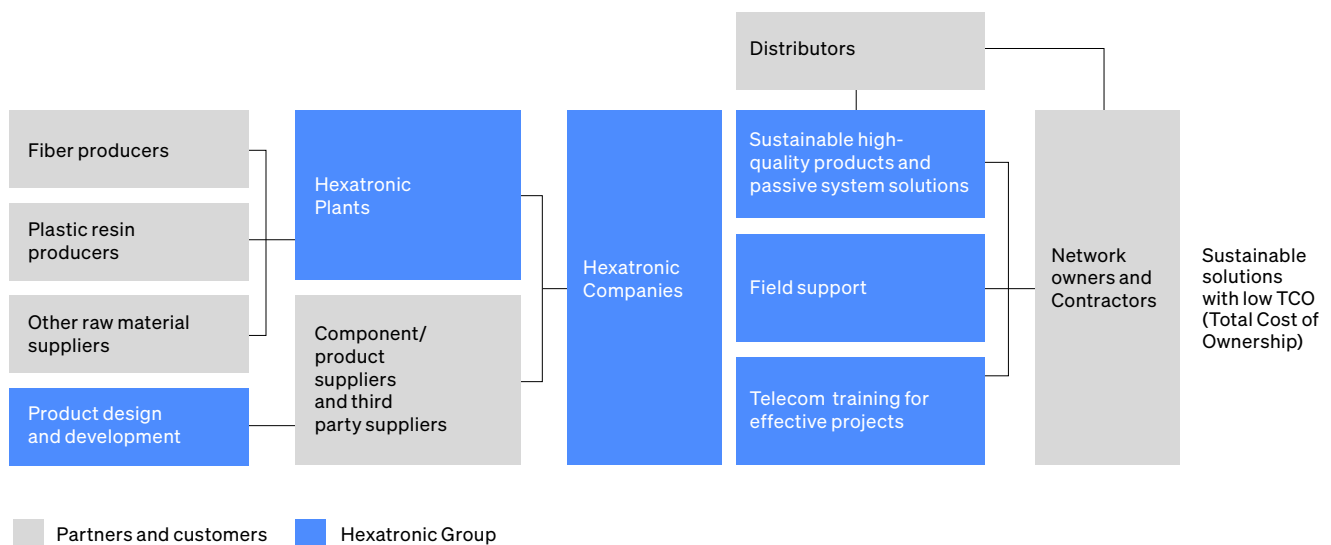
The ultimate value for customers is a network with long service life and the lowest possible Total Cost of Ownership (TCO). Labour accounts for more than 80 percent of deployment costs, meaning faster installation significantly increases project efficiency and reduces TCO. Creating efficient solutions is therefore a key focus throughout Hexatronic's value chain. The company strives for a sustainable supply chain — not only by developing more sustainable products but also by ensuring respect for human rights, fair working conditions, safe work environments and anti corruption.

Product design and development

Product design and development are central parts of Hexatronic's operations. The company's close involvement in customer projects — with field support playing a crucial role — provides valuable insights into the development process. In house development also makes it possible to prioritise solutions with low environmental impact. Hexatronic designs products and assembles systems that are high quality, long lasting and easy to install.

Manufacturing and logistics

Manufacturing takes place in Hexatronic's own factories as well as at selected subcontractors. The company works to oversee the entire process — from concept to development, production and final delivery — to ensure high quality and traceability. Important synergies and system advantages are created when products are designed to ensure optimal compatibility. In addition to internal production, Hexatronic also distributes third party products such as fusion splicers and measurement tools from well known manufacturers, broadening the product range and making it easier for customers to source complete solutions from a single supplier.



Investments are made throughout the value chain to create sustainable solutions with low TCO.

Third party products broaden Hexatronic's range and make it easier for customers to source everything from a single supplier. Through its companies and logistics centres, Hexatronic delivers products and systems directly to customers, and in some cases through distribution partners. The ongoing establishment of warehouses and production sites in additional countries is an important step in increasing availability for customers.

Field Support

Hexatronic also provides field support, offering practical assistance at the project site. This may include guidance, support in challenging situations, problem solving or hands on advice on how to use and combine solutions effectively.

Training

Through various training programmes for those who design, build and maintain networks, Hexatronic helps customers improve the efficiency of their projects. The company offers training ranging from project management to installation and quality assurance. The right expertise and a deeper understanding of the full project process reduce installation time and improve network quality.

Harsh Environment

Within the Harsh Environment business area, Hexatronic develops customer specific solutions that form part of complex and long term value chains. Most products are OEM designed in close collaboration with customers, requiring deep understanding of the end application and long development cycles. These solutions are integrated as critical subsystems in advanced applications within the energy, defence and industrial segments and are engineered to operate reliably in extremely demanding environments for decades. Hexatronic operates in three areas — Dynamic Cables, Connectivity Solutions and Critical Sensing Solutions — each with its own distinct value chain.

Data Center

Within the Data Center business area, Hexatronic works closely with its customers to develop and deliver both products and services. On the product side, the company offers high density cabling and connectivity solutions, while its service offering covers the entire lifecycle of a data centre — from initial design and installation to migration, relocation and adaptation as customer needs evolve. During the operational phase, Hexatronic also provides “day 2 services,” where teams are established full time at the customer's data centre. These projects are highly complex and require close collaboration across design, planning, installation and system integration. The company also offers adjacent services, such as security applications and audio visual solutions. Through its specialist companies, Hexatronic acts as both manufacturer and system integrator, bringing together products, services and project management in a unified value chain that enables reliable, energy efficient and scalable data centre solutions — as well as related services — for hyperscalers, colocation providers and large enterprises.

Read more at [Hexatronic.com](https://www.hexatronic.com)



Business areas



In an increasingly digital world, fiber optic communication is the foundation of future connectivity. Regardless of the need, Hexatronic provides solutions that ensure robust, secure and efficient digital infrastructure. Through its three business areas – Fiber Solutions, Harsh Environment and Data Center – the company delivers systems and services that support everything from broadband deployment and data centers to critical applications within energy, defence and industry. Together, these business areas form a comprehensive offering that meets the growing global demand for reliable and future proof communication.

Fiber Solutions

The Group’s operations in fiber optic cables, ducts and network products for FTTH connections, 5G, transport networks, metropolitan networks and submarine cable. Fiber Solutions offers a broad portfolio of products and services, including training and support. Hexatronic’s systems enable cost efficient solutions that provide customers with the lowest possible Total Cost of Ownership (TCO).

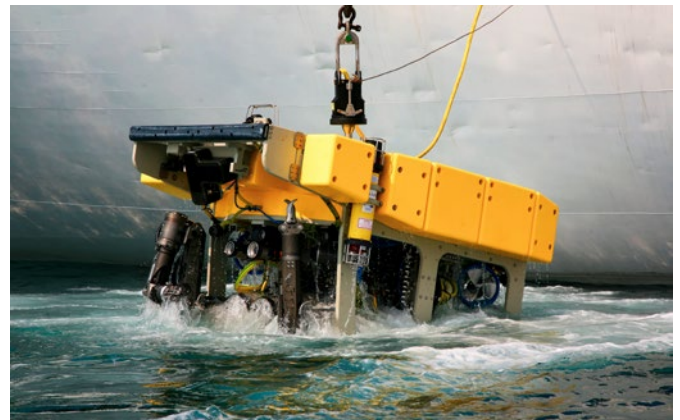
Read more on page 18.



Harsh Environment

Advanced cables and solutions designed to deliver reliable connectivity in the most demanding environments. Hexatronic manufactures, among other things, dynamic cables capable of transporting various combinations of power, air, gas, liquid chemicals and data. This business area also includes the company’s advanced fiber optic sensing systems.

Read more on page 20.



Data Center

Tailored products and services for the data center market, including cables, connectivity products and services such as design, installation and project management. Customers include hyperscalers, colocation operators and major enterprises such as banks, automotive manufacturers and industrial companies.

Read more on page 22.



High Quality Fiber Solutions

The Fiber Solutions business area has established a strong position in selected strategic growth markets around the world. Hexatronic provides comprehensive solutions for building cost efficient and robust fiber networks that help connect more people and communities.

The world's digital infrastructure continues to evolve rapidly, and fiber networks remain the stable backbone that enables both today's and tomorrow's digital services. Global investments are driven by continued FTTH deployment, increasing data volumes, densification of wireless networks, and the expansion of transport networks and submarine cables. At the same time, the market in 2025 was characterized by lower FTTH activity, price pressure and industry overcapacity — a development Hexatronic meets through clear repositioning, a focus on cost efficiency and targeted investments in growth segments.

Hexatronic's customers are primarily installation companies and network owners, and the company's strategy is to provide complete and competitive system solutions that reduce total cost of ownership and improve installation efficiency. With in house development and manufacturing, Hexatronic can tailor products to local needs, ensure high quality and maintain its leading market position.

A Complete System Solution

Fiber Solutions offers a comprehensive system for passive fiber networks — from backbone networks with high fiber capacity to access networks connecting homes and businesses. The portfolio includes microducts, fiber optic cables, cabinets, distribution hubs, submarine cables, installation tools and measurement instruments. These products are designed for easy installation and high reliability, reducing installation time and increasing overall project efficiency.

During the year, Hexatronic launched Viper Ease®, a new generation of its popular Viper micro cable featuring innovations that reduce installer preparation time by up to 50–70 percent. Innovations such as these strengthen customer value and help lower total project costs.

Continued Focus on Innovation

Hexatronic continuously invests in product development to strengthen its leading position in FTTH solutions and meet growing demand in transport networks, submarine cable, data center interconnect and adjacent applications. The company's air blown fiber technology — including products such as Stingray and Viper Ease — enables fast installation, lower environmental impact and reduced material consumption, an increasingly important factor as customers seek both total cost efficiency and sustainable solutions.

Submarine Cable and Transport Networks – Growing Strategic Segments

Interest in submarine cable solutions and transport networks has increased sharply, driven by the need for robust regional connections, rising data volumes and high availability requirements in critical infrastructure. Hexatronic's fiber optic underwater systems, based on FIMT technology, enable cost efficient installations with long service life without the need for repeaters. Meanwhile, its transport network solutions offer scalable and reliable fiber capacity for national and international network owners. Together, these segments represent a growing part of Fiber Solutions with strong demand and significant long term potential.

Field Support and Training – An Important Part of the Offering

Because fiber deployment requires high technical expertise, Hexatronic offers extensive field support and training. Installers receive hands on assistance in the field, and the company's training programs address the growing need for competence in fiber optics, 5G, wireless networks and network design. This reinforces customer relationships and improves the quality of installed networks.

Development in 2025

The market for fiber optic infrastructure continued to be characterized by weak FTTH demand, price pressure and industry overcapacity during 2025. These factors negatively affected sales in both Europe and North America, while developments in APAC remained stable. Sales within Fiber Solutions declined by 11 percent, of which 5 percent was organic, amounting to SEK 4,870 million. The decline was driven by currency headwinds, price pressure and overcapacity, resulting in an adjusted EBITA margin of 6.4 percent. Despite the challenging market conditions, performance stabilized toward the end of the year, partly due to strong deliveries within submarine cable.

Changes and Efficiency Measures

To adapt the business to current market conditions, Hexatronic launched a comprehensive improvement program in the third quarter. The program includes consolidation of production, organizational changes and targeted cost reductions in Europe. In the fourth quarter, the program was expanded to include capacity adjustments at the facility in Clinton, South Carolina. Once fully implemented at the end of the first quarter of 2026, the program will generate annual savings of SEK 120 million.

The company has also worked actively with improved capacity planning, coordination in purchasing and logistics, and operational improvements to strengthen competitiveness in a market with continued low-price levels.

Strengthened Position in Growth Segments

Fiber Solutions continued to strengthen its position in adjacent growth areas. The submarine cable business had a strong year, and a major delivery in the fourth quarter

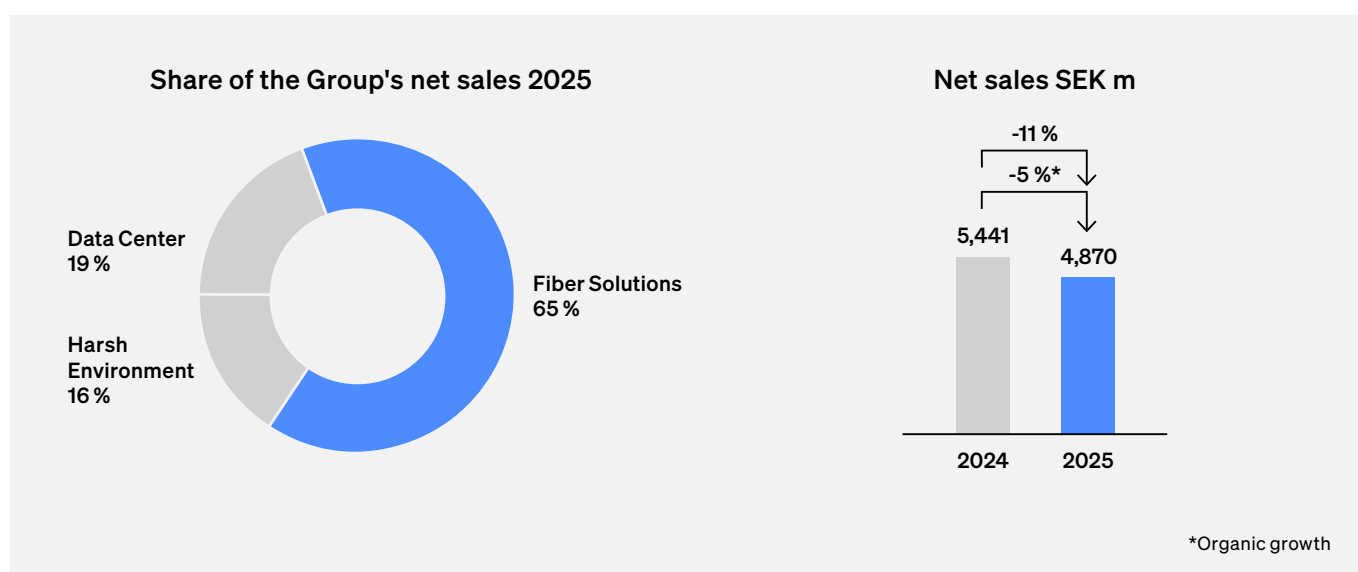
highlights the increasing demand within transport networks and international connections. These segments have become increasingly important as customers prioritize robust networks with high capacity and low life cycle costs.

During the year, Hexatronic also launched Viper Ease®, a new generation of the established Viper micro cable. The new technical innovations significantly reduce installation times and improve customers' total economics — an important step in meeting the market's increasing demand for simplicity, cost efficiency and sustainability.

Strategic Priorities and Outlook

For 2026 and beyond, the strategy for Fiber Solutions is clear. Profitability must increase, and the business must return to organic growth. This will be achieved through a focus on:

- Restoring profitability through the full impact of the improvement program and a more efficient production structure under current market conditions.
- Growing in adjacent segments such as submarine cable and transport networks.
- Continued strengthening of innovation with products that reduce installation costs and increase network robustness.
- Improving local manufacturing efficiency to enhance delivery reliability and adapt production to prevailing market conditions.
- Maintaining system leadership through high quality, complete solutions and technical field expertise.
- Executing the strategy based on the four newly established regions.



Robust Solutions for Demanding Environments

The Harsh Environment business area offers advanced, customized technical solutions designed to provide reliable connectivity in the most challenging environments. Hexatronic designs and manufactures dynamic cables for complex projects, often in underwater applications, as well as sensing systems for industrial use.

As digitalization accelerates across all parts of society, the need for secure and reliable fiber optic solutions is increasing even in the most demanding environments. In energy, defence and industrial sectors, extremely high requirements are placed on performance, robustness and service life — requirements that Hexatronic's Harsh Environment operations are built to meet.

The business area's strategy is built around three complementary core segments: Dynamic Cables, Connectivity Solutions and Fiber Optic Sensing. Together, these technologies form the foundation of a growing market segment where fiber based solutions enable monitoring, control and communication in environments where traditional systems are insufficient.

Dynamic Cables – Robust Solutions for Marine and Energy Applications

Dynamic Cables comprise advanced electro optical cables for offshore and energy projects subject to significant mechanical stress. These cables are used in underwater installations, renewable energy projects and marine operations. They are engineered to withstand constant movement, high pressure and extreme temperatures — while ensuring secure transmission of data and power. Dynamic Cables is an area where Hexatronic already holds a strong technical position, and demand is expected to grow structurally in the coming years.

Connectivity Solutions – Robust Cables and Connectors for Extreme Conditions

Connectivity Solutions include specialized fiber and hybrid cables, connectors and system solutions for applications where vibrations, shocks, humidity, sand, high temperatures or pressure could otherwise disrupt or impair signal transmission. Connectivity Solutions is a strategically important area with high entry barriers, where Hexatronic benefits from long technical experience and strong customer trust.

Fiber Optic Sensing – Real Time Monitoring of Critical Processes

Within Fiber Optic Sensing, Hexatronic develops advanced fiber optic sensing systems used to monitor industrial processes, energy facilities and critical infrastructure in real time.

A Market with Strong Long Term Drivers

Demand for advanced fiber solutions in demanding environments is driven by several structural trends, including increased investments in defence and security, the global energy transition and expansion of offshore projects, greater industrial automation, and a growing need for real time monitoring of critical systems. Harsh Environment is therefore well positioned to grow both organically and through complementary acquisitions.



Development in 2025

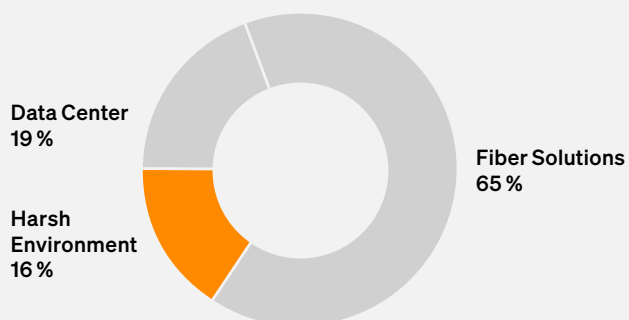
Sales within Harsh Environment increased by 5 percent in 2025, of which 11 percent was organic, amounting to SEK 1,241 million. Growth was primarily driven by investments in the energy and defence sectors. The adjusted EBITA margin increased by one percentage point to approximately 11 percent, largely supported by improvements at Rochester Cable, where Hexatronic continues to implement efficiency measures to strengthen profitability.

Strategic Priorities and Outlook

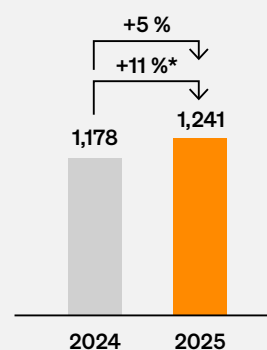
Demand in the market for dynamic cables and connectivity solutions is primarily driven by the expansion of energy infrastructure and increased budgets within naval and army applications. Both markets are characterised by stable, long term growth cycles that are expected to continue over the coming years, although quarterly fluctuations may occur due to the project based nature of a significant portion of revenue.

At the same time, the M&A market remains attractive, and Hexatronic is actively seeking new companies within this segment. The company also continues to focus on improving profitability within Harsh Environment, primarily through ongoing investments in Rochester Cable, where Hexatronic expects gradual margin improvements over time.

Share of the Group's net sales 2025



Net sales SEK m



*Organic growth

Hexatronic Provides Products and Services for Data Centers

The Data Center business area offers a broad range of specialist services for the data center market, as well as adjacent services such as audio visual installations and security and access solutions. Hexatronic designs infrastructure and cable solutions, plans installations and provides support and operational services — all to ensure that installations are carried out safely and efficiently.

Data Centers as Global Digital Infrastructure

The rapid digitalization of society continues to drive substantial expansion of data centers and adjacent services worldwide. The shift to cloud services, the rise of SaaS solutions and the accelerating development of AI are placing entirely new demands on capacity, reliability and energy efficiency. Data centers have become the hub for all data storage, processing and distribution, and are therefore a critical part of modern infrastructure for both private enterprises and public organizations.

Flexible Design and a Complete System Offering

Rapidly increasing data volumes and higher performance requirements are transforming the design of modern data centers. Efficient energy management, advanced cooling systems and denser cabling infrastructure are central components of next generation facilities. Hexatronic develops solutions that meet these needs through scalable fiber optic cables, high density cabling, cable management solutions and containment for hot and cold aisles.

The offering covers the entire value chain — from project management and design to installation and service — providing customers with a seamless and efficient delivery throughout the project lifecycle and ensuring uptime and operational reliability. Through several specialist companies in the US and Europe, Hexatronic combines market leading

products with deep technical expertise in the design and installation of complex data center projects. The company increasingly provides its services to adjacent markets that, like data center customers, have stringent performance and reliability requirements. Together, these capabilities form a complete solution highly valued by hyperscalers, colocation operators, cloud service providers and large industrial and commercial enterprises.

Expanding Geographic Presence and Comprehensive Services

Hexatronic is actively expanding both its product and service offerings, primarily within services — organically and through acquisitions. This expansion includes highly specialized teams working not only with data center projects but also with adjacent services such as installation of security systems, audio visual solutions and wireless networks for indoor environments. One example is the acquisition of Communication Zone in the United States in November 2025. This type of expansion represents an important strategic step that enhances Hexatronic's market presence and strengthens its ability to deliver integrated, high quality solutions across a widening range of customer needs.

This expansion increases Hexatronic's geographic reach while enabling the company to offer a more comprehensive range of services.

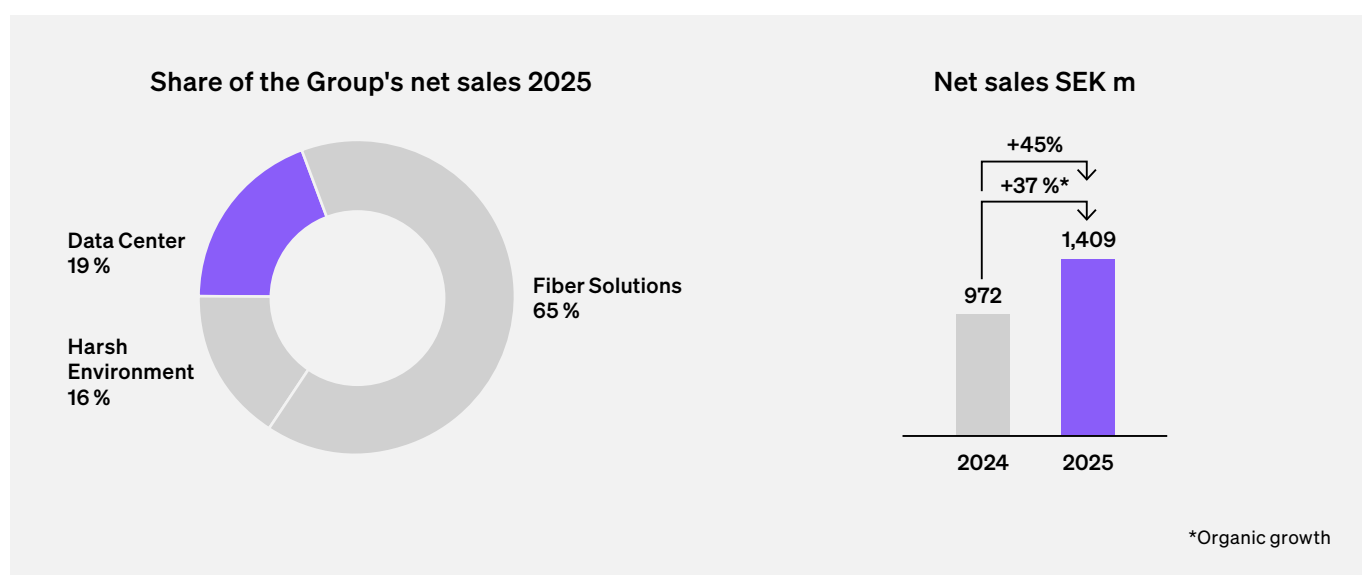


Development in 2025

In 2025, the Data Center business area recorded net sales growth of 45 percent, of which 37 percent was organic, resulting in total net sales of SEK 1,409 million. Growth was driven by all units and across all markets. The adjusted EBITA margin increased by 2 percentage points to 17.9 percent for the full year.

Strategic Priorities and Outlook

Hexatronic’s ambition is to continue strengthening the Data Center offering to drive growth and profitability in line with the company’s financial targets for 2028. The primary focus is on expanding the service business, both through organic growth and through acquisitions. Services represent an attractive part of the operation, enabling Hexatronic to build long term relationships with its customers.



Shareholder information*

Share Price Development

The Hexatronic share declined by 36 percent to SEK 23.04 during 2025, while the broad OMXSPI index increased by 10 percent. The share reached its highest level of SEK 39.38 on 6 February and its lowest level of SEK 16.70 on 18 November.

Trading

Hexatronic’s ordinary share is listed on Nasdaq Stockholm’s main market in the Mid Cap segment. In 2025, trading on Nasdaq accounted for 52 percent of total share turnover. The remaining turnover took place mainly on Cboe Europe, a Multilateral Trading Facility (MTF), which accounted for 40 percent of trading, as well as several smaller platforms.

An average of 2,658,697 shares were traded per day during 2025, corresponding to 1.25 percent of the total number of outstanding shares across all trading venues. This can be compared with an average of 0.32 percent for Mid Cap companies.

As of 31 December 2025, Hexatronic’s market capitalization amounted to SEK 4,826 million, compared with SEK 7,538 million at the end of the previous year.

Number of Shares

The total number of shares as of 31 December 2025 was 209,464,753, of which 205,637,228 were ordinary shares and 3,827,525 were Class C shares. Each share has a quota value of SEK 0.01.

Ordinary shares entitle the holder to one vote per share at the Annual General Meeting and to receive cash dividends. Class C shares, which are used to secure allocations and costs for the company’s long term incentive program, entitle the holder to one tenth of a vote per share and do not carry dividend rights.

Total share capital as of the balance sheet date amounted to SEK 2 million.

Dividend

The Board of Directors proposes to the 2026 Annual General Meeting that no dividend be paid for the 2025 financial year. The Board assesses annually whether a dividend should be proposed or whether earnings should be reinvested in the business.

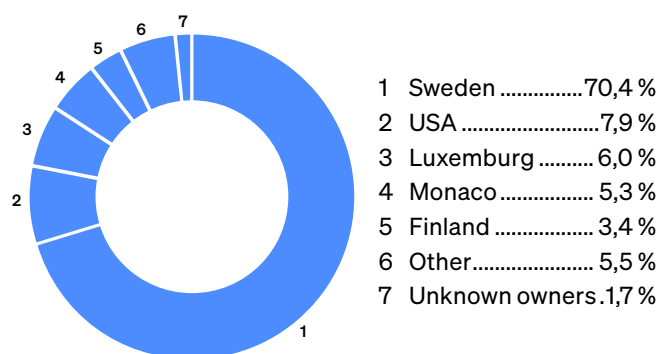
Ownership Structure

As of 31 December 2025, Hexatronic had 49,201 registered shareholders, compared with 57,753 the previous year. The ten largest shareholders held 41.0 percent of the capital and 41.0 percent of the votes.

Swedish investors accounted for 70.4 percent of the capital and 69.9 percent of the votes.

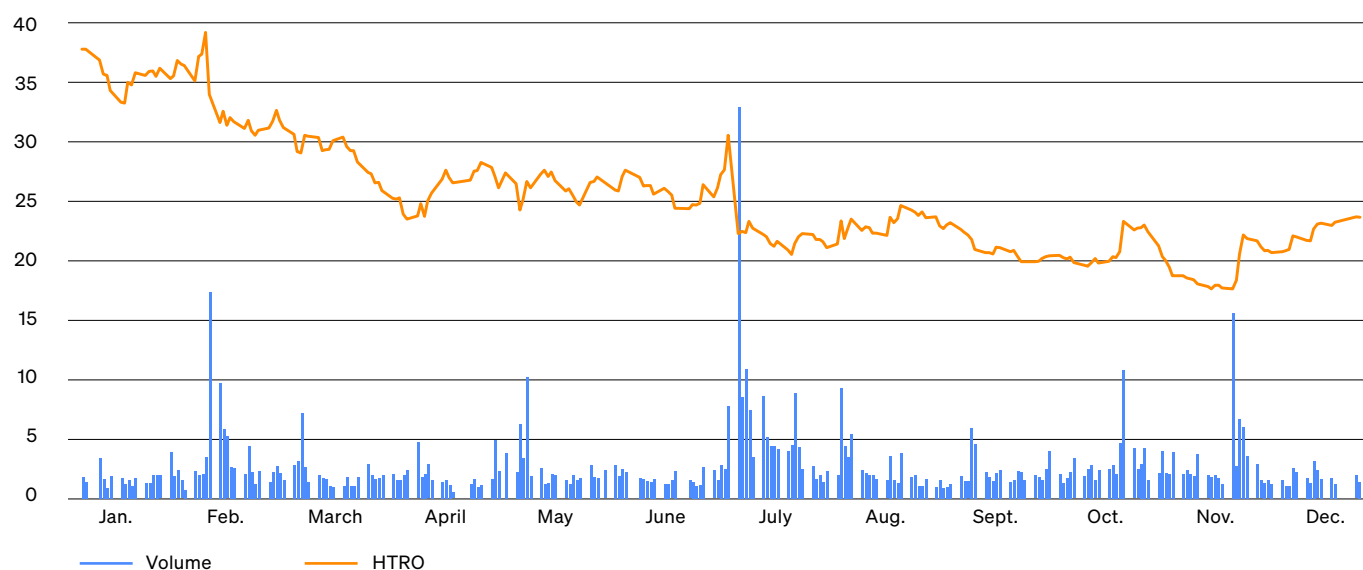
Hexatronic’s holdings of its own shares amounted to 556,300 ordinary shares and 3,827,525 Class C shares as of 31 December 2025, corresponding to a total of 2.1 percent of the capital and 0.5 percent of the votes.

Geographical distribution of owners



* Source: Modular Finance Monitor

Share price development 2025*



The ten largest shareholders at December 31, 2025*

Owner	Number of shares	% of votes
Handelsbanken Fonder	19,081,520	9.3%
Accendo Capital	12,107,134	5.9%
Jonas Nordlund	11,052,162	5.4%
Tredje AP-fonden	10,217,824	5.0%
Vanguard	7,153,037	3.5%
Avanza Pension	6,481,905	3.2%
Varma Mutual Pension Insurance Company	5,416,879	2.6%
AMF Pension & Fonder	4,549,339	2.2%
Swedbank Försäkring	3,835,931	1.9%
Chirp AB	3,658,449	1.8%
Total ten largest owners	83,608,180	41.0%
Other shareholders	122,029,048	59.0%
Total outstanding shares	205,637,228	100.0%

During the year, the number of shares changed as follows:*

	C shares	Ordinary shares	Total number of shares
31 December, 2024	2,862,036	205,472,710	208,334,746
Issue of C shares	+1,130,007	-	209,464,753
Conversion of C shares	-164,518	+164,518	-
Exercise of option program	-	-	-
31 December, 2025	3,827,525	205,637,228	209,464,753

* Source: Modular Finance Monitor

Board of Directors' Report

The Board of Directors and the CEO of Hexatronic Group AB (publ), with its registered office in Gothenburg, hereby present the Annual Report for the financial year 2025 for the Parent Company and the Group.

Hexatronic is a leading supplier of fiber-optic cables, ducts and network products to customers worldwide. The Group also provides training, installation and operational services, with a product portfolio primarily focused on solutions for passive fiber infrastructure.

In addition, Hexatronic has two fast-growing business areas that complement the core offering. Within Harsh Environment, the company develops and manufactures robust fiber and connectivity solutions for demanding applications in the energy, defence and industrial sectors. Within Data Center, the company provides complete systems and services for modern data-center infrastructure, including high-density cabling, infrastructure products and specialist services for design, installation and integration.

Together, these three business areas create a broad and scalable offering that meets the growing global need for secure, efficient and future-proof digital infrastructure.

Net Sales

Net sales for the financial year amounted to SEK 7,519 million (7,581). Net sales decreased by 1 percent for the Group compared with the previous year. Organic growth in net sales was 3 percent, while growth from acquisitions amounted to 2 percent, attributable to Endor and Communication Zone.

Foreign-exchange effects for the full year amounted to -5 percent, with all currencies within the Group contributing negatively, primarily as a result of a weaker USD, GBP, EUR and KRW.

Performance during the year was driven by strong growth

in Data Center and continued growth in Harsh Environment, partly offset by a negative development in Fiber Solutions. Fiber Solutions declined by 11 percent year-on-year, while Harsh Environment grew by 5 percent and Data Center by 45 percent. Geographically, sales increased in Europe and APAC, while North America declined compared with the previous year.

Results for the Financial Year

Adjusted operating profit before amortization of intangible assets (adjusted EBITA) amounted to SEK 632 million (803), corresponding to an adjusted EBITA margin of 8.4 percent (10.6). The result for the year was affected by continued price pressure within Fiber Solutions, partly offset by increased diversification and higher sales and earnings within Harsh Environment and Data Center.

Operating profit before amortization of intangible assets (EBITA) amounted to SEK 334 million (803), corresponding to an EBITA margin of 4.4 percent (10.6). EBITA includes non-recurring items of SEK 298 million related to the improvement program announced during the year and the expansion of the program to include the facility in Clinton, South Carolina.

Operating profit (EBIT) amounted to SEK 226 million (680), corresponding to an EBIT margin of 3.0 percent (9.0). Net financial items for the year amounted to SEK -105 million (-179), of which net interest expense was SEK -129 million (-184), realized and unrealized exchange differences SEK -3 million (13), and other financial items SEK 26 million (-7).

Other financial items include revaluations of contingent consideration and acquisition options amounting to SEK 35 million (-4).

Profit for the year amounted to SEK -16 million (344).

Multi-year comparison, Group

SEK m	2025	2024	2023	2022	2021
Net sales	7,519	7,581	8,150	6,574	3,491
Result before tax	121	501	1,121	1,017	332
Result before tax as a percentage of net sales	1.6%	6.6%	13.8%	15.5%	9.5%
Total assets	8,057	8,962	8,733	7,388	4,715
Equity asset ratio	43.0%	45.3%	39.4%	38.0%	34.9%

Financial Position and Liquidity

The Group's financial position and liquidity remain strong. Available funds as of 31 December 2025, including unutilised credit facilities, amounted to SEK 1,797 million (1,889).

The Group's net debt, defined as interest-bearing debt excluding lease liabilities (IFRS 16), amounted to SEK 1,582 million as of 31 December 2025 compared with SEK 1,880 million as of 31 December 2024. The leverage ratio as of 31 December 2025 was 2.2 times EBITDA on a yearly basis, while the adjusted leverage ratio amounted to 1.9 times, compared with 1.9 times at 31st of December 2024.

Cash flow from the Group's operating activities for the full year amounted to SEK 584 million (921), including a change in working capital of SEK -14 million (213). Working capital was negatively affected by increased accounts receivable due to changes in customer mix. The negative impact from accounts receivable was partly offset by higher accounts payable, customer prepayments and reduced inventory levels.

Cash flow from the Group's investing activities amounted to SEK -272 million (-508). Investments in intangible and tangible assets amounted to SEK -98 million (-325), while the cash flow effect from business acquisitions, net of acquired cash, amounted to SEK -174 million (-171).

Cash flow from financing activities amounted to -199 SEK million (-613). The change was mainly explained by amortisation of lease liabilities of SEK -133 million (-133), new loans of SEK 8 million (-) and amortisation of loans and utilised RCF of SEK -74 million (-556). In connection with the refinancing of the Group's senior loans and revolving credit facility, a loan of SEK 8 million was raised to cover refinancing costs. Total cash flow for the financial year amounted to SEK 114 million (-200).

Investments

During the financial year, investments were primarily driven by business acquisitions, maintenance investments within Fiber Solutions and continued investments related to production and efficiency improvements at Rochester Cable.

Acquisitions During the Year

On 25 November 2025, the Group, through Hexatronic Data Center Group Inc., acquired Communication Zone. Communication Zone is a leading provider of low-voltage installation services for data centers and commercial buildings, offering services within data cabling, security and CCTV, audio-visual systems as well as DAS, and holds a strong position with multiple hyperscale and colocation customers. The acquisition strengthens Hexatronic's presence in the U.S. Midwest, broadens its offering within Data Center and provides access to an established national customer base.

The purchase consideration consisted of SEK 208 million in cash, a contingent consideration of SEK 25 million and 6.4 percent of the shares in Hexatronic Data Center Group Inc., which were issued to the sellers. The issued shares are subject to a call/put option and are therefore classified as a financial liability. The liability related to the redeemable minority interest amounts to SEK 52 million. As the minority interest is expected to be redeemed, the acquisition is recognised without non-controlling interests.

Group Financial Targets

During the year, the Group introduced a new segment reporting structure to better reflect the organisation of the business and its performance monitoring. In connection with this, financial targets were established for each business area to clarify each segment's growth ambitions and profitability profile.

Multi-year comparison, Parent Company

SEK m	2025	2024	2023	2022	2021
Net sales	139	140	121	67	19
Result before tax	361	2,064	-40	122	-23
Result before tax as a percentage of net sales	260%	1,479%	-33%	182%	-124%
Total assets	6,899	6,986	5,060	4,032	2,967
Equity asset ratio	53.4%	46.5%	19.9 %	27.7 %	31.6%

The targets apply through 2028 and include acquisitions, with profitability targets defined over a business cycle. For Fiber Solutions, the target is net sales of SEK 6 billion with an EBITA margin of 10 percent. Within Harsh Environment, the target is net sales of SEK 2 billion and an EBITA margin of 15 percent. For Data Center, the target is net sales of SEK 3 billion with an EBITA margin of 15 percent.

Outlook for the Next Financial Year

Market conditions within Fiber Solutions are expected to remain challenging, with low price levels and weak FTTH demand. However, Hexatronic expects its North American operations to gradually return to growth during 2026. At the same time, the shift toward transport networks and submarine cable continues to create new opportunities within the business area.

Markets within Harsh Environment and Data Center are expected to remain strong, driven by long-term investments within energy, defence, data centers and AI. These segments show robust demand and are expected to continue growing organically.

Hexatronic's growth strategy includes continued selective acquisitions, with a focus on strengthening the offering and market presence within Harsh Environment and Data Center. With a strong financial position, improved working-capital efficiency and a clearly defined strategic direction, the Group is well positioned for the next phase of profitable growth.

Environment

Environmental Impact

The Group conducts operations requiring notification under the Swedish Environmental Code in the companies listed below. Hexatronic Cables & Interconnect Systems AB, which operates a production facility in Hudiksvall, holds a permit issued by the County Administrative Board under the Environmental Code dated 15 January 2001, with amended noise conditions from 5 April 2005. Industry codes: 31.60 and 63.10. The permit includes limits on approved production volumes for cable as well as conditions regarding emissions to air and water, waste and chemical management, and noise.

Compliance with these conditions is monitored annually and reported to Hudiksvall Municipality, Norrhälsinge Environmental Office, which is the supervisory authority. The company also maintains good and regular dialogue with the environmental office to discuss and follow up on relevant environmental matters. All environmental conditions are deemed to be met, with the exception of the requirement concerning maximum production volume.

As a result, a new permitting process is underway, with updated approval expected to be granted during 2026. Other monitoring results show that prescribed threshold values linked to the permit are being met.

Key figures for the Group

SEK m	2025	2024	2023	2022	2021
Growth in net sales	-1%	-7%	24%	88%	68%
Adjusted EBITA margin	8.4%	10.6%	15.1%	16.6%	11.3%
EBITA margin	4.4%	10.6%	15.1%	16.6%	11.3%
Operating margin	3.0%	9.0%	13.8%	15.6%	10,2%
Equity asset ratio	43.0%	45.3%	39.4%	38.0%	34.9%
Earnings per share before dilution (SEK)	-0.07	1.69	4.18	3.95	1.32
Earnings per share after dilution (SEK)	-0.07	1.69	4.17	3.89	1.29
Net sales per employee (SEK thousand)	3,762	3,866	4,211	4,598	3,467
Result per employee (SEK thousand)	-7	176	438	556	251
Quick asset ratio %	125%	128%	139%	95%	97%
Cash flow from operating activities	584	921	944	670	105
Average number of employees	1,999	1,961	1,935	1,430	1,007
Number of shares at period end before dilution	205,637,228	205,472,710	203,026,610	203,026,610	199,826,650
Average number of shares before dilution	205,554,969	204,249,660	203,026,610	201,151,897	191,749,640
Average number of shares after dilution	205,554,971	204,453,694	203,454,005	203,996,888	195,491,130

Environmental Management

The Hudiksvall facility has been environmentally certified under ISO 14001 since 1997. It is also certified under quality management (ISO 9001) and occupational health and safety (ISO 45001). A follow-up audit was conducted in October 2025 with no major deviations. The audit was performed by the certification body Intertek.

The significant environmental aspects for the company are transportation, raw materials and stormwater discharge. The Swedish entities are covered by the Energy Audit Act (2014:266) for large companies. The most recent audit was reported in 2022, which means compliance requirements for the current four-year period have been fulfilled. The energy audit forms part of the company's long-standing efforts to reduce energy consumption.

The Board's proposed guidelines for remuneration to senior executives and Board Members

Scope

These guidelines cover remuneration to the Group Management of Hexatronic Group AB (publ) ("Hexatronic") and to members of the Board of Directors, in addition to the Board fees resolved by the Annual General Meeting. Group Management refers to the President and CEO ("CEO"), the Deputy CEO, the Chief Financial Officer ("CFO") and the other members of the Group Management team.

The guidelines apply to remuneration agreed, and to changes made to already agreed remuneration, after the guidelines have been adopted by the Annual General Meeting in 2025. The guidelines do not apply to remuneration resolved by the General Meeting.

For employment relationships governed by rules other than Swedish regulation, appropriate adjustments may be made to comply with mandatory rules or established local practice, while ensuring that the overall purpose of these guidelines is met to the greatest extent possible.

Promotion of the Company's Business Strategy, Long-Term Interests and Sustainability

The company strives for an expanded global presence and a strong market position in key growth markets in North America and the Nordic region. The business is organised into three business areas: Fiber Solutions, Harsh Environment and Data Center. All areas are based on deep expertise in fiber-optic infrastructure and the ability to deliver sustainable, high-quality solutions worldwide.

A successful and long-term sustainable implementation of the company's business strategy requires the ability to

recruit and retain qualified employees. To achieve this, Hexatronic must be able to offer a competitive total remuneration package, which these guidelines aim to enable.

Variable cash remuneration covered by these guidelines shall also contribute to promoting the company's business strategy and long-term interests, including its sustainability goals.

Hexatronic has in recent years implemented long-term share-based incentive programs and warrant programs in which senior executives and key individuals have been eligible to participate. These programs are resolved by the General Meeting and are therefore exempt from these guidelines.

Remuneration to Senior Executives

Forms of Remuneration etc.

Hexatronic shall offer a market-competitive total remuneration package in order to facilitate the recruitment and retention of qualified senior executives. Remuneration shall be based on the principles of performance, competitiveness and fairness. Remuneration may consist of fixed annual cash salary, variable cash remuneration, pension benefits and other benefits. In addition, the General Meeting may — independently of these guidelines — resolve on certain types of remuneration, such as long-term share-related incentive programs. Deviations from the remuneration principles may be made when justified by local conditions. Fixed cash salary shall reflect the individual's experience and responsibilities and shall be reviewed annually.

Variable cash remuneration shall be capped at 80 percent of fixed annual cash salary for the CEO and 50 percent for other members of Group Management. Variable remuneration shall be linked to predetermined and measurable financial criteria. By linking remuneration to the company's financial performance and operating cash flow, these criteria support the execution of the company's strategy and long-term value creation, including sustainability. The criteria for variable remuneration shall be designed such that they do not encourage excessive risk-taking.

Once the measurement period for variable remuneration has ended, the degree to which the criteria have been met shall be determined. The Board is responsible for evaluating variable remuneration to the CEO. For other members of Group Management, the CEO prepares and presents a proposal to the Remuneration Committee, which resolves on variable remuneration and informs the Board. For financial targets, the evaluation shall be based on the most recently published financial information.

The terms for variable remuneration shall allow the Board, in exceptional economic circumstances, to limit or withhold payment if deemed reasonable.

Additional variable remuneration may be awarded in extraordinary circumstances, provided such arrangements are time-limited and made on an individual basis, either to recruit or retain key executives, or as compensation for extraordinary performance beyond ordinary duties. Such remuneration must be professionally justified, proportionate to the fixed salary and may be paid no more than once per year per individual. Decisions on such remuneration shall be taken by the Board based on a proposal from the Remuneration Committee.

The Board shall, in accordance with law or agreement and subject to these guidelines, be able to reclaim variable remuneration paid on incorrect grounds.

Pension

For the CEO and other members of Group Management, pension benefits shall be contribution-based. Pension contributions for the CEO and Deputy CEO may amount to no more than 30 percent of pensionable salary. The retirement age for other members of Group Management ranges between 60 and 67 years, and pension contributions may amount to up to 30 percent of pensionable salary. Variable cash remuneration shall not be pensionable. For employment relationships governed by rules other than Swedish regulation, pension benefits may be adapted to comply with mandatory rules or established local practice, while ensuring the overall purpose of these guidelines.

Other Benefits and Compensation

Other benefits may include customary and market-based benefits such as health insurance, life insurance and company car benefits, but these shall not constitute a significant portion of total remuneration.

For roles requiring relocation, benefits may include relocation assistance, tax advisory services and other relocation-related costs.

For employment relationships governed by rules other than Swedish regulation, benefits may be adapted to local requirements as long as the overall intent of the guidelines is upheld.

Remuneration to Board Members

Remuneration to Board members for their work on Hexatronic's Board is determined by the Annual General Meeting. Board members are entitled only to such remuneration as decided by the AGM. However, additional compensation may be paid for services performed by Board members within their respective areas of expertise, provided such services fall outside the normal scope of Board duties. Such compensation must be market-based and governed by a consultancy agreement approved by the Board.

Terms of employment

Salary and Employment Conditions for Employees

In preparing the Board's proposal for these remuneration guidelines, salary and employment conditions for employees have been considered. Information on employees' total remuneration, its components, remuneration levels and development over time has formed part of the decision-making basis used by the Remuneration Committee and the Board when evaluating the appropriateness of these guidelines and the associated limits.

Termination of Employment

Fixed cash salary during the notice period, severance pay and compensation for any non-compete undertakings shall in total not exceed an amount corresponding to 18 months' fixed salary for the CEO and Deputy CEO, and 12 months for other members of Group Management. Severance pay shall not be paid in cases where termination is initiated by the CEO or other members of Group Management, or in cases of dismissal for cause. The mutual notice period between the company and the CEO or other Group Management members shall not exceed nine months.

Compensation for non-compete restrictions shall compensate for any loss of income and shall only be payable for the period during which the former executive is not entitled to severance pay. Such compensation shall equal the difference between the fixed cash salary at the time of termination and any lower income in new employment, but no more than 60 percent of the fixed salary. Compensation

The following funds are a the Parent Company's disposal	SEK
Share of premium reserve	999,241,130
Result brought forward	2,256,928,817
Result for the year	422,748,928
Total	3,678,918,874

The Board of Directors proposes that the profits be appropriated as follows:	SEK
SEK 0 per share to be distributed to shareholders	-
To be transferred to result carried forward	3,678,918,874
Total	3,678,918,874

shall be paid for the duration of the non-compete clause, which shall not exceed 12 months after termination.

Preparation and Decision-Making Process

The Board has established a Remuneration Committee. Its tasks include preparing the Board's proposals for remuneration guidelines for senior executives. The Board must prepare proposals for new guidelines at least every four years and present them to the AGM for approval. The guidelines remain in force until new guidelines are adopted. The Remuneration Committee also monitors and evaluates variable compensation programs for senior executives, the application of the remuneration guidelines, and prevailing remuneration structures and levels within the company.

The CEO and other members of Group Management do not participate in the Board's handling of or decisions regarding their own remuneration. Remuneration to the CEO is prepared by the Remuneration Committee and decided by the Board. Remuneration to other members of Group Management is prepared by the CEO and decided by the Remuneration Committee.

Deviation from the Guidelines

The Board may decide to temporarily deviate from the guidelines, in whole or in part, if there are special reasons for doing so in an individual case and a deviation is necessary to safeguard the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As noted above, the Remuneration Committee prepares the Board's decisions on remuneration matters, including any decisions to deviate from the guidelines.

Parent Company

The Parent Company is focused entirely on Group-wide functions including management, finance, treasury, IR, business development, IT, sustainability, communications/marketing and logistics.

Net sales for the Parent Company amounted to SEK 139 million (140), and profit for the year totalled SEK 423 million (2,177). Net financial items amounted to SEK 425 million (2,120), of which SEK 494 million (153) related to dividends from subsidiaries and SEK 121 million (0) related to impairment of shares in subsidiaries. In the comparative year 2024, a capital gain of SEK 2,226 million was recognised due to changes in the legal structure. Cash and cash equivalents at year-end amounted to SEK 73 million (97).

The Parent Company actively manages the financing structure of both the Parent and the Group to optimise financial flows. Dividends are continuously received from subsidiaries to secure funding for the Parent Company.

The number of employees was 33 (31) at year-end. The Parent Company does not conduct operational business, and its risks are primarily attributable to the activities of the subsidiaries.

The Board's Proposed Appropriation of Earnings

The Board proposes to the Annual General Meeting on 12 May 2026 that no dividend will be paid for the 2025 financial year.

Risks and Risk Management

Hexatronic’s operations, like all business activities, are associated with various types of risks. Continuously identifying and evaluating risks is a natural and integrated part of the business, enabling the company to control, limit and manage prioritized risks in a proactive manner.

The Group’s ability to map and mitigate risks reduces the likelihood that unforeseen events will negatively impact operations. The aim of risk management is not necessarily to eliminate risk, but rather to secure the company’s business objectives through a well balanced risk portfolio. The risk assessment also aims to strengthen risk awareness across the entire organization — for operational decision makers as well as for members of the Board.

Hexatronic’s Board of Directors holds the ultimate responsibility for the company’s risk management. Risks related to business development and long term strategic planning, as well as the Group’s work with sustainability and related risks, are managed by Group Management and ultimately prioritized by the Board. The Group’s central finance department is responsible for prioritizing and managing financial risks and ensuring that the company maintains appropriate insurance coverage for insurable risks. A more detailed description of financial risks can be found in Note 3. The Group’s Code of Conduct, along with a

number of more specific policies, forms the foundation for ongoing operational risk management at all levels of the organization.

Hexatronic’s risk management process identifies relevant risks, which are then classified and prioritized. The entire organization is involved in this process, from company level up to the Board of Directors.

Hexatronic categorises identified risks into market related risks, operational risks, regulatory risks and financial risks. Sustainability related risks are integrated across all risk categories and are also described in more detail in the Group’s sustainability report. Mapping and follow up of strategic risk management are supported by operational risk management, where risks are monitored in monthly meetings with the business units and reported as part of the CEO’s update at each Board meeting. Training activities and internal control procedures — such as self assessment — also support the ongoing risk management work.

Operational risks	Market related risks	Regulatory risks	Financial risks
<p>Risks that arise in day-to-day operations and relate to the company’s internal processes, personnel and systems, such as disruptions in production or supply chains, as well as risks linked to acquisition and investment strategies.</p>	<p>Risks that affect the industry or market as a whole. Such risks may stem from political developments, overarching trends or macroeconomic factors.</p>	<p>Risks that relate to violations of laws and regulations, including bribery and corruption. Risks associated with contractual disputes or intellectual property rights are also included in this category.</p>	<p>Risks related to Hexatronic’s financing of its operations, as well as risks linked to financial markets such as currency, commodity and interest-rate risk.</p>



The overall process for risk management

Hexatronic’s risk management process begins at the company level by identifying, classifying, and assessing risks. This is done according to a model set by the Group, where the overall risk areas are broken down into risk classes. The companies’ risk analysis forms the basis for local risk work but is aggregated at the Group level. Group management prioritizes Group risks with the most sig-

nificant impact on the Group’s strategic plan. The aggregated risk analysis is discussed and finally adopted by the Board of Directors and forms an integral part of the strategy work with business plans and budgets. The progress with associated action plans is reported regularly to the Board of Directors.

Identify and evaluate

Q2 Identification and analysis by the subsidiaries, prioritization and evaluation by Group management.

Integrate risks





Q4 Integrate risks in the budget process and investment plans.







Q3 Determine strategic plan and risk management actions with the Board. Initiate follow-up and reporting.
Strategic plan and risk

Q1 Follow-up and reporting (on-going).
Follow-up

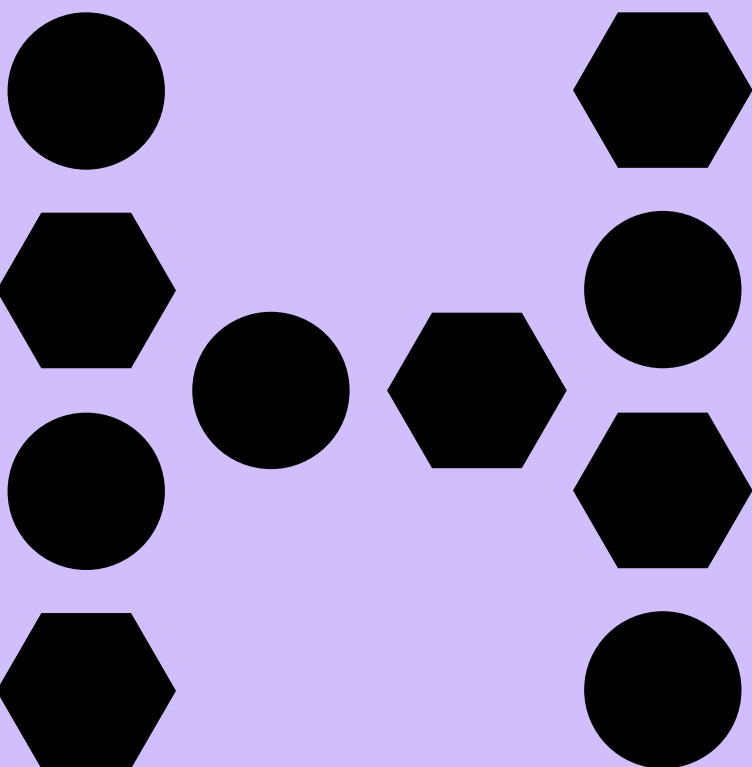
Risk management

In the strategic risk management process, risks are identified across all risk categories. Below are the risks and areas assessed to have a material impact on Hexatronic’s operations. Changes compared with the previous year are illustrated with arrows, where an upward arrow indicates that the risk has increased.

Market related risks	Management	Development (compared to the previous year)
<p>Market and economy</p> <p>Hexatronic’s demand is influenced by general economic conditions and customers’ willingness to invest. An economic downturn may lead to postponed projects, reduced capacity investments, price pressure and longer decision-making processes. Market-related risks are amplified when the business is exposed to specific industry cycles or when significant parts of sales are concentrated in selected regions, where local economic fluctuations or market-specific changes may impact demand for Hexatronic’s products and services.</p>	<p>Hexatronic manages market and economic risks by continuously broadening and diversifying its operations and working toward a more balanced distribution between the three business areas. The company also adapts its cost structure to prevailing market conditions. Its global presence, with companies in many countries, provides geographical diversification that reduces sensitivity to economic fluctuations in specific regions. Taken together, these measures contribute to increased stability over time.</p>	
<p>Political and geopolitical risks</p> <p>Political and geopolitical changes and instability can negatively impact Hexatronic’s operations and results. Such events may lead to disruptions in trade flows, supply chains and investment levels in certain regions or markets, which in turn can adversely affect the Group’s business.</p>	<p>Hexatronic closely monitors political and geopolitical developments to assess how changes in the external environment may influence markets, trade flows and the investment climate. Uncertainty in global trade has increased during the year due to new tariff barriers and heightened geopolitical tensions. This has reinforced the need to ensure flexibility in supply chains, create redundancy in sourcing channels and maintain preparedness for rapid adjustments.</p> <p>Political decisions related to fiber-network expansion, public subsidy programs and regulatory priorities represent specific risk factors for the telecom industry. Likewise, political decisions regarding defence budgets are a risk factor for products that Hexatronic supplies to the defence sector, as they directly influence investment levels in these areas. However, the Group’s increasing diversification across multiple industries and market segments reduces its dependence on such political developments and contributes to greater stability in the business.</p>	
<p>Sustainability-related risks</p> <p>Sustainability-related risks include environmental and climate-related aspects, working conditions and human rights, as well as governance risks linked to areas such as transparency, business ethics and regulatory compliance. As regulatory requirements increase and expectations from customers and investors rise, the risk of reputational impact also grows if the company does not deliver in line with its sustainability ambitions.</p>	<p>Through systematic sustainability work in accordance with management systems, applicable legislation and established processes for environmental, social and governance topics, Hexatronic can identify and manage risks throughout its operations and value chain. For more information about the work within all sustainability areas, refer to the sustainability report.</p>	
<p>Innovation and technology</p> <p>Parts of Hexatronic’s business depend on the organization’s ability to develop and market new products and services in line with market developments. There are risks associated with the Group’s ability to develop new products and services and to successfully commercialize them. A failure to adapt the business to technological change or increasing sustainability requirements from customers may result in products and services becoming obsolete.</p>	<p>Close collaboration with both key customers and potential customers during product development is therefore essential. Hexatronic continuously works to further develop its offering in order to strengthen and maintain competitiveness, primarily through in-house development, manufacturing, innovative design and high product quality — with an increasing focus on circularity and reduced climate impact. The company believes that this approach will enable long-term customer relationships and higher margins, while also strengthening the competitiveness of the Group’s partners.</p>	

Regulatory risks	Management	Development (compared to the
<p>Regulatory compliance</p> <p>Risks arise if Hexatronic or any of its subsidiaries fail to comply with laws and regulations, such as the Market Abuse Regulation, trade sanctions, export control rules, and anti-bribery and anti-corruption legislation. The geopolitical situation, including the conflict in Ukraine, has in recent years increased the complexity of complying with trade sanctions and export controls. This has, in turn, heightened certain risks, particularly for Group companies with customers and suppliers in high-risk regions and industries.</p>	<p>Hexatronic has policies and internal processes in place to ensure full compliance with all regulatory requirements. The company regularly provides training to its subsidiaries on compliance topics, such as anti-corruption, trade sanctions, export controls and insider trading. To further ensure compliance with increasing trade sanctions and export controls, the Group has strengthened contractual terms where necessary — including end-user clauses — and enhanced internal routines for counterparty screening related to sanctions.</p> <p>Hexatronic also has a committee consisting of relevant members of Group Management responsible for decisions related to business ethics matters.</p>	
<p>Operational risks</p>		
<p>Serious production disruption</p> <p>Hexatronic operates several major production facilities globally, and damage or disruptions — for example from fire, natural disasters or disturbances in the production process — can have significant negative consequences, including direct damage to property and interruptions that hinder the company's ability to meet customer commitments.</p>	<p>Risk assessments, mapping and action plans are developed both internally and in cooperation with external advisors. The Group maintains market-standard insurance coverage, and each major production unit undergoes risk inspections that include recommendations for improvement measures.</p>	
<p>Key people/competence</p> <p>The ability to attract and retain qualified employees and senior leaders is critical to Hexatronic's long-term success. Hexatronic is particularly dependent on key individuals and personnel with specialist expertise in areas such as development, procurement and sales. Shortcomings in gender equality, diversity or inclusion may lead to a negative corporate culture and affect the company's ability to retain and attract talent.</p>	<p>Hexatronic is an attractive employer with low absenteeism and low staff turnover. The company prioritizes creating good conditions for employees to develop within the Group and thrive in their roles. As part of the Group's acquisition strategy, Hexatronic also ensures that key individuals in acquired companies are motivated to continue running their businesses independently within the Group. The company actively promotes diversity and gender equality and conducts regular training activities in these areas.</p>	
<p>Purchasing and supply chains</p> <p>Risks may arise if Hexatronic is highly dependent on individual suppliers or if many suppliers are geographically concentrated and disruptions occur in the supply chain, or if geopolitical tensions emerge in those areas. Such situations may lead to delayed deliveries, limited availability of input materials and increased costs, which can negatively affect the Group's production and delivery capability. Global sourcing also entails the risk of human rights violations, particularly among subcontractors in high-risk regions where visibility and control may be limited.</p>	<p>Hexatronic maintains relationships with a large number of suppliers across many product areas and geographies. The company has divided its strategic purchasing activities into categories, each with dedicated category managers. The purchasing strategy is based on market analysis and risk mitigation, with the ambition to have multiple alternative suppliers for key products. The majority of the Group's suppliers are based in the United States and Europe. Suppliers are also evaluated from a sustainability perspective. The company applies a risk-based approach to human rights due diligence and uses an SRM system that integrates risk assessment into supplier onboarding and ongoing supplier management.</p>	
<p>Quality control and product liability</p> <p>There is a risk that Hexatronic or its subsidiaries may face significant costs if defects occur in Hexatronic components that form part of customers' installations. This is particularly relevant within the telecom segment, where the cost of replacing defective components can be substantial and may result in extensive claims for damages. As a result, disputes may arise with customers, suppliers or other business partners.</p>	<p>Hexatronic maintains relationships with a large number of suppliers across many product areas and geographies. The company has divided its strategic sourcing into categories, where category managers develop purchasing strategies for their respective areas. These strategies are based on market analysis and risk mitigation, with the ambition to diversify across suppliers and regions. Most suppliers serving Hexatronic's major production sites are located in close proximity to those facilities, or purchasing teams work with multiple suppliers to ensure geographical spread. Suppliers are also assessed from a sustainability perspective. The company applies a risk-based approach to human rights due diligence and uses an SRM system that integrates risk assessment into supplier onboarding and ongoing supplier management.</p>	
<p>Information and IT</p> <p>Hexatronic is dependent on IT systems for its daily operations. Disruptions caused by hardware or software failures, cyberattacks or data breaches may have a direct impact on the company's operations. Disruptions in financial systems may affect the company's ability to report results.</p>	<p>Data breaches may lead to unauthorized access, information leakage or loss of data. Cybersecurity is therefore a high-priority area for Hexatronic and an area in which the company continuously invests. A key factor in maintaining strong cybersecurity is employee awareness and training. Hexatronic has a governing framework for IT and cybersecurity adopted by the Board of Directors and Group Management.</p>	

Corporate governance report





Comments from the Chairman of the Board

Dear shareholders

2025 can be summarized as a pivotal year for Hexatronic – a year in which we took important steps to restore profitability, strengthen our strategic position, and set a clear direction for the company’s next phase. After a couple of years marked by challenging market conditions and significant shifts within our industry, the Board, together with Group Management, initiated extensive work to transform Hexatronic into a more focused, efficient and long-term sustainable company.

One of the most important events of the year was the recruitment of our new President and CEO, Rikard Fröberg. Rikard assumed his role in March and, with full support from the Board, has established a new structure and a clear strategic direction for all three business areas. His appointment marked the beginning of a new stage in Hexatronic’s development, and we are very pleased with how quickly he and his leadership team have taken charge and established a more streamlined and forward-looking Hexatronic.

During the year, we fully implemented our new reporting structure with three business areas – Fiber Solutions, Harsh Environment and Data Center – and presented financial targets for each of them. This has made the company more transparent and enabled more targeted actions within each area. Within Fiber Solutions, the focus has been on cost efficiency, footprint consolidation and shifting emphasis toward new growth segments such as submarine cable and transport networks. At the same time, we have prioritized continued expansion within Data Center and Harsh Environment, where market conditions are significantly stronger and where we see long term structural growth. We also now see Data Center and Harsh Environment accounting for an increasing share of Group net sales and adjusted EBITA.

We have strengthened Hexatronic’s leadership across the organization. Several key recruitments have brought valuable expertise and experience that will be essential to the company’s future development. In addition, the Board and Group Management have increased their focus on capital allocation and working-capital efficiency, which during the year freed up significant capital for future investments, innovation and acquisitions.

The acquisition agenda is one of our key priorities going forward. During the year we completed a strategically

We took important steps to restore profitability, strengthen our strategic position, and set a clear direction for the company’s next phase.

important acquisition within Data Center and intensified our dialogue with several potential acquisition targets, particularly within Harsh Environment and Data Center, where we aim to continue building long-term strength through complementary technology, services and market presence. One of these was JOWO, which we acquired in early March 2026 and which will be consolidated into Harsh Environment. JOWO adds both complementary technology and deeper access to key customer segments, particularly within the European defence market. With an adjusted leverage of 1.9 times EBITDA at the end of the year, we feel well positioned to continue this journey.

Innovation has also been given greater emphasis during the year. We have renewed our focus on product launches and strengthened our efforts to drive development within our core segments. Products such as Viper Ease are examples of how innovation enhances customer value, improves installation efficiency and creates competitive advantages even in challenging market conditions.

As I reflect on 2025, I am proud of how the organization, under Rikard’s leadership, has taken important steps to rebuild Hexatronic’s profitability, efficiency and strategic position. It has been a demanding year with many changes, but also a year in which we laid the foundation for the next phase of growth. The turnaround journey is not yet complete, but the direction is clear and our execution capability is strong.

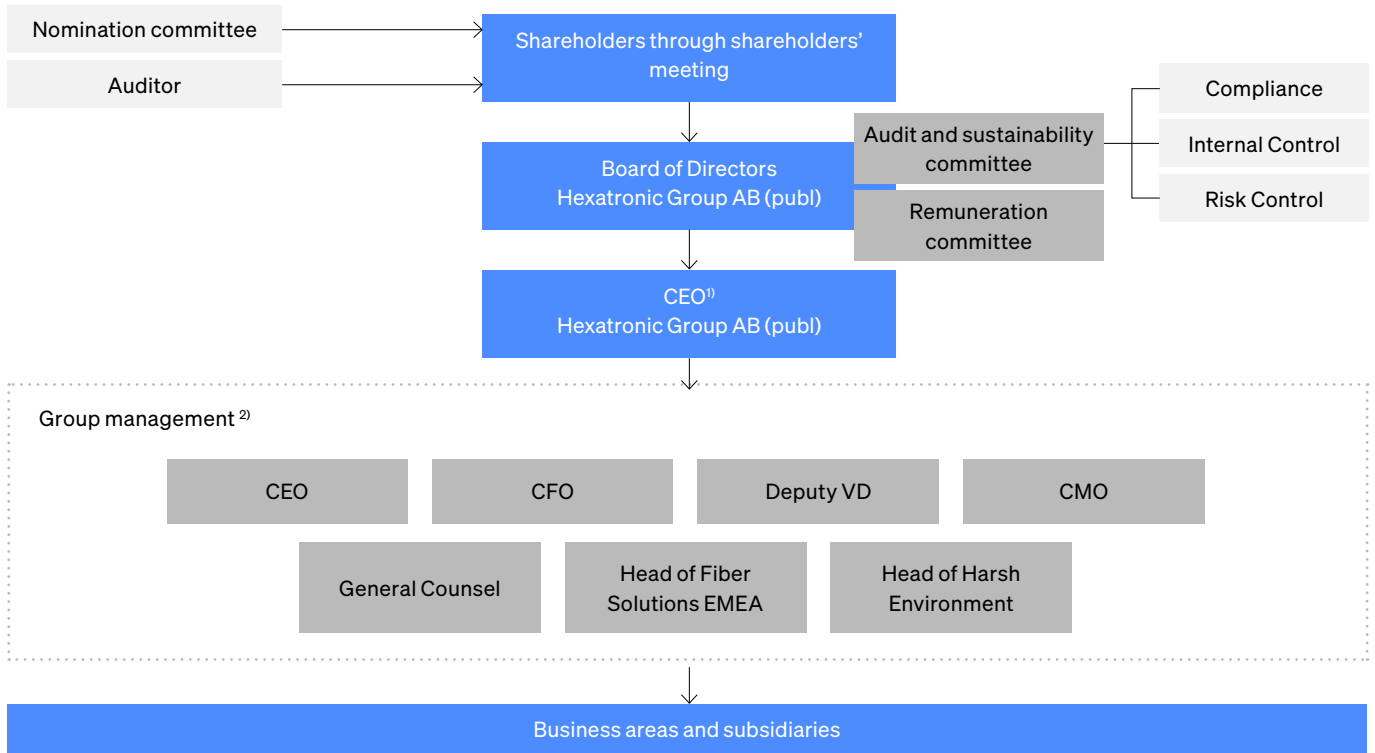
On behalf of the Board, I would like to extend my sincere thanks to our customers, partners and stakeholders for their cooperation during the year. I would also like to express a special thanks to our investors for your patience and trust as we have implemented the necessary changes to position Hexatronic for long-term success.

Finally, I want to express my appreciation to Rikard, Group Management and all dedicated employees across Hexatronic. You have worked tirelessly to build the foundation for a stronger and more focused company. Together, we enter the next phase of Hexatronic’s journey with renewed confidence and significant opportunities ahead of us.

Magnus Nicolin, Chairman of the board

Corporate governance in Hexatronic group

Hexatronic Group's corporate governance structure



1) The CEO for Hexatronic Group AB (publ) has the overall operational responsibility for the whole Hexatronic Group.

2) Composition of the Group Management Team as of March 1, 2026.

General meeting

The shareholders exercise their influence over Hexatronic Group at the General Meeting. The General Meeting is the company's highest decision-making body. Each shareholder who is registered in the share register on the record date and has notified the company of their attendance within the timeframe stated in the notice of the meeting is entitled to participate and exercise their voting rights, either in person or by proxy. Resolutions at the General Meeting are normally adopted by simple majority.

Group Management and major shareholders. The company's Audit Committee assists the Nomination Committee in matters concerning the election of the auditor, and the Nomination Committee's proposal to the General Meeting must include the Audit Committee's recommendation.

In accordance with the instruction adopted by the Annual General Meeting of Hexatronic Group, the Nomination Committee shall consist of four members appointed by the four largest shareholders by voting power as of the last day of August, provided they wish to appoint a representative.

Nomination Committee

The Nomination Committee is tasked, on behalf of the shareholders, with preparing and submitting proposals ahead of the Annual General Meeting regarding the election of the Chair of the AGM, the Chair of the Board and Board members, the auditor, and remuneration to the Board and the auditor. The Nomination Committee must also assess the independence of Board members in relation to the company,

Board of Directors

The Board of Directors, which is the company's highest governing body after the General Meeting, has the ultimate responsibility for Hexatronic Group's organisation, management and the oversight of the company's financial position. According to the Articles of Association, Hexatronic's Board must consist of no fewer than three and no more than nine members elected by the General Meeting. Board members

are elected annually at the AGM for the period until the end of the next AGM.

The duties of the Board of Directors are primarily governed by the Swedish Companies Act and the Code. The work of the Board is further regulated by the rules of procedure and the annual plan adopted by the Board each year. The Chair of the Board leads and directs the work of the Board in close dialogue with the CEO. The Chair is also responsible for ensuring that an annual evaluation of the Board's work is carried out.

Board Committees

The Board has established two committees: the Audit and Sustainability Committee, and the Remuneration Committee. Committee members are appointed from among the Board members for one year at a time. Reporting to the Board on matters addressed by the committees is carried out either in writing or verbally.

The work of each committee is conducted in accordance with instructions adopted by the Board. Minutes from committee meetings are made available to all Board members.

Audit and Sustainability Committee

The primary task of the Audit and Sustainability Committee is to ensure that the Board fulfils its supervisory responsibilities regarding financial and sustainability reporting, internal control, audit, and financial risk management. The committee also prepares certain accounting, audit and sustainability matters and reviews the processes and routines for reporting and financial control.

Remuneration Committee

The Remuneration Committee decides on certain remuneration matters and prepares the Board's proposals for guidelines on remuneration for senior executives. The committee represents the Board in matters relating to executive and succession planning as well as leadership development.

CEO and Group Management Team

The Board appoints the President and CEO. The President and CEO is responsible for the day-to-day management of the company in accordance with the Board's instructions, including taking all necessary measures to ensure that the organisation and control of the company's accounting is carried out in accordance with applicable rules and regulations. The CEO also prepares all necessary documentation for Board meetings and must convene the Board if requested by the Chair. The CEO reports at Board meetings and presents well-founded proposals for decisions. The CEO is supported by a Group Management team consisting of the heads of business areas and Group functions.

Auditor

The Annual General Meeting elects the auditor, who examines the annual accounts, accounting records and consolidated financial statements, sustainability reporting, as well as the administration of the Board and the CEO, and issues the auditor's report.

Corporate governance

Hexatronic Group AB (publ) is a Swedish public limited company listed on Nasdaq Stockholm. This Corporate Governance Report has been prepared in accordance with the Swedish Annual Accounts Act and the Swedish Corporate Governance Code (the "Code"). Hexatronic Group has not deviated from any of the rules of the Code during 2025. The company's auditor has reviewed the Corporate Governance Report, and the auditor's statement is presented on page 163.

Annual General Meeting 2025

Hexatronic Group's Annual General Meeting for 2025 was held on 5 May 2025 at Hotel Gothia Towers in Gothenburg. The meeting was conducted in Swedish. Full information about the 2025 AGM, including the minutes, is available on Hexatronic Group's website, www.hexatronic.com.

The following resolutions were passed at the AGM on 5 May 2025:

- The AGM adopted the annual accounts, approved the

appropriation of profits and granted discharge from liability for the Board of Directors and the CEO.

- Re-election of Board members Magnus Nicolin, Helena Holmgren, Linda Hernström, Diego Anderson, Jaakko Kivinen and Åsa Sundberg.
- Re-election of Magnus Nicolin as Chair of the Board.
- Re-election of Öhrlings PricewaterhouseCoopers AB as auditor, with authorised public accountant Johan Malmqvist as the auditor in charge.
- Resolution to establish a long-term performance-based share savings program (LTIP 2025) for senior executives and other key individuals within the Group residing in Sweden, and to issue 1,130,007 Class C shares to deliver any performance shares under LTIP 2025 and to cover potential social costs arising under the program.
- Resolution to establish a long-term incentive program (Options Program 2025) for senior executives and certain key employees within the Group residing in and outside Sweden, through a directed issue of up to 940,000 warrants.

- The Board was authorised to resolve on the acquisition and transfer of the company's own ordinary shares in accordance with the Board's proposal.
- The Board was authorised to, on one or more occasions and with or without preferential rights for shareholders, resolve on new issues of shares, warrants and/or convertibles corresponding to up to 10 percent of the company's registered share capital.
- The remuneration report for the 2024 financial year prepared by the Board was approved.

The full minutes from the 2025 Annual General Meeting are available at group.hexatronic.com.

Annual General Meeting 2026

The Annual General Meeting (AGM) 2026 will be held on Tuesday, 12 May 2026 at 3:00 p.m. at Hotel Gothia Towers, Mässans gatan 24, Gothenburg. For further information about the 2026 AGM, please refer to Hexatronic Group's website (group.hexatronic.com) and page 171 of this Annual Report.

Nomination Committee for the 2026 AGM

In accordance with the instruction adopted by Hexatronic Group's AGM, the Nomination Committee for the 2026 AGM consists of members appointed by the four largest shareholders by voting power as of the end of August 2025. The Chair of the Board is co-opted to the Nomination Committee and is responsible for convening its first meeting. The Chair of the Nomination Committee is the representative appointed by the largest shareholder by voting power and holds the casting vote in the event of a tie. The composition of the Nomination Committee must be published no later than six months prior to the AGM. The Nomination Committee for the 2026 AGM was announced in a press release on 17 September 2025.

Members of the 2026 Nomination Committee:

- Staffan Ringvall, appointed by Handelsbanken Fonder, Chair
- Sophie Larsén, appointed by AMF Pension & Fonder
- Mark Shay, appointed by Accendo Capital
- Jonas Nordlund, appointed by himself
- Magnus Nicolin, Chair of the Board of Hexatronic Group, co-opted member

Since its constitution and up to the publication of this Annual Report, the Nomination Committee has held three minuted meetings (excluding interviews with Board members and the CEO). As a basis for its proposals to the 2026 AGM, the Nomination Committee has assessed whether the current Board is appropriately composed and meets the requirements placed on the Board based on the company's

operations, position and circumstances. The Committee has reviewed the Board evaluation, conducted interviews with Board members, discussed the key competencies required, including the requirement for independent members, and considered the number of external board assignments held by each member. In terms of Board composition, the Committee has also applied the diversity considerations stipulated in section 4.1 of the Code. This assessment formed the basis for the Committee's proposals to the 2026 AGM.

Shareholders wishing to submit comments or proposals to the Nomination Committee were able to do so no later than 16 January 2026.

Board of Directors 2025

According to the Articles of Association, Hexatronic Group's Board shall consist of no fewer than three and no more than nine members elected by the AGM for the period until the end of the next AGM. For the full Articles of Association, please refer to Hexatronic's website. At the 2025 AGM, six Board members were elected: three women and three men. The company complies with the Code in that a majority of the Board members elected by the AGM are independent of the company and Group Management, and at least two of these members are independent of major shareholders. No member of Group Management serves on the Board. Hexatronic Group's CEO, Deputy CEO and CFO normally attend Board meetings in a reporting capacity. Other members of senior management participate when presenting specific matters. The Group's General Counsel serves as Secretary to the Board.

The Board's work

The duties of the Board are primarily governed by the Swedish Companies Act and the Code. The Board's work is also regulated by the rules of procedure and the annual plan adopted each year. The rules of procedure set out the division of responsibilities between Board members, the Board's committees, the Chair of the Board and the CEO. The instructions to the CEO also include guidelines for financial reporting.

The Board's responsibilities include setting strategies, business plans and budgets, issuing interim reports and the annual accounts, and adopting policies and guidelines. The Board must also monitor the company's financial performance, ensure the quality of financial reporting and control functions, and evaluate the company's operations based on the goals and guidelines established by the Board. The Board also makes decisions on major investments and organizational and operational changes within the company.

The Chair of the Board leads and coordinates the Board's work and ensures that activities are conducted efficiently. The Chair maintains close dialogue with the CEO, communicates shareholder perspectives to the Board, and serves as a spokesperson for the Board. The Chair is also responsible for

ensuring that Board evaluations are carried out annually and that Board members have access to the necessary information and decision-making materials, and that Board decisions are implemented.

The CEO presents the company's performance at regular Board meetings. The Board meets with the auditor to review audit reports, and the auditor also meets with the Board without Group Management present.

All Board meetings follow a predetermined agenda. Board member attendance is presented in the accompanying table. During 2025, the Board addressed matters relating to operations, acquisitions, financing, investments and other ongoing financial and corporate matters.

The Board held 13 meetings during 2025, of which three were per capsulam.

Evaluation of the Board's Work in 2025

The Board conducts an annual evaluation to ensure the quality of its work and to identify any need for additional competencies or experience. The Chair of the Board is responsible for the evaluation and for ensuring that the results are shared with the Nomination Committee. Upon request by the Nomination Committee, Board members participate in interviews to support the evaluation process. The results have been presented and discussed both within the Board and with the Nomination Committee.

The Board's Committees

The Board has two committees: the Remuneration Committee and the Audit and Sustainability Committee. Reporting from the committees to the Board is conducted either in

writing or verbally. Committee work is carried out in accordance with written instructions and the annual plan adopted by the Board.

Audit and Sustainability Committee

The Board has appointed an Audit and Sustainability Committee to ensure that the Board fulfils its oversight responsibilities relating to financial and sustainability reporting, internal control, audit, risk management, and the preparation of certain accounting, audit and sustainability matters. The Committee also reviews processes and routines for financial reporting, internal control and sustainability matters. In addition, it monitors the auditor's independence and objectivity, evaluates the audit work, and discusses coordination between the external audit and internal control processes. The Committee also assists the Nomination Committee in preparing proposals for the election of the auditor and recommendations regarding auditor remuneration.

The Audit and Sustainability Committee held four meetings during 2025. Meeting dates and attendance are shown in the attendance table. The Committee consists of three members: Helena Holmgren (Chair), Jaakko Kivinen and Linda Hernström. The Committee meets the independence and accounting/audit competency requirements of the Swedish Companies Act and the Code.

Remuneration Committee

The Board has appointed a Remuneration Committee whose task is to prepare matters relating to remuneration and other terms of employment for the CEO and the company's senior executives. The Committee's work includes preparing propo-

Attendance at Board and committee meetings during 2025

Name	Board of Directors	Audit and Sustainability Committee	Remuneration Committee
Magnus Nicolin, Chair of the Board	13/13	-	5/5
Erik Selin ⁽¹⁾	4/6	-	-
Jaakko Kivinen	13/13	4/4	-
Helena Holmgren	13/13	4/4	-
Åsa Sundberg	13/13	-	5/5
Diego Anderson	13/13	-	5/5
Linda Hernström	13/13	4/4	-

(1) Resigned at the Annual General Meeting in May 2025.

sals for guidelines regarding, among other things, the balance between fixed and variable remuneration and the relationship between performance and compensation, the main terms of bonus and incentive programs, conditions for other benefits, pensions, notice periods and severance pay, as well as preparing proposals for individual compensation packages for the CEO and other senior executives, and in certain cases taking decisions on remuneration matters.

The Remuneration Committee shall also monitor and evaluate the outcome of variable remuneration and how the company complies with the guidelines for executive remuneration adopted by the AGM.

The Remuneration Committee held five meetings during 2025. Meeting dates and attendance are shown in the Board attendance table. The Remuneration Committee of Hexatronic Group consists of three members: Magnus Nicolin (Chair), Diego Anderson and Åsa Sundberg.

Board Compensation

In accordance with the resolution of the 2025 AGM, remuneration of SEK 1,040,000 was paid to the Chair of the Board and SEK 380,000 to each of the other Board members elected by the AGM. In addition, remuneration of SEK 160,000 was paid to the Chair of the Audit Committee and SEK 90,000 to each of the other members of that committee. The Chair of the Remuneration Committee received SEK 85,000 and each of the other committee members received SEK 45,000.

External Auditor

The auditor is appointed by the AGM. The auditor examines the financial statements and accounting of the company and its subsidiaries, sustainability reporting, and the administration of the Board of Directors and the CEO. The auditor attends the Board meeting at which the year-end report is addressed. At this meeting, the auditor reviews the financial information and discusses the audit with the Board members without the CEO or other members of Group Management being present.

Remuneration to auditors

Audit firm	SEK m
PWC	
Audit engagement	6
Audit business in addition to audit engagement	1
Tax consultancy	-
Other services	-
Total	7

The auditor maintains ongoing contact with the Chair of the Board, the Audit and Sustainability Committee and Group Management. Hexatronic Group's auditor is responsible for the audit of all Swedish subsidiaries in the Group and oversees the audits of other subsidiaries as part of the Group audit. The auditor examines the annual accounts and consolidated financial statements of Hexatronic Group AB, as well as the administration of the Board and the CEO.

The auditor works according to an audit plan, which is discussed with the Audit and Sustainability Committee. Reporting is provided both on an ongoing basis during the audit to the Audit and Sustainability Committee and to the full Board in connection with the adoption of the year-end report. The auditor also participates in the AGM and presents the audit work and observations in the auditor's report.

Öhrlings PricewaterhouseCoopers AB has been the auditor of Hexatronic Group since 2015/16, and Johan Malmqvist, authorised public accountant, has served as the auditor in charge since 2021.

CEO and Group Management Team

The CEO is subordinate to the Board of Directors and is responsible for the company's day-to-day management and operations. The division of responsibilities between the Board and the CEO is set out in the Board's Rules of Procedure and the Instructions to the CEO, which follow the Swedish Companies Act. The CEO is also responsible for preparing reports and compiling information from management ahead of Board meetings and serves as the presenter at Board meetings.

In accordance with the Instructions for Financial Reporting, the CEO is responsible for financial reporting within Hexatronic Group and must ensure that the Board receives sufficient information to continuously evaluate the financial position of the company and the Group. The CEO keeps the Board continuously informed about developments in Hexatronic Group's operations, revenue trends, the Group's results and financial position, liquidity and credit status, significant business events, and any other events or circumstances that may be of material importance to the company's shareholders. Information regarding remuneration, share-based incentive programs and terms of employment for the CEO and other senior executives is available on the company's website.

The CEO leads Group Management, which is responsible for the operational and strategic development of Hexatronic Group. Group Management meets monthly, with a primary focus on the Group's strategic and operational development as well as performance follow-up.

Internal Control Over Financial Reporting

The Board's Responsibility for Internal Control. The routines for internal control, risk assessment, control activities and monitoring of financial reporting are designed to ensure reliable overall and external financial reporting in accordance with IFRS, applicable laws and regulations, and other requirements for companies listed on Nasdaq Stockholm. This work involves the Board of Directors, the Audit and Sustainability Committee, Group Management and other employees.

Control Environment

Hexatronic Group has established instructions and governing documents that regulate the division of roles and responsibilities between the CEO and the Board. The methods by which the Board oversees and ensures the quality of internal control are defined in the Board's Rules of Procedure, the Instructions to the CEO and Hexatronic Group's Finance Policy. The control environment also includes the Board's evaluation of the company's performance through monthly and quarterly reporting packages, which contain financial results, budget comparisons, forecasts, operational targets, strategic plans, investments, assessments of financial risks and analyses of key financial and operational metrics. Responsibility for presenting these reporting packages to the Board, maintaining an effective control environment and managing ongoing risk assessment and internal control over financial reporting has been delegated to the CEO. However, the Board retains ultimate responsibility.

Information and Communication

The company's governing documents for financial reporting consist primarily of policies, guidelines and manuals, which are continuously updated and communicated to relevant employees through appropriate information channels.

Reporting instructions and accounting guidelines are communicated to relevant personnel, and the Group uses a unified system for reporting and consolidating financial information.

Information to external stakeholders is governed by an Information Policy. Financial information is communicated on Hexatronic Group's website together with press releases and other news. Quarterly reports are published and supplemented with presentations and investor meetings. The Annual Report is made available to shareholders and other stakeholders through publication on the company's website and in printed form upon request.

Monitoring, Evaluation and Reporting

The Board continuously evaluates the information provided by Group Management. The Board regularly receives updates on developments within Hexatronic Group between Board meetings. The Group's financial position, strategies and investments are discussed at every Board meeting. The Board is also responsible for monitoring internal control and assessing the Group's risk management. This includes ensuring that corrective measures are taken where deficiencies are identified, as well as following up on recommendations arising from the external audit.

Internal Audit

Hexatronic Group does not have an internal audit function, as the Board has determined that, given the current scope of internal control activities, there is no need to establish a separate internal audit function.

Board of Directors



Magnus Nicolin



Diego Anderson



Linda Hernström



Helena Holmgren

Position	Chairman of the Board, Board Member and Chair of the Remuneration Committee.	Board Member and Member of the Remuneration Committee	Board Member and a member of the Audit and Sustainability Committee.	Board Member and Chair of the Audit and Sustainability Committee.
Member since	2024	2024	2024	2020
Year of birth	1956	1968	1982	1976
Work experience	Magnus Nicolin has extensive international experience, having lived and worked in the US, Canada, France, Belgium, and the UK for over 40 years. He served as CEO of Australian listed Ansell Limited, a global leader in personal protective equipment (PPE), from 2010-2021, President of Newell Brands - Europe, Middle East, Africa, and Asia Pacific (USA) from 2006-2010, and before that CEO of Esselte Business Systems Inc (Sweden). Mr. Nicolin has also held senior positions at Bayer AG, Pitney Bowes Inc., and McKinsey & Company.	Diego Anderson has over 30 years of experience in senior management positions in the US fiber network industry, including CEO of Lumos Fiber, Senior Vice President & General Manager at Segra, and other senior positions at nTelos and Sprint. Since January 2024, Mr. Anderson has been Executive Vice President of the Broadband Division of Schurz Communications Inc (USA).	Linda Hernström has since 2025 been Sales Director at Stockholm Exergi. During 2008-2022, Linda Hernström held senior positions within Telia, mainly related to the roll-out of fiber optic networks in Sweden. The roles include Strategic Director for Skanova and Head of Telia Fiber Business. During 2022-2024, Linda Hernström was COO of AxSol, which is part of the Axel Johnson Group.	Helena Holmgren is since 2025 Finance Lead at Monterro. She was CEO of Pricer AB (publ) during the years 2018-2022, after having held the role of CFO for the company during 2015-2017. In addition, Helena Holmgren has worked in various leading positions in finance and operations for companies such as Navigio, Intrum Justitia AB (publ) and EF.
Education	B.Sc. degree, Stockholm School of Economics, MBA, The Wharton School of the University of Pennsylvania.	B.Sc. in electrical engineering technology from South Carolina State University, M.Sc. in Administration from Central Michigan University, M.Sc. in Management of Information Technology from the University of Virginia, McIntire School of Commerce	M.Sc. degree in Industrial Engineering and Management, Chalmers University of Technology.	MSc in Business and Administration, Lund University, and MBA University of Ottawa.
Other assignments	Chairman of the Board of Munters AB (publ), Board Member of FAM AB and Billerud AB (publ).	Executive Vice President at Schurz Communications (USA)	Board member of Volati Communication Holding AB.	Board Member of Micro Systemation AB and ProGlove GmbH.
Shares	230,000 shares and 200,000 call options issued by Accendo Capital SICAV RAIF.	15,000 shares.	12,000 shares.	15,000 shares
Independent/dependent	Independent of the company, the company management and major shareholders.	Independent of the company, the company management and major shareholders.	Independent of the company, the company management and major shareholders.	Independent of the company, the company management and major shareholders.

The shareholdings stated above for each Board member refer to holdings as of 7 March 2026.



Jaakko Kivinen



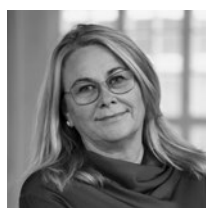
Åsa Sundberg

Position	Board Member and a member of the Audit and Sustainability Committee.	Board Member and a member of the Remuneration Committee.
Member since	2018	2024
Year of birth	1970	1959
Work experience	Jaakko Kivinen has extensive experience in corporate development, private equity, advisory, and M&A through his previous positions as a Partner at Altor Equity Partners, Partner at Soros Private Equity Partners, and Associate at Goldman Sachs. Jaakko has been a Senior Advisor to Accendo Capital since 2017. Jaakko is a Finnish citizen and is based in London.	Åsa Sundberg was CEO of Teracom Group AB, which is a state-owned telecommunications infrastructure company between 2012 and 2024. Prior to that, Åsa Sundberg was Chairman of Teracom Group AB and CEO of Net1 Sverige AB. Previous roles include partner at the venture capital company Provider Venture Partner, CEO of Telia Engineering and Telia Prosoft, and head of Telia International Carrier.
Education	MSc in Economics, Helsinki School of Economics and MBA, University of South Carolina.	M.Sc. degree in Real Estate Finance from KTH Royal Institute of Technology
Other assignments	–	Chairman of the Board of the Swedish Maritime Administration. Board Member of Industrifonden.
Shares	63,500 shares	15,546 shares.
Independent/dependent	Independent of the company, the company management and major shareholders.	Independent of the company, the company management and major shareholders.

CEO and Executive Management



Rikard Fröberg



Pernilla Lindén



Martin Åberg



Magnus Angermund

Position	CEO	CFO	Deputy CEO	Head of Fiber Solutions EMEA and CEO of HCI
Member since	2025	2021	2014	2021
Year of birth	1974	1969	1981	1968
Work experience	Rikard Fröberg most recently served as Chief Product and Marketing Officer for Ansell Ltd, a global manufacturer of personal protective equipment, based in the US. Senior positions at Ansell between 2010 and 2025, including President of the Industrial Global Business Unit and Chief Commercial Officer for EMEA and Asia-Pacific. Responsible for business development and M&A, and Country Manager in the Baltics at the Nordic industrial wholesaler Ahlsell Group from 2004 to 2010. McKinsey & Co in Sweden during 1999-2004.	Pernilla Lindén was CFO and EVP Business Excellence at Handicare Group, a global medical device company, during the years 2018-2021. Various senior positions at Mölnlycke Health Care during 2007-2018, including Acting CFO, VP Finance Commercial and Finance Director Surgical. Business Director Transportation at Exide Nordic during 2003-2007.	Martin Åberg was CEO of Proximion during the years 2012-2018. Since 2014, Proximion has been a subsidiary of Hexatronic. Since 2017, Martin Åberg has held the role of Deputy CEO of Hexatronic Group, responsible for M&A. Since 2020, he is also responsible for Hexatronic's Data Centre operations. Analyst at Lage Jonason during 2007-2010.	Magnus Angermund has held leading roles at Hexatronic during the years 2006-2007, 2016-2020 and during 2021-2025 as responsible for Fiber Solutions in Northern Europe. Marketing & Sales Director at EcoDatacenter 2020-2021. Various positions within Enaco 2007-2016, including Sales Manager, Regional Manager and CEO.
Education	Master of Science in Industrial Engineering and Management from Chalmers University of Technology, and a Master of Arts in Mathematics of Finance from Columbia University.	BSc in Business Administration and Economics, School of Business and Economics and Law, University of Gothenburg.	MSc in Engineering Physics, Uppsala University, MSc in Business, Uppsala University, also a Chartered Financial Analyst, IFL, Stockholm School of Economics.	High School Electrical/Telecom Engineering, IHM, IFL Executive Management Program.
Other assignments	-			
Shares	200,000 shares.	63,737 shares, 770 shares owned by related parties.	3,658,449 shares via part ownership of Chirp AB and 83,784 shares owned privately.	215,547 shares.

The shareholdings listed above for each individual are reported as of 7 March 2026.



Linn Lundstedt



Lise-Lott Schönbeck

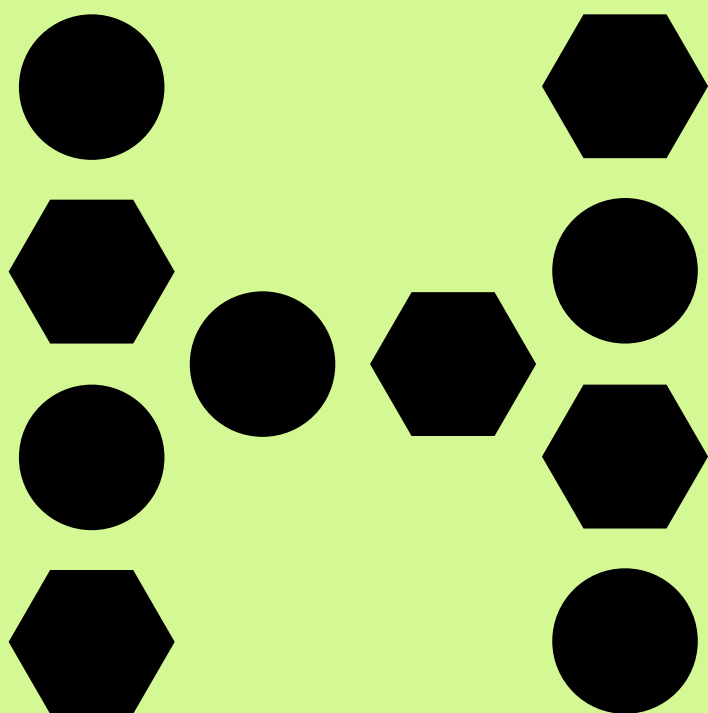


Jakob Skov

Position	General Counsel	CMO	Head of Harsh Environment
Member since	2025	2020	2024
Year of birth	1984	1972	1967
Work experience	Linn Lundstedt has served as General Counsel of Hexatronic since 2023. Prior roles include Legal Counsel at Preem AB from 2018 to 2023, Group Legal Counsel at Telefonaktiebolaget LM Ericsson from 2016 to 2018, attorney at Roschier law firm from 2011 to 2016, and assistant judge at Nyköping's District Court from 2009 to 2011.	Lise-Lott Schönbeck was Director of Marketing and Product Management at Biolin Scientific AB from 2016 to 2020. Prior roles include Global Product Manager at Vitrolife AB from 2009 to 2015 and Global Product Manager at Millipore Corp from 2005 to 2009.	Jakob Skov was Chief Operating & Commercial Officer at Greenlab A/S during 2021-2022. His previous assignments include SVP, Product Division Electronics & Microelectronics at Forced Technology, CEO of NKT Photonics A/S 2001-2015, and Executive Business Development Manager at NKT Holding A/S 1999-2001. From 1993 to 1999 Jakob Skov held various positions in the NKT Group.
Education	LL.M. Uppsala University, BSSc in Business, Uppsala University, and a Diploma in legal studies from King's College, London.	MSc in Engineering Physics and Chemistry, Chalmers University of Technology.	MSc in International Business Administration and Finance, Aarhus School of Economics.
Other assignments			
Shares	8,602 shares.	34,096 shares.	22,000 shares owned privately, 1569 shares via FS2020 Holding Aps. and 18,000 warrants.

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Sustainability Statement



This is the Group's eighth Sustainability Report in accordance with the requirements of the Swedish Annual Accounts Act, ch.6, §12.

This year, the Group's Report is transitioning into an ESRS-compliant Sustainability Statement, meaning it sits within the Management Report.

The Sustainability Statement encompasses the parent company Hexatronic Group AB and its subsidiaries and relates to the 2025 financial year.

IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

General Information	50	Social Information	83		
BP-1	General basis for preparation of the sustainability statement	50	S1-SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business mode	83
BP-2	Disclosures in relation to specific circumstances	50	S1-1	Policies related to own workforce	85
GOV-1	The role of the administrative, management, and supervisory bodies	52	S1-2	Processes for engaging with own workforce and workers' representatives about impacts	87
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies	53	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	87
GOV-3	Integration of sustainability-related performance in incentive schemes	53	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	88
GOV-4	Statement on due diligence	54	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	89
GOV-5	Risk management and internal controls over sustainability reporting	54	S1-6	Characteristics of the undertaking's employees	90
SBM-1	Strategy, business model, and value chain	54	S1-9	Diversity metrics	90
SBM-2	Interests and views of stakeholders	56	S1-13	Training and skills development metrics	91
SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	57	S1-14	Health and safety metrics	91
IRO-1	Description of the processes to identify and assess material impacts, risks, and opportunities	59	S1-17	Incidents, complaints, and severe human rights impacts	91
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	49	S2-1	Policies related to value chain workers	93
			S2-2	Processes for engaging with value chain workers about impacts	93
Environmental Information	62	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	94	
E1-GOV-3	Integration of sustainability-related performance in incentive schemes (climate-related)		S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	94
E1-1	Transition plan for climate change mitigation	63	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	95
E1-SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	64	S4-1	Policies related to consumers and end-users	97
E1-IRO-1	Description of the processes to identify and assess material climate-related impacts, risks, and opportunities	60	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks	97
E1-2	Policies related to climate change mitigation and adaptation	66	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	97
E1-3	Actions and resources in relation to climate change policies	67			
E1-4	Targets related to climate change mitigation and adaptation	68	Governance	98	
E1-5	Energy consumption and mix	70	G1-IRO-1	Description of the processes to identify and assess material impacts, risks, and opportunities	61
E1-6	Gross Scopes 1, 2, 3, and Total GHG emissions	72	G1-1	Business conduct policies and corporate culture	
E5-IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks, and opportunities	61	G1-3	Prevention and detection of corruption and bribery	100
E5-1	Policies related to resource use and circular economy	75	G1-4	Incidents of corruption or bribery	101
E5-2	Actions and resources related to resource use and circular economy	76	G1	Metrics and targets	101
E5-3	Targets related to resource use and circular economy	76			
E5-4	Resource inflows	77	Taxonomy tables	107	
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General information

At Hexatronic we are at the forefront of creating sustainable solutions for the fiber optic infrastructure market. Our solutions enhance global connectivity, contribute to sustainable development, and enable people, businesses, and societies to progress and succeed together.

In 2025, Hexatronic’s emission reduction targets were validated by the Science Based Target initiative, confirming that our actions align with supporting our customers on their path to net-zero.

We are aware of how ambitious our goals are. That is why we carefully define our strategy and focus on collaborations and everyday actions that make real progress possible. We define ourselves as a company driving circularity and raising ethical standards – by developing products with recycled materials and by equipping our acquired companies with the tools, knowledge, and support to embed ethics and respect into everything they deliver.

BP-1 Basis for preparation¹

Our Sustainability Statement is an opportunity to share how we hold ourselves accountable for our impacts, risks, and opportunities. This report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) and is fully integrated into our Annual Report. It reflects the way we manage our business: across geographies, business areas, and the value chain, while keeping a clear focus on enabling our customers to succeed sustainably.

This Sustainability Statement has been prepared on a consolidated basis, in line with the scope of our consolidated financial statements.

This Sustainability Statement covers our entire value chain, from upstream suppliers to downstream customers. In addition, policies, actions, and targets extend to the value

chain whenever possible. The depth of coverage can vary depending on the topic.

Applicable phase-ins are detailed in the Annex and have been incorporated into the IRO-2 table.

BP-2 Disclosures in relation to specific circumstances

For Hexatronic, we define:

- Short-term as within 12 months,
- Medium-term as one to five years, and
- Long-term as five years and beyond.

These align with ESRS definitions and reflect the timeframes used in our strategic and risk planning processes.




Using value chain estimations

Our value chain is broad and global, and while we continue to strengthen data quality year on year, some of our metrics still rely on estimates. Wherever this is the case, we are transparent about it — and clear on what we are doing to improve.

Where estimations are used

Some disclosures use indirect or proxy data, most notably:

- Scope 3 emissions, especially for purchased goods and services, logistics, business travel, employee commuting, and use-phase impacts.
- Resource inflow and outflow data where supplier specific information is not yet available.

Time horizon	12 months	1 to 5 years	5 years and beyond
Short-term			
Medium-term			
Long-term			

1. All subsidiaries are exempt from producing their own sustainability reporting under Article 29a(8) of Directive 2013/747/EU.

- Recycled content in materials, where supplier reporting is not fully consistent.
- Digital inclusion metrics, which rely on installation patterns and product volumes rather than direct end-user counts.

Use of partial-year data (Q1–Q3 actuals and Q4 estimation)

For several metrics — particularly energy consumption, GHG emissions, and selected material-flow indicators — we rely on actual data for Q1–Q3 and a Q4 estimate when full-year data is not yet available at the time of reporting. These Q4 values are calculated using the average of Q1–Q3. Once full-year data becomes available, actual data replaces estimations and the difference between actuals and estimations is analyzed and communicated if the difference is considered to be material.

How these estimations are prepared

We apply established methodologies aligned with the GHG Protocol and ESRS requirements. Most estimation is based on:

- Secondary emission factors (ecoinvent, EXIOBASE, NTM calc).
- Spend based reporting when material weights or LCAs are unavailable.
- Transport work calculations when distance and mass are known.
- Contractor measured waste data, supplemented by conservative assumptions when needed.
- Internal surveys for employee commuting.
- Proxy indicators for digital inclusion based on typical installation volumes.

Accuracy of these estimations

Accuracy varies depending on the metric:

- **High accuracy:** Scope 1, Scope 2, energy data, and waste measured by contractors.
- **Moderate accuracy:** Scope 3 Categories 1 and 4, and other purchased goods and transport-related emissions.
- **Lower accuracy:** Recycled material shares within purchased products, durability and reparability indicators, digital inclusion metrics, and some Scope 3 categories with less mature data availability.

Despite these variations, we are confident that the remaining uncertainty does not materially affect our overall footprint or trends.

How we are improving accuracy

We know that increased reliability strengthens both internal decisions and external trust. To improve accuracy, we are:

- Working with suppliers to access product-specific carbon footprints and detailed recycled content data.
- Strengthening weight-based reporting across categories where we previously relied on spend-based estimations.
- Improving metering, monitoring, and data collection capabilities at acquired companies.
- Developing Group-wide approaches to durability, reparability, and circularity indicators.
- Enhancing internal quality controls within our sustainability reporting system.

Sources of measurement and outcome uncertainty

Some metrics are naturally subject to more uncertainty than others. We acknowledge this openly and provide the assumptions behind our calculations.

Metrics with higher uncertainty

- Scope 3 emissions across several categories.
- Recycled and secondary material content.
- Circularity indicators where industry benchmarks are not yet established.
- Digital inclusion metrics.

Main drivers of uncertainty

- Limited availability of primary supplier data, especially in upstream tiers.
- Dependence on secondary databases.
- Variations in data maturity among newly acquired companies.
- Methodological constraints related to distinguishing upstream and downstream transport.
- Lack of consistent industry definitions for durability and reparability.

Key assumptions behind estimates

- Spend-based factors where weight or LCA data is not yet accessible.
- Standard LCA assumptions for energy use and end of life treatment.
- Conservative waste assumptions when contractor data is incomplete.
- Survey-based commuting estimates.

Forward-looking information

Our forward-looking climate pathways reflect inherent uncertainty related to future electricity mix, supplier decarbonization rates, regulatory developments, and market shifts.

GOV-1 The role of the administrative, management, and supervisory bodies

Board of Directors

At Hexatronic, the Board of Directors provides strategic oversight of the Group’s business direction, risk management, and sustainability performance. The Board reviews and approves the annual Sustainability Statement, ensuring that sustainability considerations are embedded in the same decision-making processes that guide growth, investments, and risk oversight.

The Board consists of six members elected by the General Meeting. All members (100%) are non-executive, with a gender balance of three men (50%) and three women (50%). Together, they bring extensive experience across telecommunications, engineering, finance, and governance, complemented by sector-specific expertise in fiber infrastructure, health & safety, diversity, and responsible business conduct.

To strengthen its capacity, the Board has established an Audit and Sustainability Committee. The Committee assists the Board in oversight responsibilities relating to compliance with sustainability commitments and legal and regulatory requirements. The Board of Director’s Procedural Rules further clarify how sustainability responsibilities are embedded in its mandate.

Global Management Team

The Global Management Team (GMT) is Hexatronic’s executive body, tasked with implementing the strategic direction set by the Board and managing day-to-day operations. The GMT reports regularly to the Board on sustainability initiatives, including progress towards targets, key risks, and significant opportunities.

The GMT consists of eight members — three women and five men — representing diverse backgrounds in telecommunications, engineering, finance, marketing, compliance, and stakeholder engagement. The GMT has established a Sustainability Steering Committee and a Group Sustainability Organization, which coordinate work across the Group and provide structured monitoring of material impacts, risks, and opportunities.

Sustainability Steering Committee

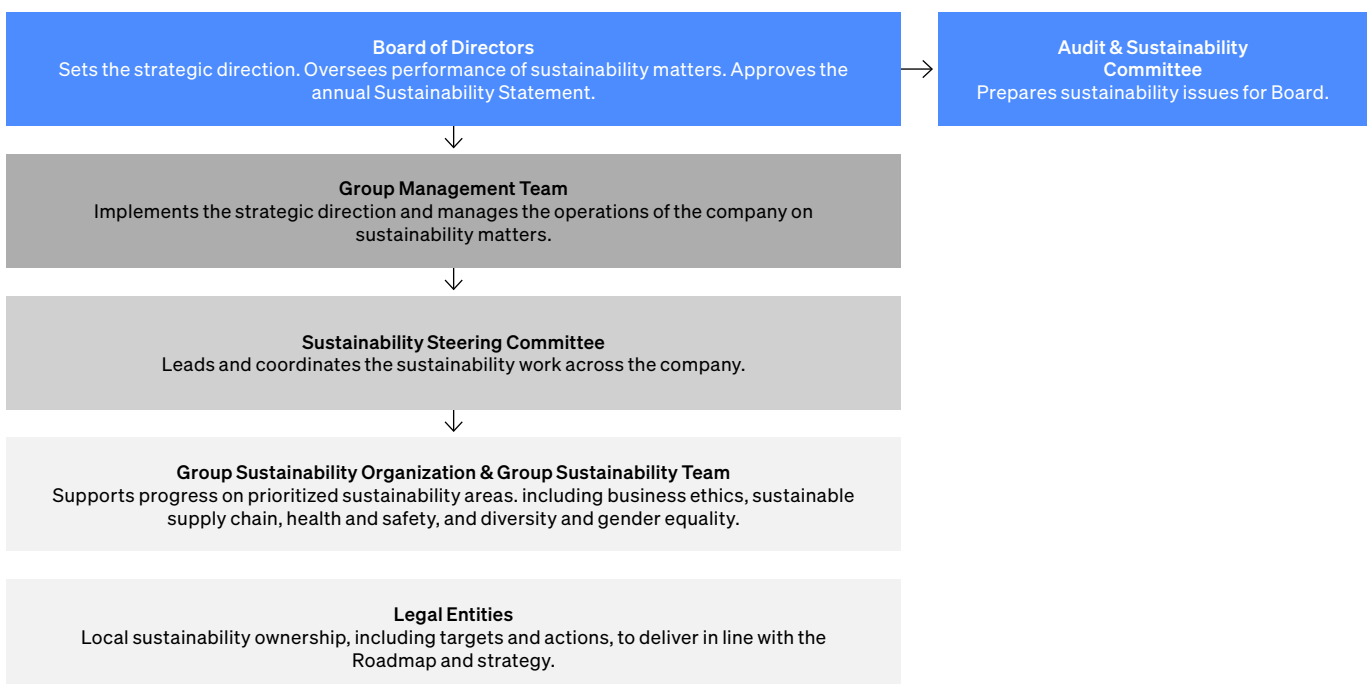
This Committee is composed of four GMT executives, the Head of Sustainability, and the Supply Chain Director. It leads and coordinates sustainability initiatives across business units, ensuring that local entities have the tools and policies needed to act on Group commitments. Progress is monitored against sustainability targets and reported upwards to the GMT and the Board.

Expertise and oversight

The Board ensures that it has appropriate competence within environmental, social, and governance matters, both through the knowledge of its members and through access to internal and external experts. The Board has an Audit and Sustainability Committee with expertise in relevant areas and has access to internal experts who provide guidance on material sustainability topics. These experts support the Board and Management Team in understanding and addressing the Group’s most significant sustainability-related areas.

Where emerging issues arise — for example, evolving EU regulations or fiber sector climate risks — the Board and management receive targeted briefings and training. This ensures oversight remains up to date and responsive to Hexatronic’s material sustainability matters.

The sustainability governance consists of the following bodies:



GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

Sustainability matters are a standing part of Hexatronic Group's governance calendar and are regularly brought before the Board of Directors, the Audit and Sustainability Committee, the Group Management Team, and the Sustainability Steering Committee. This ensures that material topics are integrated into business strategies and decision-making and that due diligence processes are in place across the Group.

Frequency and process

The Board of Directors and its Audit and Sustainability Committee are informed about sustainability topics at least quarterly, in line with the Group's governance and reporting cycle. Updates typically include progress on strategic priorities, sustainability targets, and CSRD readiness, as well as outcomes of the double materiality assessment. The GMT ensures that sustainability is included as a recurring agenda item and channels updates through the Sustainability Steering Committee and the Group Sustainability Organization.

Integration into oversight

Sustainability considerations are incorporated into strategy discussions, the budgeting and target-setting process, and oversight of major business decisions. When evaluating risks and opportunities, the Board and Committee review Hexatronic's long-term strategy and financial performance.

GOV-3 Integration of sustainability-related performance in incentive schemes

Hexatronic integrates sustainability related performance into its incentive schemes to support long term value creation and the Group's sustainability strategy. Sustainability related performance criteria are included in both the short term incentive program (STI) and the long term incentive program (LTI) for members of Group Management and other employees participating in the Group's incentive programs. Executive remuneration includes a short term incentive program with annual performance assessment and a long term incentive program in the form of a performance based share savings program adopted by the Annual General Meeting. Performance under the incentive schemes is assessed against specific sustainability related performance targets linked to environmental, social, and governance matters. Environmental targets include progress toward Hexatronic's near term and long term science based greenhouse gas emission reduction targets, as disclosed under ESRS E1 4. Social and governance targets cover areas such as business ethics, health and safety, and responsible supply chains, as further described in the relevant topical standards.

Sustainability related performance metrics are incorporated as performance benchmarks within the incentive framework. Performance is assessed annually under the STI and over the applicable performance period under the LTI, and sustainability performance outcomes directly influence the level of variable remuneration earned.

Ten percent of the short term incentive program and ten percent of the long term incentive program are linked to the achievement of sustainability related performance targets, including climate related considerations. For the LTI, sustainability constitutes a defined performance requirement and represents ten percent of the total performance criteria, alongside financial performance requirements related to earnings per share, net sales growth, and EBITA. The allocation of performance shares is conditional upon the achievement of the performance requirements established by the Board of Directors.

The remuneration guidelines and long term incentive programs are approved by the Annual General Meeting. The long term incentive programs are adopted by the Annual General Meeting, while the short term incentive program is determined annually within the framework of the remuneration guidelines approved by the Annual General Meeting, with performance targets and outcomes established by the Board of Directors and applied by management. The Board of Directors is responsible for overseeing the ongoing application and evaluation of the incentive framework.

GOV-4 Statement on due diligence

Due diligence processes are embedded across all levels of the organization, ensuring a unified strategy for identifying, addressing, and mitigating sustainability-related risks and for managing opportunities. The Board of Directors holds ultimate oversight responsibility for due diligence, support-

ed by the Sustainability Steering Committee, which is tasked with monitoring material impacts, risks, and opportunities.

The following table provides a mapping of how Hexatronic applies the core elements of due diligence for people, planet, and ethics and how these elements are integrated within this Sustainability Statement.

Elements of due diligence	Description	Paragraphs within Sustainability Report
Embedding due diligence in governance, strategy, and business model	How are due diligence processes and responsibility embedded across all levels of the organization?	GOV-2, GOV-3, SMB-3
Engaging with affected stakeholders in all key steps of the due diligence	How does the organization identify and engage relevant stakeholders?	GOV-2, SBM-2, SMB-3, S1-2, S2-2, S4-2
Identifying & assessing adverse impacts	How does the organization identify salient risks and assess how activities and/or relationships may impact people and the planet in the most severe impacts?	GOV-2, SBM-2, IRO-1, E1 ESR2 IRO-1, E5 ESR2 IRO-1, S1-2, S2-2, S4-2
Taking actions to address those adverse impacts	How does the organization prevent, mitigate, and remedy potential and/or real adverse impacts.	SBM-3, E1-3, E5-2, S1-4, S2-4, S4-4
Tracking the effectiveness of these efforts and communication	How does the organization monitor and share information regarding the due diligence process	E1-4, E5-3, S1-5, S2-5, S4-5

GOV-5 Risk management and internal controls over sustainability reporting

We recognize that reliable sustainability reporting is fundamental for trust – with our customers, investors, employees, and society. As the Group grows through acquisitions, ensuring consistency and accuracy across different maturity levels of entities is both a challenge and a priority.

Scope and main features

Our sustainability reporting covers both quantitative and qualitative information, consolidated across all entities. A single Group-wide software is used to collect, standardize, and consolidate data. This provides transparency and traceability of inputs, ensuring that terms, formulas, and emission factors are applied consistently in line with the GHG Protocol and ESR2 requirements. Guidance from the Group Sustainability Team and regular internal reviews strengthen the process.

Risk assessment approach

We apply a structured risk assessment to identify potential risks of material misstatement. Key risks include human error, incomplete or inconsistent data during acquisitions, and manual interventions in early-stage integration of acquired companies. Risks are prioritized based on their potential impact on completeness, accuracy, and reliability of reported information.

Mitigation strategies regarding these risks include step-by-step onboarding to the Group’s data-collection software, adoption of uniform accounting principles, use of the “four-eye” principle (validation and approval), and deviation analysis compared to previous periods.

Integration into internal functions

Findings from these risk assessments feed directly into internal improvement plans, training for local reporting teams, and ongoing system development. The Group Sustainability Team collaborates with Finance, HR, and Operations to ensure that sustainability reporting processes are embedded in day-to-day management and aligned with existing financial control structures.

Reporting to governance bodies

Progress, key risks, and control findings are reported to the Sustainability Steering Committee and key members of the GMT on a regular basis. This ensures that governance bodies are aware of the reliability of the reported information, that corrective actions are taken where needed, and that continuous improvements are monitored.

Finally, Hexatronic’s sustainability reporting is subject to external limited assurance, providing an additional safeguard for the accuracy and completeness of disclosed information.

SBM-1 Business model and value chain

Hexatronic’s strategic context

Hexatronic’s strategy is shaped by a clear ambition: to enable our customers to build and operate more sustainable, efficient, and resilient digital infrastructure. As demand for high capacity networks, data centers, and robust connectivity in challenging environments continues to grow, our products and systems help customers improve energy performance and strengthen the long term reliability of the infrastructure they deliver. Supporting our customers in achieving their sustainability goals has become an integral part of how we innovate and grow as a Group.

Our approach reflects an understanding that sustainability and performance must go hand in hand. Whether developing fiber solutions that enable long life, low maintenance networks, expanding offerings that enhance energy efficient data centers, or delivering durable connectivity systems for offshore wind and industrial applications, we work to ensure that our solutions contribute to the broader transitions our customers are navigating. Sustainability considerations therefore guide not only what we produce, but how we plan future capabilities and position ourselves in the markets we serve.

By integrating sustainability into our strategic decisions, product development, and operational improvements, we aim to create long term value for customers, employees, investors, and society. This direction informs every element of our business model and shapes how we manage impacts, risks, and opportunities across our value chain.

Strategy elements related to sustainability matters

Significant products and services

Hexatronic develops and delivers products and services that enable high performance digital infrastructure across three business areas:

Fiber Solutions — providing fiber optic cables, microducts, conduits, and related systems for FTTH, transport networks, and submarine cables. These solutions form the backbone of digital inclusion and societal connectivity.

Data Center — offering connectivity, containment, LAN solutions, and professional services that support the reliability and energy efficiency of data centers, enabling digital services relied on by businesses and society.

Harsh Environment — delivering dynamic cables, connectivity systems, and sensing solutions for offshore energy, renewables, defence, subsea, and industrial environments. These long lifecycle products support critical infrastructure with high sustainability expectations.

Significant markets and customer groups

Hexatronic serves customers primarily in Europe and North America, with additional presence in Australia, New Zealand, and selected markets in Asia and the Middle East. Customers include telecom network operators, data center operators, utilities, industrial clients, defence-related customers, distributors, and contractors.

Our products are largely sold B2B, but ultimately enable connectivity for households, businesses, public organizations, and operators of essential societal infrastructure. Market growth this period was driven by demand for digital infrastructure, data center capacity, and energy transition aligned connectivity solutions.

Employees by geographical area

Hexatronic employs staff across Europe, North America, Australia, New Zealand, and South Korea, reflecting our manufacturing footprint and local market presence. Refer to S1-6 for more information about Hexatronic's employees.

Sustainability related goals linked to products, markets, and stakeholders

Our sustainability goals are closely tied to the value we create for customers, society, and stakeholders. Hexatronic aims to:

- Support customers on their net zero journey, backed by our validated Science Based Targets.
- Reduce climate impact by decreasing fossil based raw material use, improving energy efficiency, and implementing SBTi aligned emissions reductions.
- Drive circularity through increased use of recycled content, minimizing waste, and embedding design-for-reuse, recover, and closed-loop material flows across the value chain.
- Enable digital inclusion by supporting the expansion of reliable high quality fiber-based infrastructure, especially in rural, remote, and underserved areas.
- Raise ethical standards by equipping all companies — including newly acquired ones — with Group wide tools and support for human rights, responsible sourcing, compliance, and safe working conditions.
- Ensure safety and wellbeing for employees and workers throughout the value chain.

These goals are reinforced through ongoing collaboration with customers, suppliers, employees, and investors.

Assessment of products and markets in relation to sustainability goals

Hexatronic's products and services strongly support sustainability objectives:

- Fiber networks and data center solutions enable digitalization, efficient operations, and access to information.
- Submarine and industrial cables support the energy transition, electrification, and long distance connectivity.
- Long life connectivity systems reduce resource intensity over time.

We recognize significant impacts and risks, including carbon emissions linked to polymer use, energy consumption in manufacturing, and human rights risks in upstream supply chains involving metals, chemicals, and electronics. These insights guide decisions on product development, procurement, and market focus.

Strategy elements impacting sustainability matters

Hexatronic's strategy integrates sustainability into every major development:

- Diversification strengthens resilience and aligns growth with global trends such as digitalization and the energy

transition.

- Innovation drives more efficient, lower impact, and high performance solutions, including next generation micro cables and submarine technologies.
- Operational excellence reduces scrap, improves energy efficiency, and strengthens safety across our manufacturing footprint.
- Raising ethical standards is core to our approach, as we continuously elevate the practices of acquired companies through shared tools, training, and expectations.
- Responsible sourcing aims to reduce human rights and environmental risks where our influence is strongest, primarily at Tier 1.

Together, these strategic elements help Hexatronic contribute to sustainable development while addressing the impacts and dependencies inherent in our operations and value chain.

Business model and value chain

Inputs and sourcing

Hexatronic relies on polymers, copper, steel, fiber optic materials, electronics, chemicals, packaging, energy, logistics, and external services. These are sourced globally, primarily from Europe, North America, and Asia. Upstream risks include human rights concerns in mining, chemicals, and electronics, and climate impacts linked to fossil based materials. We work to reduce these risks through supplier requirements, Codes of Conduct, and long-term partnerships.

Outputs and outcomes

Our outputs — cables, connectivity systems, infrastructure components, and services — enable customers to operate reliable, secure, and efficient networks and systems. For

society, this results in improved access to digital services, increased resilience and support for innovation and economic development. For investors, our positioning in long-term structural trends creates strong value creation potential. These positive outcomes coexist with environmental and social impacts that we work actively to address.

Upstream and downstream value chain

Upstream: Raw material extraction, component manufacturing, and logistics globally.

Own operations: Manufacturing, assembly, design, logistics, sales, and services across Europe, North America, South Korea, Australia, and New Zealand.

Downstream: Customers integrate Hexatronic solutions into telecom networks, data centers, industrial systems, and offshore infrastructure.

SBM-2 Interests and views of stakeholders

Our customers, employees, partners, and communities’ perspectives shape how we design products, build partnerships, and improve workplaces. Each conversation gives us a clearer picture of how our work can be a part of a solution: from customer expectations around circular products to employees’ ideas driving workplace initiatives.

These perspectives are presented in our double materiality process and shared with the Board, Steering Committee, and Management Team. They both influence our strategy and guide our priorities. You can read more about our methodology in section IRO-1.

The table that follows shows how we engage with stakeholders, what we learn from them, and how those insights translate into real actions.

Key Stakeholders and Objectives	Engagement	Actions and Outcomes
<p>Customers Enable businesses with reliable and innovative infrastructure, solutions, and services</p>	<p>We engage with our customers on a daily operational basis, through partnerships and industry groups, innovative collaborations, and surveys.</p>	<ul style="list-style-type: none"> • Reduction in customers’ material-related carbon footprint • Alignment of sustainability materiality for future product areas
<p>Employees Be an inclusive and safe employer</p>	<p>We maintain a meaningful and collaborative workplace. We engage employees through open and direct discussions, leadership communication, training, performance and development reviews, the annual employee survey, and through our whistle-blowing system.</p>	<ul style="list-style-type: none"> • Inclusion of views and perspectives of employees in actions taken by the Group to address material impacts, risks, and opportunities • Improved health and safety performance • Culture of inclusion and integrity
<p>Investors, banks, owners Ensure a resilient company strategy and deliver reliable sustainability data</p>	<p>We engage with our financial stakeholders via presentations, briefings, investor dialogues, and the annual and sustainability reporting process.</p>	<ul style="list-style-type: none"> • Meeting the sustainability information needs of financial stakeholders • Securing financing
<p>Suppliers Collaborate on sustainability standards</p>	<p>We engage with our suppliers on a daily operational basis, through partnerships, industry groups, and through supplier assessments and audits.</p>	<ul style="list-style-type: none"> • Adherence to the Group’s business conduct, quality, and sustainability standards • Supporting our suppliers to advance their sustainability journey
<p>Regulators and authorities Align with EU and national regulations</p>	<p>We follow updates from regulators and relevant public authorities.</p>	<ul style="list-style-type: none"> • Ensuring that we act in compliance with relevant regulations

SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model

Managing impacts, risks, and opportunities is built into how we run and grow the business. Subsidiaries identify risks and opportunities that are most relevant in their context, including sustainability-related risks and opportunities, such as climate-related supply chain disruptions and circularity opportunities. These insights are then aggregated at Group-level, providing an overview of where the most significant impacts lie and how they could affect our strategy.

The GMT reviews and prioritizes these findings, making sure our strategic plan reflects both the risks we must manage and the opportunities we want to pursue.

The Board is kept informed through ongoing reporting, ensuring that material risks and opportunities are part of decision-making at the highest level.

For more details on our risk management approach and governance, see page 32 of the Annual Report.

The following IROs have been deemed material for Hexatronic as part of the double materiality assessment shown in IRO-1. These IROs are addressed by Hexatronic’s management.

Material IROs

Topic	IRO	Potential/ actual	Place in value chain			Originated/ Connected to business model		Reasonable time horizon			Generated through Own Operations or Business Relationships	DR or Entity specific
			Upstream	Own operations	Downstream	Connected	Originated	Short-term	Medium-term	Long-term		
E1 Climate Change												
Climate change mitigation: GHG emissions emitted from our value chain, particularly the supply chain, contribute to global warming, reaching tipping points, and amplify the impacts of climate change on communities, ecosystems, and their services.	I –	Actual	●	●	●	●	○	○	●	○	OO + BR	ES
Energy: A heavy reliance on energy-intensive processes, with some sites currently using fossil energy, contributes to global warming, reaching tipping points, and amplifies the impacts of climate change on communities, ecosystems, and their services.	I –	Actual	○	○	○	●	○	○	○	○		DR
Climate change: Risk of production/value chain disruptions due to natural disasters/extreme weather events.	R		○	●	○	○	○	○	○	●		DR
Climate change adaptation: Risk of an increase in costs for greenhouse gas emissions (carbon tax).	R		○	●	○	○	○	○	○	●		DR
Through the reduction of our own GHG emissions, we can scale solutions that support customers to decarbonize.	O		○	●	●	○	○	●	○	○		DR
Through the implementation of more solar energy in our facilities, we face decreased dependence on grid energy sources and fluctuating prices.	O		○	●	○	○	○	●	○	○		DR
Through the use of excess heat from our production to heat our facilities, we decrease dependence on grid energy sources and fluctuating prices.	O		○	●	○	○	○	●	○	○		DR

Topic	IRO	Potential/ actual	Place in value chain			Originated/ Connected to business model		Reasonable time horizon	Generated through Own Operations or Business Relationships	DR or Entity specific		
			Upstream	Own operations	Downstream	Connected	Originated				Short-term Medium-term Long-term	
E5 Circular Economy												
Extraction and use of raw materials for our product portfolio contributes to resource depletion.	I -	Actual	●	○	●	●	○	○	●	○	BR	DR
Resource use dependency: Impact of changes in price, quality, and availability of raw materials (e.g. plastic)	R		●	○	○	○	○	○	○	●		DR
Waste: The cost of waste and purchased materials can be reduced through resource efficiency, improved production efficiencies, and increased circular material flows	O		○	●	○	○	○	●	○	○		DR
S1 Own Workforce												
Gender equality: Employees may face disadvantages in access to opportunities and progression if gender equality is not upheld.	I -	Potential	○	●	○	●	○	○	●	○	OO	DR
Training & skills development: Our efforts and target on employee training and career development benefit our global workforce	I +	Actual	○	●	○	●	○	○	●	○	OO	DR
Health & safety: Employees experiencing a lack of information (e.g. who do not speak the common language), could experience an increased risk of injuries.	I -	Potential	○	●	○	●	○	○	●	○	OO	DR
Other work-related rights: Forced and child labor as a systemic potential impact, especially in higher-likelihood geographic locations and with vulnerable groups (e.g. migrant workers)	I -	Potential	○	●	○	●	○	○	●	○	OO	DR
S2 Workers in the Value Chain												
Health & safety: Unregulated working hours and overtime could contribute to an increased risk of injuries.	I -	Potential	●	○	○	●	○	○	●	○	BR	DR
Health & safety: Unsafe working conditions/environments (e.g. chemical use, loud noise levels, etc.) affect workers' mental and physical health.	I -	Potential	●	○	○	●	○	○	●	○	BR	DR
Other work-related rights: Child and/or forced labor as a result of sourcing materials / products in higher-likelihood regions and / or industries, especially suppliers further upstream.	I -	Potential	●	○	○	●	○	○	●	○	BR	DR
S4 Consumers & End-users												
Digital inclusion: Reduce the digital division in society by increasing access to reliable connectivity	I +	Actual	○	○	●	●	○	●	○	○	OO	ES
G1-Business Conduct												
Bribery & corruption detection: Serious fraud can lead to a negative impact on profit, damage the business' reputation, and a loss of market share	R		○	○	●	○	○	○	●	○		DR
Digitalization: The expansion of fiber optics and digitalization could be negatively impacted by geo-political events,	R		○	○	●	○	○	○	●	○		ES
Digital divide: The availability of government subsidies to expand fiber optics and digitalization can accelerate connectivity improvements and broaden access.	O		○	○	●	○	○	○	●	○		ES

IRO-1 Description of the process to identify and assess material IROs

Hexatronic Group’s materiality assessment process was updated during 2024 and reviewed in 2025. Its outcome is visualized below. The process identified and assessed the Group’s actual and potential, positive and negative, impacts, risks, and opportunities.

Methodologies and assumptions

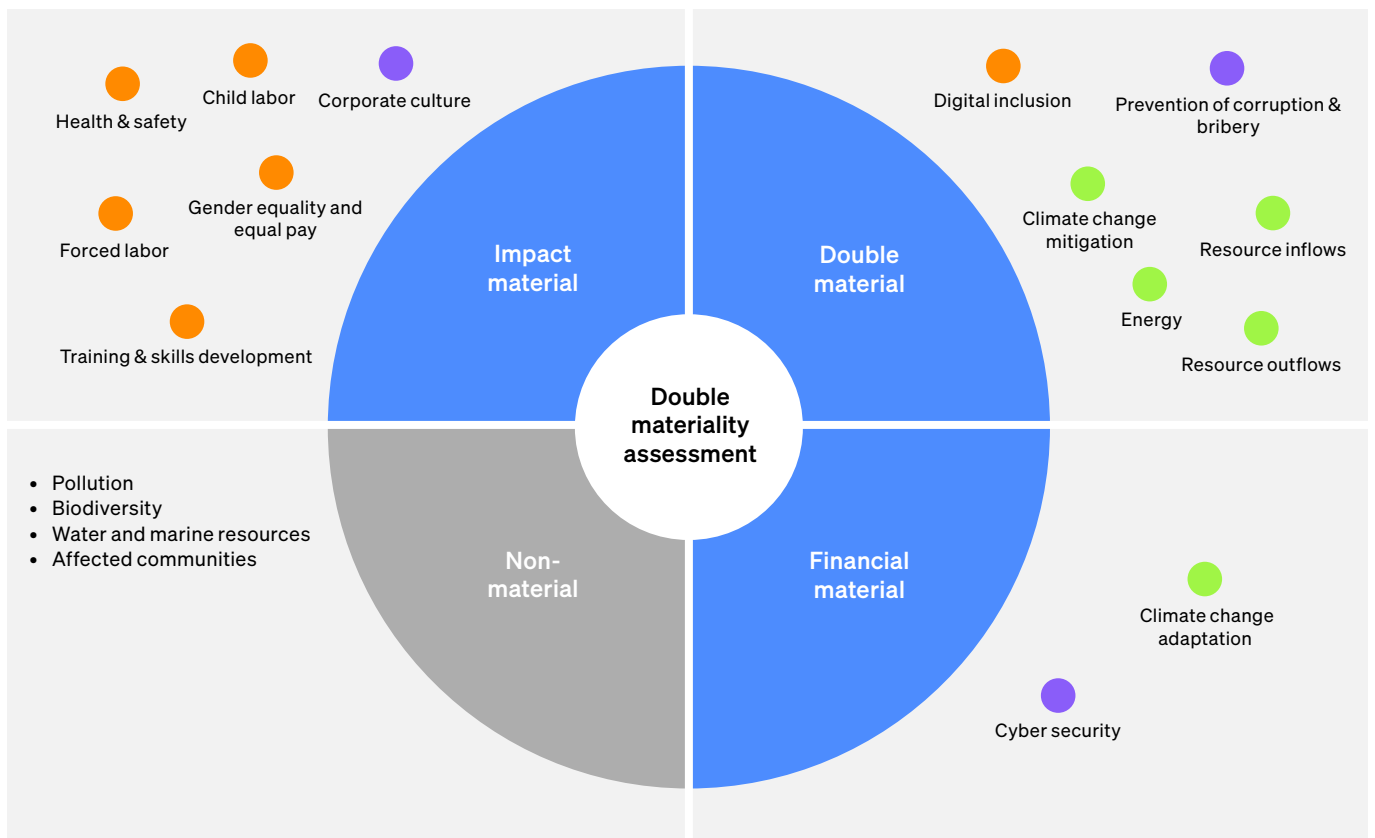
The double materiality assessment was conducted using a standardized internal methodology aligned with ESRS requirements. Impact severity was assessed based on scale, scope, and irremediability, with likelihood considered separately. For impacts related to human rights, severity was given greater weight than likelihood, meaning that impacts with potentially severe consequences were considered material even where the likelihood was assessed as low. Financial materiality was assessed based on the potential for identified risks and opportunities to trigger significant effects on the Group’s development, financial position, financial performance, cash flows, or access to financing over the short, medium, and long term.

Focus on areas with heightened risk

While the assessment covered the entire value chain, additional focus was placed on activities, geographies, and business relationships with a higher inherent risk of adverse impacts. This included manufacturing operations, the use of migrant labor, and operations in geographies where contextual risks related to labor rights, health and safety, or environmental impacts may be elevated. These focus areas were informed by the Group’s Human Rights Impact Assessment and enterprise risk management process.

Stakeholder consultation and linkage between impacts, risks and opportunities

Engagement with internal and external stakeholders was conducted with the specific purpose of understanding how Hexatronic’s activities may impact people and the environment, and how such impacts could translate into risks or opportunities for the Group. The assessment explicitly considered how actual and potential impacts may give rise to financial risks or opportunities over time, for example through regulatory changes, supply chain disruptions, reputational effects, or changing customer expectations. Where relevant, these linkages were reflected in both impact and financial materiality scoring.



	Process to identify, assess, prioritize, and monitor impacts	Process to identify, assess, prioritize, and monitor risks and opportunities that may have financial effects
Identify	Recurring engagement with employees/internal subject-matter experts, customers, investors, owners, business partners, suppliers, society, and industry organizations through interviews, surveys, and meetings. For impact identification, a previously conducted Human Rights Impact Assessment was utilized during the DMA. For risk and opportunity identification, input from the annual risk management process was used for the DMA.	
Assess	The assessment of impact materiality assessed the impact's severity in terms of scale, scope, and irremediability. The framework was adapted to assess impacts in a similar way to risks, for the purpose of the double materiality process. Internal parameters for impact materiality were used to determine the basis for the assessment, including definitions for the different impact levels and likelihood.	The assessment of financial materiality was based on the triggering of significant economic effects on the company's development, financial position, financial results, cash flows, access to financing, or cost of capital in the short, medium, or long term.
Prioritize	Environmental, social, and governance issues were identified relevant to specific business activities, relationships, products, services, geographical presence across the value chain, and time horizons (short-, medium-, and long-term). Each impact/risk and opportunity was assessed according to the definitions provided in the internal parameters. This meant that each impact received a scoring from "very low" to "very high" in each of the assessed impact categories (scale, scope and irremediability). The highest score from the assessed impact categories was used in combination with the likelihood to determine the overall result for each impact/risk and opportunity statement. For every impact that resulted in "High" or "Very high", the topic it was representing would then be considered material from an impact/financial materiality perspective. For the majority of the impacts, the main guideline follows this logic. However, for identified impacts that could have a severe effect on human rights, and where the likelihood was very low or low, the severity has been the determining factor in identifying the impact as material.	
Monitor	All of the impacts/risks and opportunities are reviewed and assessed at least once a year to ensure scoring is up to date in regard to changing contexts.	

E1 Climate-related ESRs 2 IRO-1

Climate-related impacts, risks, and opportunities were assessed as part of Hexatronic's 2024 double materiality assessment and informed by the Group's structured climate scenario analysis. The purpose of the assessment was to evaluate exposure to climate-related physical and transition risks, identify related opportunities, and assess the resilience of Hexatronic's business model and business activities under different climate futures.

The scenario analysis is supported by Hexatronic's internal climate scenario tool, which is guided by the Network for Greening the Financial System (NGFS) framework. The tool applies two distinct climate scenarios: a **Net Zero 2050** scenario representing a Paris-aligned pathway with higher transition risks, and a **Current Policies** scenario reflecting higher physical risks due to limited global emissions reductions. For physical risks, climate-related hazards were assessed across temperature, wind, water, and solid mass movement categories, consistent with ESRs E1-AR 11(a). Physical risk insights draw on publicly available climate projection data and site-level hazard screening.

The assessment covered Hexatronic's own operations, supply chain (tier 1 suppliers), and customer project environments and focused on the potential impacts of extreme weather events, changes in water availability, energy system vulnerabilities, and policy and market shifts affecting low-carbon technologies. Transition risks considered included carbon pricing, stricter regulatory requirements, customer climate expectations, and the potential lock-in effect from increasing electricity demand as

production volumes grow. Opportunities were assessed for their potential to support decarbonization across sectors—particularly through climate-smart digital infrastructure and product innovation that reduces material and emissions intensity.

Climate-related impacts, risks, and opportunities were assessed across short-, medium-, and long-term time horizons defined by Hexatronic: **short-term (1 year)**, **medium-term (2–5 years)**, and **long-term (5–25 years)**. These time horizons align with operational planning, supplier engagement cycles, and the Group's medium-term climate neutrality ambitions. Financial materiality was assessed through impacts on operational costs, energy procurement, supplier dependencies, and future investment needs, while impact materiality considered Hexatronic's GHG emissions profile across Scopes 1, 2 and relevant Scope 3 categories.

The findings of the analysis have been integrated into Hexatronic's enterprise risk management (ERM) and strategic decision-making. Securing long-term access to climate-neutral electricity was identified as one of the most critical resilience factors, given the high electrification of Hexatronic's processes. Another critical resilience factor was long-term access and capability to utilize novel materials such as recycled and bio-based plastics. The results also inform decisions related to electrification of fleets and equipment, energy efficiency investments, supplier collaboration on emission reduction, and product redesign to reduce resource intensity. These insights feed directly into the resilience analysis disclosed in E1-SBM-3 and align with climate-related assumptions applied in financial planning.

E5 Resource use and circular economy IRO-1

Hexatronic Group identified and assessed impacts, risks and opportunities related to resource use and circular economy as part of the Group's double materiality assessment. The assessment focused on manufacturing activities and material flows and was informed by interviews with internal subject-matter experts and operational management. No direct consultation with communities or end-users was conducted specifically for this topic.

G1 Business conduct IRO-1

As part of the Group's double materiality assessment, Hexatronic identified and assessed actual and potential impacts, risks, and opportunities related to business conduct across its own operations and key business relationships, with particular focus on activities exposed to heightened ethical and compliance risks, including procurement, sales, and interactions with public authorities.

The identification and assessment were based on interviews and workshops with internal subject-matter experts and management representatives from legal, compliance, finance, sustainability, and internal control functions, as well as inputs from the Group's enterprise risk management process. The assessment considered both actual and potential impacts, including risks related to bribery and corruption, conflicts of interest, and breaches of ethical standards.

No dedicated consultations with external stakeholders were conducted specifically for the assessment of business conduct-related impacts, risks, and opportunities. The results of the assessment informed the identification of material business conduct topics and the design of related policies, controls, and training activities.

Based on the methodology described in this section, Hexatronic has identified and assessed actual and potential IROs for Pollution (E2), Water and marine resources (E3), and Biodiversity and ecosystems (E4). Material IROs have not been identified for these standards and they are therefore not included as part of this Sustainability Statement.

IRO 2: Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Hexatronic has identified ESRS datapoints that are derived from other EU legislation, including SFDR, the EU Benchmark Regulation, and the EU Climate Law. These datapoints are reported in accordance with ESRS requirements and are cross-referenced in the Appendix.

Environmental Information

Our environmental sustainability work always begins with the question: How can we support our customers to reach their own climate and resource goals?

Progress in digital infrastructure means designing solutions that last longer, use fewer resources, and can be reused rather than discarded.

This section—Planet—tells the story of two big themes: tackling climate change and leading the way in circular resource use. These aren't abstract commitments for us. They show up in the fiber cables we design to be lighter, tougher, and longer-lasting, the systems we build to increase efficiency during installation, and the way we help our customers reach their environmental targets.

To us, circularity is a part of how we innovate. It means constantly rethinking how products are designed, deployed, reused, and recycled. As we grow by bringing smaller companies into the Hexatronic family, we share tools, resources, and expertise that make it easier for them to raise their sustainability impact.

In the following pages, you'll see how we translate these ideas into action: our strategies, our targets, and the steps we're taking to minimize our and our customers' climate impacts and keep valuable resources in the loop for as long as possible.

E1	Climate Change	63
E5	Resource Use and Circular Economy	75



E1 Climate Change

IRO

GHG emissions emitted from our value chain, particularly the supply chain, contribute to global warming, reaching tipping points, and amplify the impacts of climate change on communities, ecosystems, and their services.	I-
A heavy reliance on energy-intensive processes, with some sites currently using fossil energy, contributes to global warming, reaching tipping points, and amplifies the impacts of climate change on communities, ecosystems, and their services.	I-
Risk of production/value chain disruptions due to natural disasters/extreme weather events.	R
Risk of an increase in costs for greenhouse gas emissions (carbon tax).	R
Through the reduction of our own GHG emissions, we can scale solutions that support customers to decarbonize.	O
Through the implementation of more solar energy in our facilities, we face decreased dependence on grid energy sources and fluctuating prices.	O
Through the use of excess heat from our production to heat our facilities, we decrease dependence on grid energy sources and fluctuating prices.	O

E1-1 Transition plan for climate change mitigation

Our transition plan is built on a simple belief: the infrastructure we deliver today will enable a digital society that is both connected and climate-resilient tomorrow. We are taking practical steps to integrate climate considerations into our business decisions and operations including near-term measurable milestones, and a long-term objective to align with the Paris Agreement 1.5°C ambition.

Key time-bound commitments include:

- **Scope 1 & 2 target:** reduce absolute Scope 1 and 2 GHG emissions 42% by 2030 (base year 2022).
- **Scope 3 target:** reduce Scope 3 emissions 51.6% per MSEK value added by 2030 (base year 2022).
- **Climate-neutral operations target:** achieve 100% climate-neutral operations by 2030.^{2,3}

(Refer to E1-4 for target coverage, validation, and tracking details.)

We have identified several practical levers to cut emissions across Scopes 1, 2, and 3:

- **Renewable electricity:** Since most of our energy consuming processes are already electrified, switching to renewable electricity has an outsized effect. Securing reliable access to renewable electricity is one of our most critical enablers, especially as our annual growth goal (+20% revenue) drives increased electricity demand.
- **Electrification, energy efficiency & fuel switching:** We are phasing out natural gas and LPG systems in favor of heat pumps and transitioning our fleet and equipment to electric, hybrid, and biofuels.
- **Circular design & materials:** Designing products with fewer materials, a higher share of recycled and bio-based inputs, and phasing out single-use plastics.
- **Supplier collaboration:** Partnering across the value chain to reduce packaging, optimize transport, and co-develop low-carbon product alternatives.

Investments in transition

While we currently do not classify activities under the EU Taxonomy, we are directing investments towards renewable energy installations (e.g. solar panels at manufacturing sites) and into efficiency-enhancing production technologies. These investments support both our climate targets and local energy grid stability.

Potential locked-in emissions

Hexatronic's main sources of operational emissions come from electricity-intensive production processes (e.g. extrusion and cooling), as well as heating systems and transport at certain sites.

Because most of our manufacturing processes are already electrified, our potential locked-in emissions are primarily linked to the carbon intensity of the electricity supplied to our sites, rather than to the technologies themselves. If the electricity grid in a particular region remains fossil-intensive, our production volumes could generate higher Scope 2 emissions over time, even as operational efficiency improves.

Without access to renewable electricity, this structural dependency could jeopardize the achievement of our 2030 GHG-reduction targets and increase transition risk exposure, particularly in regions where renewable electricity markets are underdeveloped.

Management of GHG-intensive and energy-intensive assets

To address these potential lock-in effects, we are taking the following actions:

- **Electrification of remaining fossil-fuel systems:** Sites that still use natural gas, LPG, or oil for heating are being transitioned to heat-pump solutions or other low-carbon alternatives.
- **Improving energy efficiency of long-lived production assets:** We assess energy-intensive equipment for retrofit or replacement opportunities (e.g. more efficient

2. Regarding consumed energy, in own operations, covering Scope 1 and 2. Remaining emissions will be offset with carbon removal.

3. At Hexatronic, we define climate neutrality as using only climate neutral energy in our own sites.

- extruders, cooling systems, and compressors).
- **Securing renewable electricity supply:** We prioritize long-term renewable electricity contracts, green tariffs, and where feasible, on-site generation (e.g. solar installations).
- **Gradual redesign of high-material-intensity products:** Reducing material use and increasing recycled and bio-based inputs lowers embedded Scope 3 emissions over the lifetime of our products.

Resilience analysis and time horizons

We apply our own timelines (short, medium, long) to our resilience analysis and perform scenario-based assessments to test the plan against physical and transition risks. Where appropriate, we align scenarios with recognized guidance (e.g. TCFD) and integrate findings into enterprise risk management and site-level resilience plans.

- **Short-term (1 year):** Focus on operational efficiency and climate neutral electricity procurement.
- **Medium-term (2–5 years):** Scaling electrification of fleets and strengthening supplier collaboration on emission reductions.
- **Long-term (5-25 years):** Embedding climate neutrality into all operations, ensuring growth is decoupled from emissions.

Progress to date

We have already increased our share of renewable electricity and rolled out closed-loop cooling in key manufacturing sites. Product redesign projects are underway to lower material intensity while maintaining performance. Supplier dialogues on carbon management processes have started.

(Refer to E1-3 for further actions taken.)

SBM-3 Material impacts, risks, and opportunities and their interaction with the business model

Climate change is shaping both the risks and opportunities for Hexatronic. Our role in building digital infrastructure means we must ensure our business model remains resilient to a low-carbon transition, while furthermore functioning as an enabler for the transition by helping our customers reduce their own climate impacts.

Current and anticipated effects

- **Physical risks:** Extreme weather and shifting climate conditions can disrupt our own operations—including manufacturing uptime, facility safety, energy availability, and transport to and from our sites. These conditions also affect supplier and customer operations, logistics chains, and the ability to execute fiber deployment projects, particularly in markets with vulnerable or aging infrastruc-

ture. As climate events become more frequent and severe, we anticipate increased variability in production schedules, higher maintenance needs, and potential interruptions in both inbound and outbound deliveries.

- **Transition risks:** Stricter climate regulations, carbon pricing, and customer requirements can create pressure to reduce emissions across our operations and supply chain.
- **Opportunities:** Reliable and climate-smart infrastructure enables decarbonization across sectors—from remote working and education to resilient communications after natural disasters. This, along with customer-demand for low-carbon footprint solutions, strengthens demand for Hexatronic's solutions.

Response and integration into strategy

We integrate climate-related risks and opportunities into our enterprise risk management (ERM) and into strategic decision-making for product development, sourcing, and operations. Our transition plan sets out how we will decarbonize our operations and value chain while continuing to grow. Key actions include:

- Innovating products that achieve the same or improved functionality with lower emissions, less resource use, and increased circularity.
- Increasing the share of climate-neutral electricity across our production sites.
- Transitioning to electric, hybrid and biofuel vehicles and equipment, including electrification of vehicle fleets and replacement of natural gas systems with heat pumps.
- Collaborating with suppliers to reduce their carbon footprint, optimize transport, and introduce new low-carbon materials.

Time horizons and resilience analysis

We have defined our own timeframes, which align with our targets:

- **Short-term (1 year):** Focus on operational efficiency, climate neutral electricity procurement, and fuel switching. Planning of expanded low carbon footprint product portfolios, integrating multiple corporate functions and collaborating with suppliers.
- **Medium-term (2–5 years):** Scaling electrification of fleets and strengthening supplier collaboration on emission reductions. Implementing low carbon product portfolios.
- **Long-term (5-25 years):** Embedding climate neutrality into all operations, ensuring growth is decoupled from emissions.

Our resilience analysis draws on structured climate scenario assessments. We have developed an internal climate scenario tool, guided by the Network for Greening the

Financial System (NGFS) framework, focusing on both physical and transition risks across our operations, supply chains, and markets. These analyses inform resilience strategies at our manufacturing sites and are integrated into the broader risk management process.

Securing climate-neutral electricity emerges as one of the most critical resilience factors. Because most of our processes are electrified, expanding access to renewable energy directly supports both our long-term resilience and our ability to meet Scope 1 and 2 reduction targets. At the same time, the majority of our emissions footprint lies in Scope 3, where product design and innovation play a decisive role. By developing solutions that anticipate future customer and market needs, we strengthen our competitive position, while enabling customers to reduce their own emissions.

Hazard screening

In line with ESRS requirements, we have screened for material climate-related hazards across four categories:

- **Temperature:** Risks linked to heat stress on operations and cooling needs.
- **Wind:** Risk of disruption of operations and logistics.
- **Water:** Risks linked to water scarcity and flooding at certain sites.
- **Solid mass movements:** Risk of impacts on facilities or logistics.

From this screening, the most material hazards identified are extreme weather events and changing temperature and water conditions, which are reflected in our risk tables below.

Impact on strategy and decision-making

Hexatronic's diversified portfolio give us a strong ability to adjust to climate-related risks and opportunities over the

short-, medium-, and long-term. Each year, Group Management reviews and updates the corporate strategy, integrating insights from climate scenario analysis and market developments. As our manufacturing is already largely electrified, we can upgrade equipment, shift to lower-carbon inputs, or phase out outdated systems without requiring fundamental changes to the business model. Where needed, we are able to re-deploy or modernize production assets—such as replacing gas-based systems with heat pumps or integrating on-site renewable energy. Our product portfolio naturally adapts with market demand for low-carbon, resource-efficient solutions, and we continue to evolve our offering through product redesign, circular material choices, and improved energy performance for end-users. Workforce adaptability is supported through ongoing training in new materials, processes, and digital tools, ensuring teams can operate equipment safely and efficiently as technologies evolve. Collectively, these capabilities support our long-term resilience, including maintaining access to financing as investors increasingly evaluate climate alignment and transition readiness.

Opportunities

Our climate-related opportunity assessment covers products, markets, and value chain elements, aligned with ESRS guidance. Opportunities are evaluated across short-, medium-, and long-term horizons, and linked to our core strategy of delivering sustainable solutions for our customers.

Area	Opportunity	How Hexatronic captures the opportunity
Products/services, market	Climate-change mitigation, energy efficiency	Introduce high environmental performance product ranges into more markets, while broadening existing portfolios
Value chain	Leveraging the transition to climate neutral energy and novel raw material	Pursue long-term supply agreements and invest in energy and material efficiency measures
Products/services	Recycling scrap	Further develop the capability to mechanically recycle plastic scrap within our own facilities
Market	Climate-change adaptation	Establish partnerships regarding new technologies (e.g. oceanographic technologies), climate-disaster resilience, and digitalization for remote areas
Reputation	Strengthened brand trust	Transparent climate action strengthens long-term customer and stakeholder confidence

Risk analysis climate scenarios

We evaluate climate risks under two distinct scenarios:

- **Net Zero 2050:** Representing a Paris-consistent pathway with low-physical but high-transition risks.
- **Current Policies:** Reflecting higher physical risks under limited policy action.

Scenario	Factor	Risk	Time horizon			Risk management plan
			Short-term	Medium-term	Long-term	
Net Zero 2050	Transitional	Market transition away from fossil fuels	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Identify alternatives to fossil fuels and feedstock, diversity energy portfolios
Net Zero 2050	Transitional	Regulatory changes and compliance costs	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Identify local suppliers, reduce reliance on non-local imports, prepare for increased reporting requirements
Current policies	Physical	Extreme weather events (e.g. hurricanes, wildfires, etc.) impacting operations and employee health	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	To manage serious disruption in production, Hexatronic Group has adequate insurance coverage, and every company in the Group has its own standard insurance solutions. Our risk mitigation activities include emergency preparedness plans, upgrading of drainage systems, and enhancement of building insulation and cooling systems
Current policies	Physical	Energy supply vulnerabilities and cost increases due to climate impacts on infrastructure	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Phase out old equipment, replace with energy-efficient models, introduce climate neutral energy sources
Current policies	Transitional/physical	Increased operational costs due to emissions trading and raw material costs	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	Diversify the supply chain, enhance productivity, invest in low-carbon technologies, establish GHG monitoring and evaluation systems

E1-2 Policies related to climate change mitigation and adaptation

Policy/Guiding document	Description	Scope & Approval
Sustainability Policy	Commitments emphasizing climate action and circularity principles to mitigate long-term impacts on ecosystems. Addresses the following areas; <ul style="list-style-type: none"> • Climate change mitigation • Resource use and circularity • Energy efficiency 	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors
Climate Directive	Concerns all subsidiaries and serves to meet our target of climate neutral operations (Scope 1 and 2) by 2030. It provides guidance on climate change mitigation, energy efficiency, renewable energy deployment, local goals, and the use of climate neutral energy. Addresses the following areas; <ul style="list-style-type: none"> • Transitioning away from the use of virgin resources • Sustainable sourcing and use of renewable resources 	<ul style="list-style-type: none"> • All employees and subsidiaries • Approved by the CEO
Supplier Environmental Requirements	Communicates our supplier expectations on environmental performance and requires our suppliers to cascade the environmental requirements to its suppliers and sub-suppliers. Our suppliers shall minimize and measure their greenhouse gas emissions (Scope 1, 2 and 3), avoid hazardous substances in production, and work in accordance with ISO 14001.	<ul style="list-style-type: none"> • Scope: All suppliers of direct material and transport • Approved by Sourcing & Supply Director

E1-3 Actions and resources in relation to climate change policies⁴

In 2025, Hexatronic continued implementing climate change mitigation actions aligned with our science-based targets, which were validated by SBTi in 2025. These actions support progress toward our Scope 1, 2 and 3 emission reduction targets and are structured around our key decarbonization levers. Actions are implemented across the Group, with scope varying by action and subsidiary. Responsibility for identifying, planning, and executing actions sits primarily at company and subsidiary level, where local conditions, energy systems, and operational realities are best understood. Subsidiaries develop annual action plans aligned with Group targets and report progress through the Group sustainability governance structure.

Renewable Electricity

Hexatronic expanded the use of renewable electricity across key European production sites through the purchase of Renewable Energy Certificates (RECs), contributing to a significant reduction in Scope 2 emissions. In parallel, on-site renewable generation capacity was increased through the installation of solar panels at manufacturing facilities.

One major photovoltaic installation includes a citizen-participation model, with 896 solar modules made available to local residents. Investments in on-site solar generation represent climate-related capital expenditure aimed at reducing long-term exposure to energy price volatility while supporting emissions reduction targets.

Electrification, Energy Efficiency & Fuel Switching

Transitions to lower-emission energy sources and equipment continued across the Group. Several sites converted internal logistics equipment, including forklift fleets, from fossil diesel to HVO100, achieving substantial CO₂ emission reductions. The Group also continued transitioning company vehicles and operational equipment to electric, hybrid, and biofuel alternatives.

In addition, opportunities to replicate internal heat-reuse systems — where excess production heat reduces reliance on external energy sources — were assessed at additional manufacturing sites to improve energy efficiency and lower future emissions.

Circular Design & Materials

Circularity-driven product innovation progressed during the year, with product re-design initiatives focused on maintaining or improving performance while reducing material intensity and increasing the use of recycled and bio-based materials.

Key developments include re-designed micro-cables that improve installation efficiency while reducing material use, and the introduction of a material-separation bypass system at one production site. This system enables precise separation during colour changes in pipe production and increases the share of PE regrind in total material use to an average of approximately 7%.

Ongoing R&D activities continue to explore further reductions in material intensity across product lines and will contribute to future actions.

Closed-Loop Systems

Closed-loop initiatives advanced across manufacturing and product systems. Full cradle-to-grave Product Carbon Footprint (PCF) assessments were completed for the Vulcan product range, providing improved transparency on lifecycle emissions.

Development of the Vulcan Solar Shield continued, featuring a fully closed-loop refurbishment model in which aluminium frames are reclaimed, cleaned, and re-coated, and polymer layers are stripped and reapplied. This system eliminates metal waste to landfill and extends product lifespans. Drum return programs and water-recycling systems also continued at manufacturing sites, supporting reductions in resource use and associated emissions.

Supplier Collaboration

Collaboration with suppliers and logistics partners contributed to emission reductions across the value chain. In 2025, 25% of full truckload shipments to a major customer were transitioned to intermodal freight transport, resulting in an estimated reduction of approximately 110 tonnes of CO₂e annually, corresponding to an emission reduction of approximately 85% compared to conventional road transport.

Packaging improvements were also implemented, including the transition to plastic-free packaging for drop cables supplied to major UK customers. Ongoing supplier engagement focuses on reducing packaging, transport emissions, and material footprints.

Future plans include strengthening supplier engagement through clearer climate expectations, improved data collection, and targeted support measures to accelerate emission reductions in key Scope 3 categories. Supplier-level actions, as part of our Scope 3 decarbonization planning, will continue to be developed and implemented at subsidiary level, aligned with Group targets and priorities.

4. As part of our first year of ESRS reporting, Hexatronic is making use of the transitional provisions under ESRS 1. While we disclose our key climate actions and the resources allocated, we do not yet provide full quantification of achieved or expected GHG reductions, nor do we link CapEx and OpEx to financial statement line items. We expect to include these disclosures in future reporting cycles.

E1-4 Targets related to climate change mitigation and adaptation

We have established measurable and ambitious targets focusing on reducing GHG emissions across our value chain, including Scope 1, Scope 2 (market-based), and key categories of Scope 3. These targets support our climate policy objectives and our strategic ambition to reduce GHG emissions in line with the Paris Agreement and a 1.5°C pathway. They are designed to address key transition risks, including carbon pricing, regulatory changes, and shifting customer expectations, while also leveraging opportunities associated with decarbonization and resource efficiency. Our science-based targets adopt the absolute contraction approach, and have been validated and externally assured by the Science Based Targets initiative:⁵

- Scope 1 and 2 target: Reduce absolute Scope 1 and 2 GHG emissions 42% by 2030.
- Scope 3 target: Reduce Scope 3 GHG emissions by 51.6% per million SEK value added by 2030.⁶
- Hexatronic has set a climate-neutral target to achieve 100% climate-neutral operations (Scope 1 & 2) by 2030.

Scope and boundary

The Scope 1 and 2 target covers 100% of the total Scope 1 and Scope 2 emissions, with total target coverage of 97% after exclusions. The Scope 3 target boundary includes Category 1 (Purchased goods and services) and Category 4 (Upstream transportation and distribution), representing approximately

90% and 70% of the respective categories; accounting for exclusions, the total target coverage is 70%. There is no other divergence between target boundaries and the Group’s GHG inventory boundary.

Baseline, timeframe, and monitoring

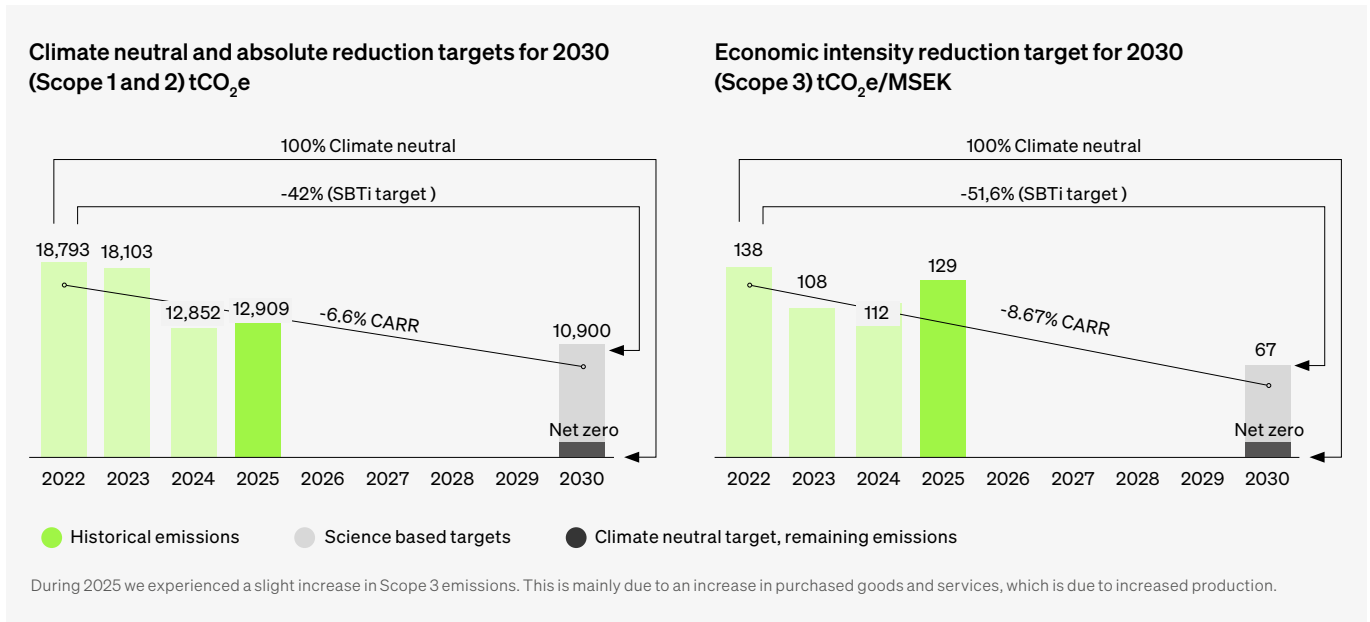
The baseline and base year for the targets are aligned with the SBTi validation and are presented in the GHG target and transition plan figures included in this Statement. Progress is monitored through quarterly tracking at Group level and reviewed annually as part of the operating planning cycle and the Sustainability Roadmap process.

How we plan to achieve the targets

Actions to deliver on these targets are implemented through defined decarbonization levers, including:

- increased sourcing of renewable electricity;
- electrification and fuel switching across vehicle fleets and operations;
- energy efficiency measures in production;
- circular design and material optimization;
- supplier collaboration to reduce Scope 3 emissions, including reductions in material intensity and increased use of recycled and bio-based inputs.

Action planning sits primarily at the subsidiary level, where annual action plans are established and reviewed to support achievement of Group targets.



5. The targets are measured in tCO₂e (Scopes 1–2) and in tCO₂e per million SEK value added (Scope 3 intensity), with performance tracked annually and reviewed through internal governance processes
 6. The base year 2022 was set according to the SBTi criteria, that only allows for setting a single year as the base year. Since Hexatronic has been growing rapidly, no specific year stands out as a representative year regarding activities covered and influences of external factors.

Stakeholder involvement

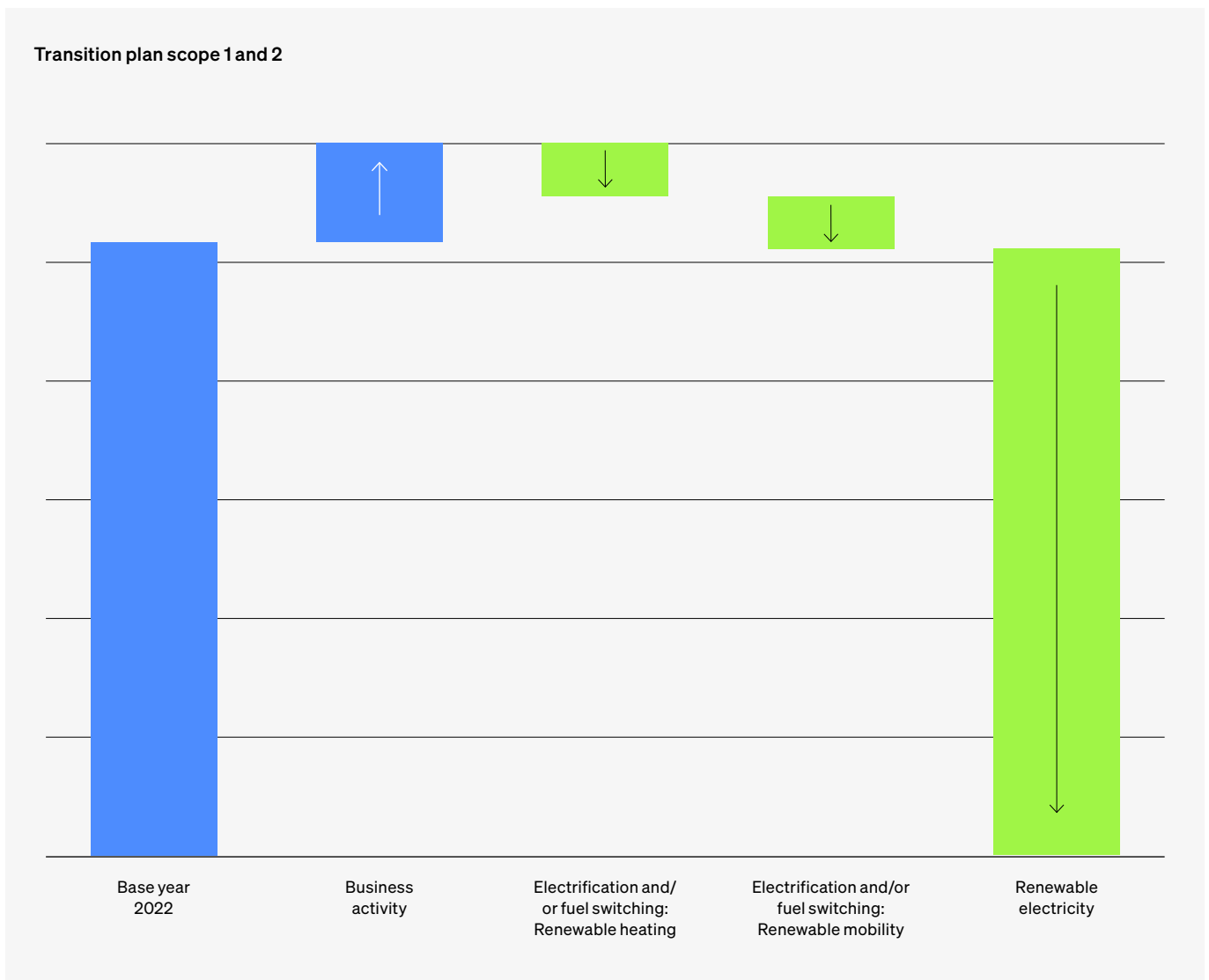
Stakeholder perspectives have informed the ambition and prioritization of Hexatronic’s climate targets. In particular, expectations from customers, investors and employees regarding alignment with a 1.5°C pathway, as well as engagement with suppliers regarding emissions data and reduction opportunities, contribute to how the targets are operationalized and supported across the value chain.

No other changes to the target levels, underlying methodologies, or measurement approach were made during the reporting period, except where updates reflect refinements in emissions data quality and coverage in line with the ongoing development of the Group’s GHG inventory and transition plan reporting.

Changes in targets or methodology

The energy consumption result now includes energy consumption from company vehicles, which it previously did not.

However, GHG emissions from company vehicles have been included for previous reporting periods.



E1-5 Energy consumption and mix

In 2025, our total energy consumption amounted to 79,322 MWh. Our operations are highly electrified, with approximately 90 percent of our energy use derived from electricity. This positions us well for reducing Scope 1 and 2 emissions, as electrification enables a more direct shift to renewable energy sources.

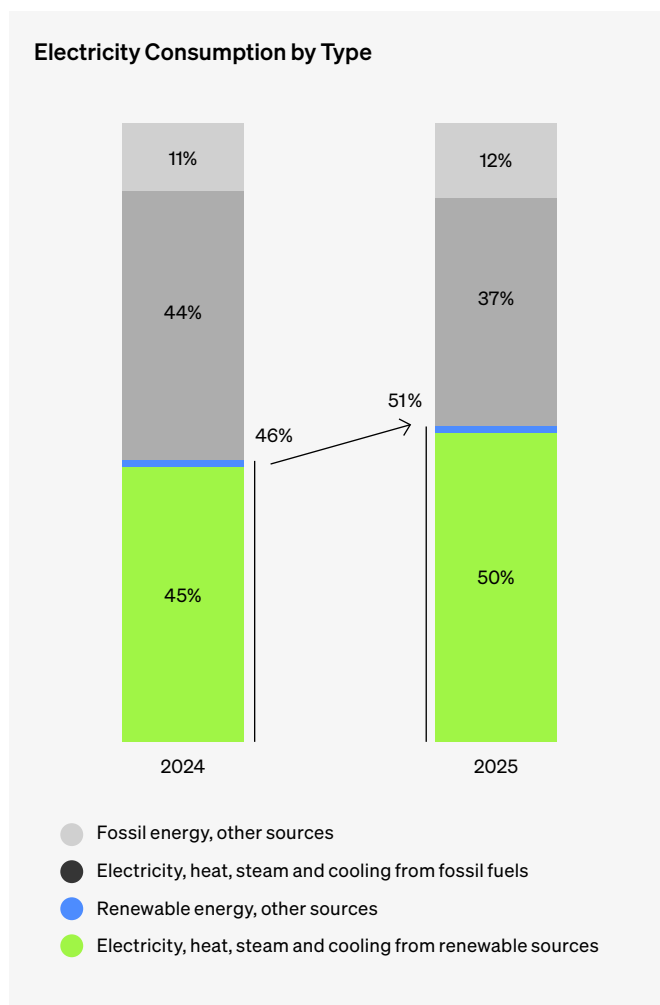
Compared with 2024, our total energy consumption increased by 11 percent, mainly due to increased production in North America, and the inclusion of energy consumption from company vehicles. At the same time, our energy mix improved: the share of renewable electricity in total consumption rose from 45 percent in 2024 to 50 percent in 2025, primarily driven by the purchase of Renewable Energy Certificates (RECs).

Despite the higher overall consumption, reliance on fossil energy fell in 2025. The share of energy from renewable sources in total consumption increased from 46 percent in 2024 to 51 percent in 2025, reflecting the combined impact of switching from fossil diesel to HVO100 at one production facility (during 2024) and expanding renewable electricity procurement.

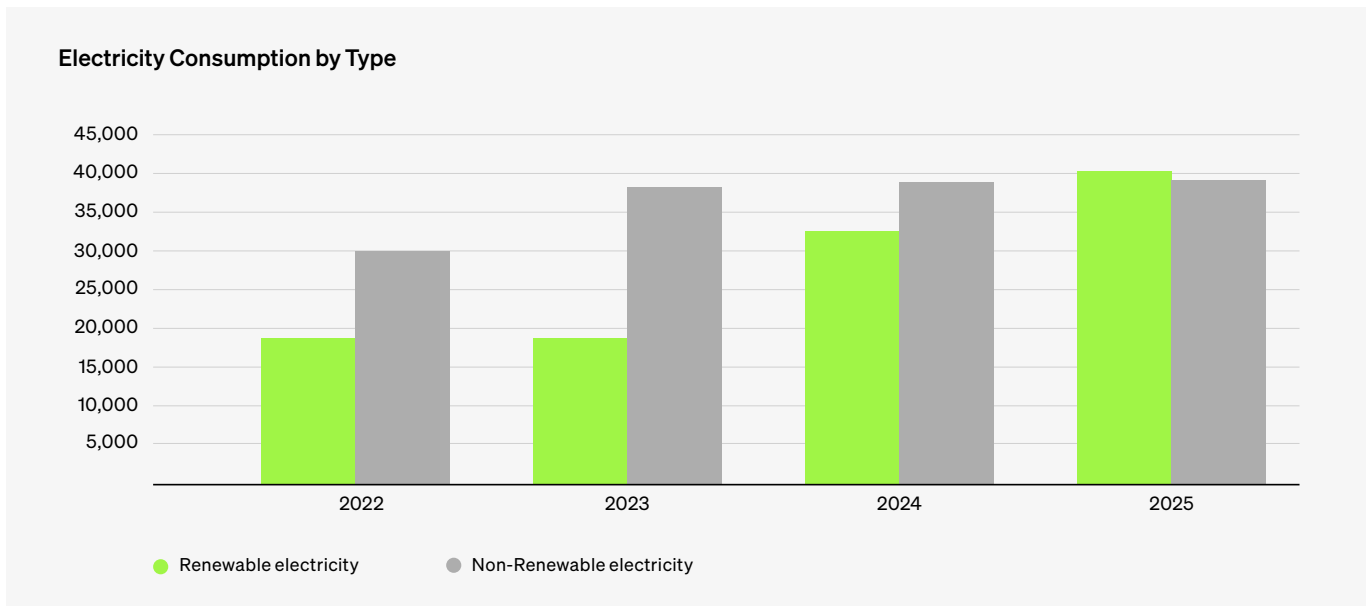
This demonstrates that our growth and acquisitions have not compromised our climate ambitions — instead, they have accelerated our transition toward renewable energy.

The chart to the right illustrates how our energy mix is shifting from fossil to renewable sources.

The detailed table below provides the required disaggregation of our energy consumption by source, in line with ESRS requirements.



Energy consumption and mix	2022	2023	2024	2025	% N / N-1
Fuel consumption from coal and coal products (MWh)					
Fuel consumption from crude oil and petroleum products (MWh)	949	1,574	2,222	5,037	127
Fuel consumption from natural gas (MWh)	1,200	1,459	5,307	4,758	-10
Fuel consumption from other fossil sources (MWh)					
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	27,782	35,265	31,083	29,199	-6
Total fossil energy consumption (MWh)	29,931	38,298	38,613	38,994	1
Share of fossil sources in total energy consumption (%)	62	67	54	49	
Consumption from nuclear sources (MWh)					
Share of consumption from nuclear sources in total energy consumption (%)					
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	60	46	288	477	66
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	18,660	18,512	32,253	39,473	22
The consumption of self-generated non-fuel renewable energy (MWh)				377	
Total renewable energy consumption (MWh)	18,720	18,558	32,541	40,328	24
Share of renewable sources in total energy consumption (%)	38	33	46	51	11
Target: 100% Climate neutral energy by 2030					
Total energy consumption (MWh)	48,651	56,856	71,153	79,322	11
Total energy consumption per net revenue	7.5	7.6	9.4	10.5	12



We report zero consumption (0%) from nuclear energy. We are proud to report consumption of self-generated renewable energy, produced by two on-site solar plants. Our renewable energy consumption is entirely derived from purchased electricity and bio-based fuels.

Energy intensity amounted to 10.5 MWh per MSEK net revenue in 2025, an increase of 40 percent compared with the base year 2022.⁷

We determined energy intensity using activities in the following high-climate-impact sector(s): Electronics and electrical equipment (Manufacturing). These sectors were identified based on our sector classification and correspond to activities associated with material climate impacts.

Looking ahead to 2030, our target is to reach 100 percent climate neutral energy consumption. Achieving this will depend not only on our continued efforts to increase efficiency and secure renewable sources, but also on broader market and regulatory developments.

Methodology for energy data

We track energy consumption across the majority of our sites, with full coverage of all manufacturing locations, where usage is most significant. In regard to rented manufacturing facilities, energy consumption is included in our inventory. Where energy costs are embedded in rental agreements, we work with landlords to obtain accurate consumption data.

Data sources include:

- Utility invoices, metering systems, and energy bills (for electricity, heating, and fuels).
- Certificates of origin (for renewable electricity), where available.
- Supply mix data from suppliers

- Emission factors, primarily from EIA and AIB
- Estimates are applied only in cases of missing or delayed data, based on historical consumption patterns.

We distinguish between renewable and non-renewable sources, in line with ESRS requirements, and disclose both total energy consumed and energy mix (share of renewable, fossil, and grid electricity).

The disclosed energy data does not include data from acquired companies prior to acquisition, therefore, there has been no recalculation of historical years.

⁷ This figure is reconciled with the net revenue line in our consolidated financial statements.

E1-6 Gross Scopes 1,2,3 and total GHG emissions⁸

Measuring and disclosing our GHG emissions is the foundation for steering our transition plan and ensuring that every new product, acquisition, and customer solution moves us closer to climate neutrality. By consistently tracking our direct (Scope 1), energy-related (Scope 2), and value chain (Scope 3) emissions, we create transparency for ourselves, our customers, and our partners.

Scope 1 includes all direct emissions from sources under our operational control, such as stationary combustion, company vehicles, leaked refrigerants, and own produced energy. Scope 1 emissions have remained relatively stable over recent years, and they represent a small share of our total footprint. They do not fluctuate in direct proportion to production levels, but we continue to look for opportunities to reduce them, for example through electrification of fleets, fuel switching, and phasing out natural gas systems.

- 2025: 2,344 tCO₂e
- % from regulated emission trading schemes: 0% (Hexatronic is not covered by ETS)

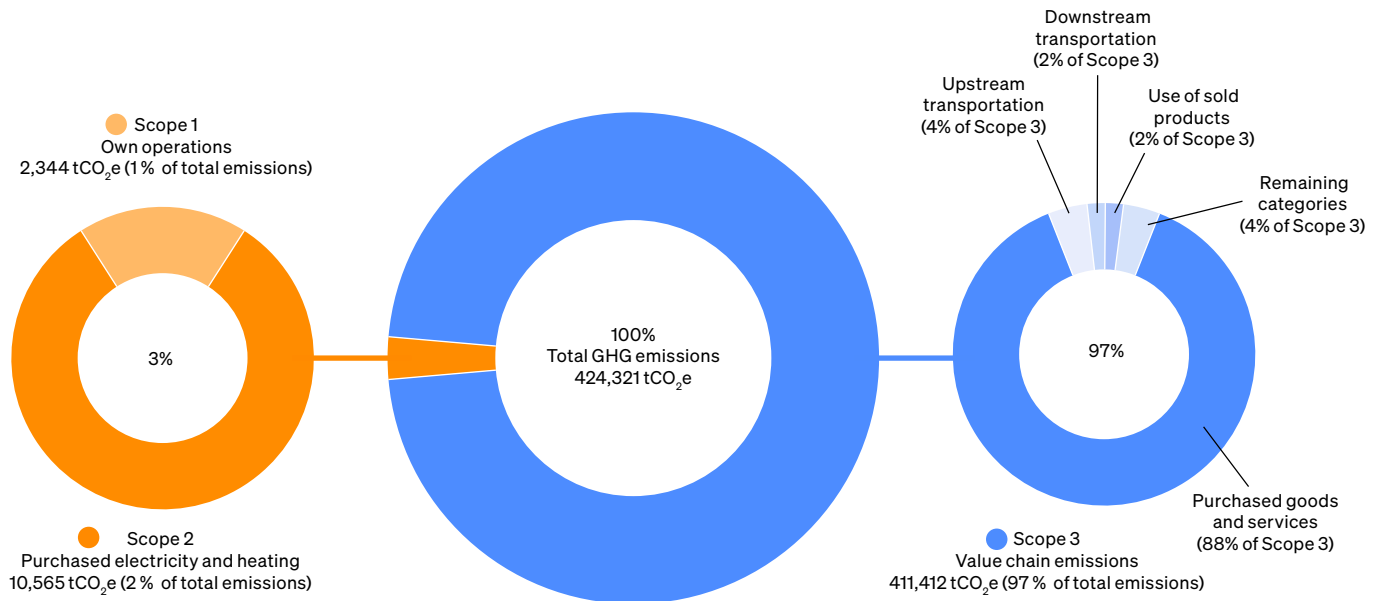
Scope 2 emissions cover purchased electricity and heating. These emissions decreased by 3% in 2025 compared with 2024, largely due to our shift toward renewable electricity and the use of renewable energy certificates (RECs). Because most of our operations are electrified, securing renewable electricity is one of the strongest levers within our transition plan.

- Location-based (2025): 17,417 tCO₂e
- Market-based (2025): 10,565 tCO₂e

To provide perspective on emissions relative to our growth, we report our total GHG emissions intensity per unit of net revenue:

- 2025 (market-based): 56 tCO₂e/MSEK net revenue
- 2025 (location-based): 57 tCO₂e/MSEK net revenue

This intensity metric allows us, and our customers, to track whether our growth aligns with real emissions reductions.



8. Our reported emissions cover the consolidated accounting group only. We do not operate joint ventures, associates, or unconsolidated subsidiaries under operational control that would materially affect this disclosure.

GHG emissions (The unit is CO ₂ e, unless otherwise stated)	2022 Base year	2023	2024	2025	% N / N-1	2030 (%)	Annual % target / Base year
Scope 1							
Gross emissions	1,861	1,797	1,951	2,344	20		
Scope 2							
Gross location-based emissions	17,511	17,330	15,901	17,417	10		
Gross market-based emissions	16,932	16,306	10,901	10,565	-3		
Science Based Target scope 1 & 2 fulfilment							
Combined scope 1 & 2 emissions (market-based)	18,793	18,103	12,852	12,909	0	42	6.58 / 2022
Target completion (%)	0	9	75	75			
Scope 3							
Total scope 3 gross emissions	497,348	428,254	387,140	411,412	6		
Category 1 - Purchased goods and services	440,251	375,002	336,445	363,096	8		
Category 2 - Capital goods	14,137	14,533	10,687	3,424	-68		
Category 3 - Fuel- and energy-related activities	5,755	4,935	4,221	5,446	29		
Category 4 - Upstream transportation and distribution	19,444	16,298	17,694	18,037	2		
Category 5 - Waste generated in operations	863	947	1,089	768	-29		
Category 6 - Business travel	2,322	1,327	1,721	2,180	27		
Category 7 - Employee commuting	3,145	3,279	3,176	3,743	18		
Category 8 - Upstream leased assets (not included in scope 1 or scope 2)							
Category 9 - Downstream transportation and distribution	3,335	2,924	2,713	6,239	130		
Category 10 - Processing of sold products							
Category 11 - Use of sold products	7,889	8,795	9,178	8,118	-12		
Category 12 - End-of-life treatment of sold products	207	214	216	360	67		
Category 13 - Downstream leased assets							
Category 14 - Franchises							
Category 15 - Investments							
Science Based Target scope 3 fulfilment							
Scope 3 emissions from categories 1 and 4	459,695	391,300	354,139	381,134	8		
Economic intensity	138	108	112	129	15	52	8.67 / 2022
Target completion (%)	0	43	37	13			
Total emissions							
Total emissions (location-based)	516,720	447,381	404,992	431,173	6		
Total emissions (market-based)	516,141	446,357	399,992	424,321	6		
GHG intensity per net revenue							
Total emissions (location-based) per net revenue (tCO ₂ e/Monetary unit)	62	52	53	57	7		
Total emissions (market-based) per net revenue (tCO ₂ e/Monetary unit)	62	52	53	56	6		

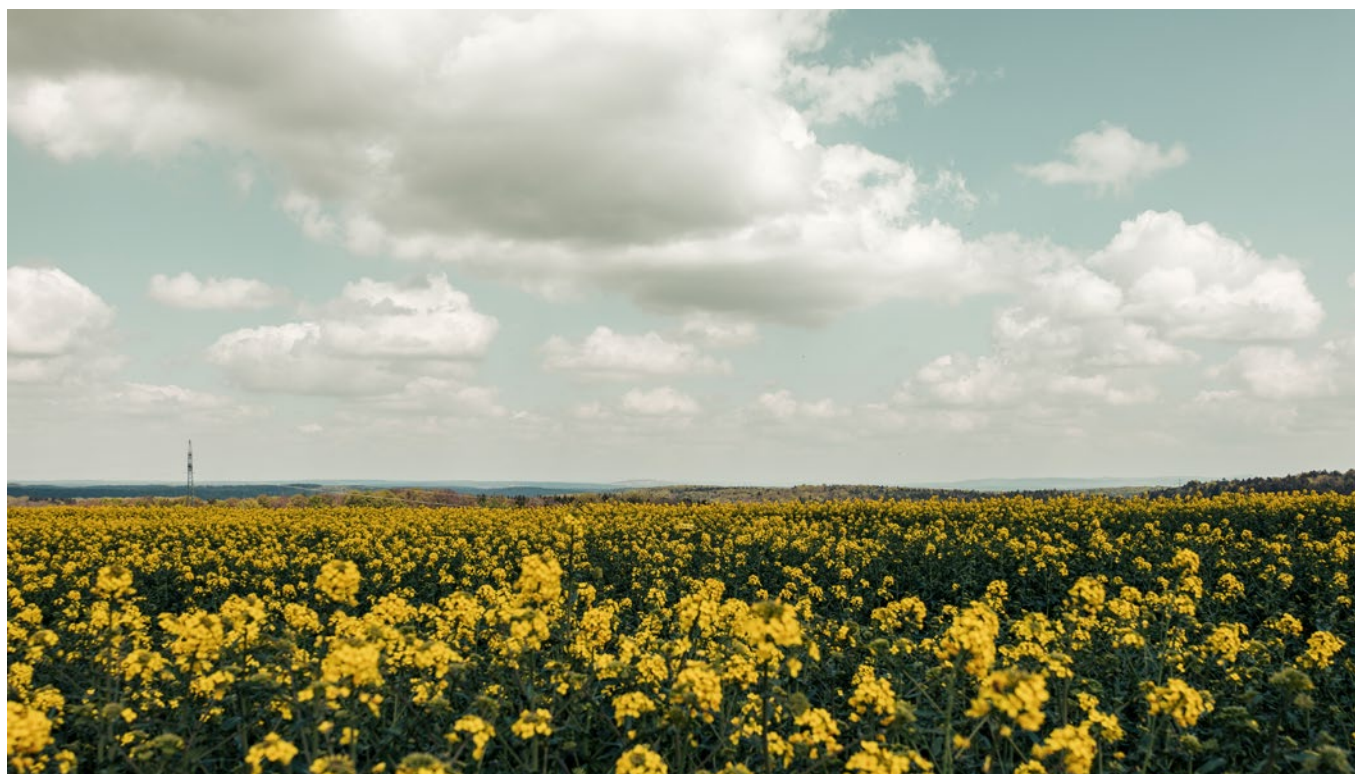
Accounting methodology and data quality

Our GHG emissions are calculated in line with the GHG Protocol Corporate Standard. The organizational boundary follows the operational control approach, covering all consolidated entities.

- **Scopes and gases:** We report Scope 1, Scope 2 (both market-based and location-based), and Scope 3 across significant categories. Covered gases include CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆.
- **Scope 1:** Based on direct measurements (e.g. fuel use, refrigerants), where available, otherwise, calculated from activity data using standard emission factors.
- **Scope 2:** Calculated using both the market-based and location-based methods. For purchased renewable electricity, we purchase both Renewable Energy Certificates (RECs) and bundled electricity. Regarding the market-based method, the supplier mix is used when available, otherwise the residual mix is used when it is available, and in other cases the average grid mix is used. This may lead to double counting renewable electricity.
- **Scope 3:** Currently, data is based primarily on average/ activity based reporting with secondary emission factors (e.g., industry averages, databases), and spend based reporting. We are gradually shifting toward primary supplier-specific data, beginning with high-impact

categories such as purchased goods and services and upstream transport.

- Category 1 Purchased goods and services
- Category 2 Capital goods
- **Comparability:** We recalculate historical years according to our recalculation policy, compliant with GHGP and SBTi criteria.
- **Quality and improvements:** We work iteratively with data gaps doing sensitivity analysis, calculating conservative estimates and ensuring that we do not exclude more than 5% of total emissions per scope, according to the SBTi criteria. The data quality is relatively high for GHG emissions in Scope 1 and 2 (e.g. purchased electricity and fuels). Data quality for Scope 3 is relatively lower, but we are working to strengthen it by supplier engagement and collecting primary product carbon footprint of our purchased goods. A large share of emissions in purchased goods and services is based on spend, dominated by one large category. Work will be focused on:
 - Collecting supplier specific data
 - Classifying products towards mapping them with database emission factors
 - Collecting weights on products and increase the use of weight based reporting



E5 Resource Use and Circular Economy⁹

IRO

Extraction and use of raw materials for our product portfolio contributes to resource depletion.	I-
Impact of changes in price, quality, and availability of raw materials (e.g. plastic)	R
The cost of waste and purchased materials can be reduced through resource efficiency by improved production efficiencies, and increased circular material flows.	O

Approach

Circularity is a core part of building resilient digital infrastructure. While climate change shapes much of our transition planning, resource efficiency and material use are equally important for the long-term resilience of our business model.

We focus on the materials used in our products, packaging, and operations, recognizing both the risks of resource depletion and the opportunities linked to circular solutions.

To assess our most material impacts, risks, and opportunities, we screen our activities and supply chains to evaluate the inflows of raw materials, the outflows of products and waste, and how these link to circular economy principles. We consult internally with product development teams and operations, and externally with selected suppliers, customers, and industry peers, to identify where our interventions can have the greatest effect.

E5-1 Policies related to resource use and circular economy

Policy/Guiding document	Description	Scope & Approval
Sustainability Policy	<p>Commitments emphasizing circularity principles to mitigate long-term negative impacts.</p> <p>Addresses the following areas;</p> <ul style="list-style-type: none"> Resource use and circularity 	<ul style="list-style-type: none"> Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. Approved by the Board of Directors
Climate Directive	<p>Serves to meet our target of climate neutral operations (Scope 1 and 2) by 2030. It provides guidance on energy efficiency, renewable energy deployment, local goals, and the use of climate neutral energy. Addresses the following areas;</p> <ul style="list-style-type: none"> Transitioning away from the use of virgin resources Sustainable sourcing and use of renewable resources 	<ul style="list-style-type: none"> All employees and subsidiaries Approved by the CEO
Supplier Environmental Requirements	<p>Communicates our supplier expectations on environmental performance and requires our suppliers to cascade the environmental requirements to its suppliers and sub-suppliers. Our suppliers shall prioritize the development and manufacturing of products and services with sufficient environmental properties, from raw materials to finished items.</p>	

9. In line with ESRS1 Appendix C, Hexatronic applies the phase-in option for Disclosure Requirement E5-6. This disclosure requirement is therefore not fully reported in the current reporting year. The phase-in approach reflects the current maturity of internal data availability and is expected to be addressed in subsequent reporting periods.

E5-2 Actions and resources in relation to resource use and circular economy

Several of our circular-economy actions also contribute indirectly to reducing emissions; however, in this section we describe them specifically in terms of resource efficiency, waste prevention, and increased circular material flows, in line with ESRS E5-2.

Drum Recycling

Our primary actions focus on improving recovery and reuse of materials in our operations and value chain. In Sweden, we are expanding our drum recycling initiative, supported through our participation in the Selcable industry working group, which is developing a nationwide program for the collection and recycling of plastic drums. This initiative increases material circularity, reduces plastic waste, and supports greater use of secondary raw materials.

Take-back Program

We have also reinstated our take-back program for cable reels and installation materials. A dedicated internal project group is working to establish collection points across Sweden, enabling the return, reuse, and recycling of materials from customer sites. The program aims to reduce downstream waste generation, support closed-loop flows, and improve recovery rates for components that can be refurbished or recycled. Resources include cross-functional personnel, coordination with logistics partners, and planned investments in local collection infrastructure.

Regrind

We continue to increase the proportion of regrind used in production, up to the highest level that preserves product quality. Using regrind enhances the share of secondary raw materials, lowers demand for virgin plastics, and reduces upstream waste. This action is supported by process optimization work, procurement adjustments, and production resources focused on maintaining consistent quality performance.

Across these actions, our resource allocation includes personnel time in project and working groups, operational support from manufacturing and logistics teams, and targeted investments in collection points and material-handling processes.

Together, these initiatives support higher resource efficiency, increased utilization of secondary materials, and improved waste prevention and management. We allocate cross-functional personnel, logistics capacity, and planned investments in collection infrastructure and material-handling equipment to support these circularity actions.

E5-3 Targets related to resource use and circular economy

Our commitment to circularity is reflected in a clear target for our most widely used product group: by 2030, at least 25% of the material in our duct production will come from recycled sources. This target is voluntary and supports our policy objective to reduce virgin material use and increase circular material flows in core product categories target applies to ducts produced in-house within the Group's manufacturing operations. The target does not currently cover externally manufactured ducts or other product groups.

This shift keeps valuable resources in circulation, reduces pressure on ecosystems, and lowers exposure to volatile raw material prices. For customers, it means greater confidence that Hexatronic solutions will remain sustainable, affordable, and available — even in resource-constrained markets.

We are partnering with material suppliers to secure stable flows of high-quality recycled polymers to ensure performance is never compromised by higher recycled content. At the same time, our closed-loop initiatives — such as drum return programs and material recovery in logistics — extend resource value and reduce waste.

Progress toward the 25% target is measured annually and shared openly in reports, giving customers and partners clear visibility of our journey.

In addition to our Group-level recycled-content target, performance is evaluated using operational KPIs set at the local company level. These metrics reflect each site's material flows and may include indicators such as the share of production waste sent to recycling, regrind and closed-loop material recovery rates, and reductions in scrap generated during manufacturing. These KPIs allow us to track effectiveness, identify improvement areas, and monitor progress toward our broader circularity objectives.

Stakeholder input has informed the ambition and feasibility of the target through dialogue with customers, suppliers and internal experts. In particular, collaboration with material suppliers is required to secure stable availability of high-quality recycled polymers that meet technical and safety specifications, and customer expectations regarding product performance.

Although the share of recycled material has not increased since 2022, this reflects the fact that customer specifications during the period continued to prioritize virgin materials, which limited the business case for accelerating changes to material composition. As market expectations and regulatory drivers evolve, we have now initiated a structured plan with our manufacturing companies to increase recycled content

as part of our Scope 3 decarbonization program. This plan includes actions to align with our customers' goals in an effort to create demand, eliminate faulty production, collaborate with partners to make use of regrind material, and purchase and qualify external recycled recycled materials.

Prioritized sustainability areas/SDG and GC	Key metric	2022	2023	2024	2025	Goal 2026	Goal 2030
Planet SDG: 8.4 ,12.2, 12.5 GC: Principles 8-9	Recycled material used in ducts	13%	10%	7%	13%	15%	25%

E5-4 Resource inflows¹⁰

Currently, our visibility is strongest where we have the most direct influence: our own manufacturing operations. Here, we collect quantitative data on the materials and resources flowing into production, giving us a solid starting point for managing impacts and opportunities.¹¹

Total material use

Our operations consumed a total of 72,564t of plastic resin used in duct manufacturing in 2025. The main categories were plastic polymers, steel, copper, and wood. Together, these accounted for the vast majority of our material inflows.

Biological and bio-based inputs

Wood is a significant biological input in our operations. At present, we do not systematically track or verify the share of sustainably sourced or certified wood, however, we are assessing data collection improvements for future reporting periods.

Data collection and methods

The data presented is based on internal procurement records and reporting from our manufacturing companies. For some categories, estimates were applied where direct measurement was not available.

Resource inflows in duct manufacturing (tonnes)	2025
Total weight of inflows	72,564
Weight of biological inflows	0
Weight of biological inflows that are sustainably sourced	0
Percentage of biological inflows that are sustainably sources [%]	0
Weight of secondary inflows	9,706
Percentage of secondary inflows [%]	13 %

10. Data on resource inflows covers only Hexatronic's manufacturing companies. At this stage, information from upstream suppliers beyond the manufacturing tier and from downstream partners is not included, due to the absence of systematic reporting mechanisms and limited availability of reliable data. Hexatronic is taking steps to close this gap.

11. Currently, Hexatronic does not have a reliable method to report the absolute or relative share of recycled or secondary materials across our main inputs. While some suppliers of plastics and metals provide partial information on recycled content, this data is not yet consistent or complete. We recognize this as a gap against ESR5 E5-4 and are developing a plan to strengthen supplier reporting and data integration into our systems.

E5-5 Resource outflows

Products and materials designed for circularity^{12,13}

Our product portfolio is designed with circular principles in mind, focusing on durability, reparability, and recyclability to extend service life and reduce resource demand. Fiber optic networks and related infrastructure have inherently long lifetimes, and our engineering and material choices aim to maximize both technical and economic value over time.

- **Durability:** Our cable systems and components are engineered for decades-long performance, often exceeding 25 years, which is in line with or above industry

expectations. While there is no established benchmark for durability within our industry, we are developing lifecycle models to better understand long-term performance.

- **Reparability and reuse:** Most network components can be repaired or refurbished in the field.
- **Recyclability:** The majority of our products are manufactured from plastics, steel, and copper, which are technically recyclable. Packaging materials, particularly wooden drums and cardboard, are also widely reused or recycled. However, we do not yet track the rates of recyclable content systematically across product lines.

Product group	Circular principle	Expected durability ¹⁴
Ducts	Durability, recyclability	40 years
Cables	Durability	40 years

Product	Rate of recyclable content in the given product	Rate of recyclable content in the given product's packaging
Ducts	96 %	80 %

Waste

Waste strategy

Our strategy is to minimize waste generation across operations by optimizing production processes, reusing materials where possible, and ensuring that waste streams are handled in line with the waste hierarchy: prevention, reuse, recycling, energy recovery, and disposal as a last resort. Where waste is generated, we work with waste management partners to ensure safe handling and compliance with local regulations.

Waste streams

The most relevant waste types for Hexatronic’s operations are:

- Production plastics (duct and fiber cable scrap)
- Metals and wire scrap
- Paper and cardboard (packaging)
- Wood (pallets and woodchips)
- Dry mixed recycling/rubbish

12. There is no system for evaluating the reparability of products.

13. At present, Hexatronic does not report on reparability scores, industry-relative durability, or precise recycled content percentages. We are working to establish methods, including collaboration with suppliers and product development teams, to measure and improve these aspects of circularity.

14. Reliable industry averages for these products do not currently exist.

We do not generate radioactive waste. Hazardous waste is limited but includes oils, lubricants, rags, printer toners, and chemical residues, all of which are managed by licensed waste handlers.

We collect data on waste generated at our production facilities, in accordance with ISO 14001 management systems. The table below summarizes our 2025 waste streams, distinguishing between hazardous and non-hazardous waste, and treatment routes.

Waste (tonnes)	Non-hazardous waste	Hazardous waste	Total
Waste diverted from disposal (recovery operations)			
Reuse	1	0	1
Recycling	1,722	2	1,724
Other recovery operations	380	2	382
Waste directed to disposal (treatment operations)			
Incineration	584	30	615
Landfill	1,328	14	1,343
Other disposal operations	0	0	0
Total			
Total recycled waste	2,103	4	2,107
Total non-recycled waste	1,913	45	1,957
Total waste generated	4,016	48	4,064
Share of non-recycled waste (%)	48 %	92 %	48 %

Methodology

Resource inflows

Waste data is primarily based on direct measurements provided by certified waste contractors. The main data sources are waste transfer certificates and monthly reports from registered waste carriers detailing collected waste streams and associated weights. Several companies use handlers who measure waste volumes directly and provide breakdowns by fraction together with information on treatment routes (e.g. material recycling or energy recovery).

For certain waste types, specific measurement approaches apply:

- Vinyl, paper, and scrap metal: Visually confirmed and measured, though sometimes without issued results.
- Pressurized cans (e.g. butane): Calculated using unit weight × receiving quantity.
- Plastics (e.g. PP): Measured directly at designated measurement stations.

Where direct measurement is not available, consistent assumptions are applied. In particular, all waste handled by Republic (hazardous and universal waste) and ArcWood (used oil) is assumed to be recycled or reclaimed at their respective certified sites.

Overall, the methodology relies on contractor measured data, verified handler documentation, and standardized assumptions for specific waste streams to ensure consistent and reliable reporting across sites.

Taxonomy

EU taxonomy for sustainable activities

The EU Taxonomy Regulation (EU) 2020/852 (the EU Taxonomy) establishes a classification system for environmentally sustainable economic activities in relation to the European Union's environmental objectives. Hexatronic Group reports its economic activities in accordance with this framework. For the 2025 taxonomy reporting, Hexatronic has applied Commission Delegated Regulation (EU) 2026/73 of 4 July 2025. As a result, the presentation format has changed compared to the previous year, while the application of the eligibility and alignment criteria is in substance unchanged compared with 2024. Comparative information is presented in accordance with the same rules as applied for the 2024 reporting.

Based on internal assessments, the Group has concluded that the economic activities related to the generation of turnover are not covered to any material extent by the EU Taxonomy in relation to turnover. The assessment covers all six environmental objectives of the EU Taxonomy. In particular, the environmental objective Transition to a circular economy has been analysed, and the Group has assessed that its operations are, in all material respects, not covered by the relevant economic activities. A limited share of turnover can be related to activity CE 1.2, Manufacturing of electrical and electronic equipment. As this share is below 10 per cent, the simplification rules under the EU Taxonomy Regulation have been applied.

Hexatronic maintains an ongoing dialogue with relevant industry organisations and external experts. A portion of the Group's capital expenditure and operating expenditure relates to purchases from suppliers whose activities may be covered by the framework or to individual measures aimed at reducing greenhouse gas emissions.

The disclosures for 2025 are based on the Group's current interpretation of the EU Taxonomy Regulation and the applicable simplification rules. As regulatory guidance continues to evolve, future assessments and disclosures may be updated accordingly.

A summary of the Group's taxonomy eligible and taxonomy aligned turnover, capital expenditure and operating expenditure is presented in the EU Taxonomy summary table.

Accounting principles

Turnover

Turnover corresponds to Hexatronic's net turnover and comprises sales of products and services as well as other operating income. Following the EU Taxonomy assessment,

no material part of the turnover has been identified as taxonomy eligible or taxonomy aligned. A limited share of turnover can be related to activity CE 1.2; however, as this share is below 10 per cent, the simplification rules have been applied. Accordingly, the proportion of taxonomy eligible and taxonomy aligned turnover is reported as zero, and turnover is disclosed on a descriptive basis in line with the applicable simplification rules.

Capital expenditure (CapEx)

Capital expenditure comprises the acquisition or processing of tangible and intangible assets, excluding goodwill, during the year, as well as additions to right of use assets and increases through business acquisitions. Total capital expenditure is presented in Note 17, Note 18 and Note 19 on pages 144–147 in the 2025 Annual Report.

Capital expenditure included in the numerator consists of transport by motorbikes, passenger cars and light commercial vehicles under CCM 6.5, including new leasing contracts for vehicles. It also consists of acquisition and ownership of buildings under CCM 7.7, including new leasing contracts for premises.

In accordance with the applicable simplification rules, no assessment of taxonomy eligibility or alignment has been performed for the economic activities listed below. Capital expenditure comprises installation, maintenance and repair of energy efficient equipment under CCM 7.3, installation, maintenance and repair of instruments and devices for measuring, regulation and controlling the energy performance of buildings under CCM 7.5, and installation, maintenance and repair of renewable energy technologies under CCM 7.6.

As no material turnover is covered by the EU Taxonomy, all investments consist of either purchases from suppliers whose activities may be covered by the taxonomy or individual measures. The Group has not been able to assess whether these suppliers meet the criteria for taxonomy alignment. Purchases from suppliers can only be considered taxonomy aligned if it can be verified that each supplier has carried out a taxonomy aligned activity.

An assessment of whether an activity is taxonomy aligned also includes an evaluation of the criteria for not significantly harming other environmental objectives (DNSH) and minimum safeguards. None of the individual measures have been assessed as taxonomy aligned.

In accordance with the EU Taxonomy Regulation, activity level information for capital expenditure where taxonomy eligible activities are material is presented in the EU Taxonomy capital expenditure table.

Operating expenditure (OpEx)

Operating expenditure is defined in the EU Taxonomy as direct, non capitalised costs related to maintenance and repairs and short term or low value leases. During the reporting year, taxonomy eligible operating expenditure related to CCM 7.3 Installation, maintenance and repair of energy efficient equipment and activity CE 1.2 Manufacturing of electrical and electronic equipment has been identified and amounts in total to 3 per cent of total operating expenditure, which is assessed as non material. In line with the applicable simplification rules, no assessment of taxonomy eligibility or alignment has therefore been performed for these economic activities.

See page 108 for more information on taxonomy verification and alignment.



Social information

Our growth is powered by people. Every innovation, installation, and customer solution begins with the skills and dedication of individuals—whether they’re part of our own workforce, within our supply chain, or the end-users who rely on our systems every day.

For us, people sustainability means building a culture where safety, fairness, and inclusion are everyday realities. It shows up in how we invest in training and career development, how we prioritize health and wellbeing, and how we design products and services that expand access and improve quality of life.

As we grow by welcoming new companies into the Hexatronic Group, we share practices and tools that strengthen workplace culture, support responsible business conduct, and raise the bar on sustainability across our value chain.

In the following pages, you’ll see how we translate these commitments into action: protecting and empowering our own workforce, working with suppliers to safeguard human rights, and ensuring that our solutions bring positive impact to the people who use them.

S1	Own Workforce	83
S2	Workers in the Value Chain	92
S4	Consumers and End-users	96



S1 Own Workforce

IRO	
Employees may face disadvantages in access to opportunities and progression if gender equality is not upheld.	I -
Our efforts and target on employee training and career development benefit global workforce	I +
Employees experiencing a lack of information (e.g. who do not speak the common language), could experience an increased risk of injuries	I -
Forced and child labor as a systemic potential impact, especially in higher risk geographic locations and with vulnerable groups (e.g. migrant workers)	I -

Approach

As a technology-driven organization, our ability to innovate and deliver resilient, high-quality services is directly linked to the well-being, engagement, and capabilities of our employees.

We focus on providing our people with meaningful work, opportunities for development, and a safe and inclusive environment. Through regular engagement, surveys, social dialogue, and improvement initiatives, employees' views inform decision-making and the way we run the business. This close connection between workforce expectations and strategy ensures that respect for people's rights and interests is embedded in Hexatronic's long-term direction.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model¹⁵

Our people strategy is inseparable from our business strategy. The strength, skills, and well-being of our workforce shape how we innovate, deliver, and grow in a rapidly changing market. As we continue to grow globally, people-related issues are at the heart of both our risks and our ability to create long-term value.

Material impacts and scope

Our reporting scope covers all Hexatronic employees, both full-time and part-time.¹⁶ This scope reflects the areas where we have the strongest influence, and where our material impacts, risks, and opportunities are most directly managed. Across our workforce, three themes stand out as most critical to our strategy:

- **Health and safety:** Maintaining safe and fair working conditions reduces risks of accidents, injuries, and illness, ensuring business continuity and protecting our people.

- **Training and career development:** By investing in continuous learning, we create opportunities for employee growth, enabling innovation and supporting our competitive position in a fast-evolving industry.
- **Diversity and engagement:** A diverse and engaged workforce drives innovation, creativity, and resilience — directly contributing to new products, services, and long-term value creation.

Negative impacts

We acknowledge that systemic risks of forced labor and child labor are universally material. We use this information to make risk-based decisions, for example, not operating in regions where legal protections and enforcement are weaker. While we assess the likelihood of these risks materializing in our operations as very low, we do not disregard them. We address them through preventative measures such as policies, due diligence, grievance mechanisms, and legally compliant contracts.

Individual negative impacts also include workplace accidents and occupational health risks, which we also address through preventative measures, our global health and safety management systems, and ongoing risk assessments.

Positive impacts

Our workforce strategy also generates positive impacts. Initiatives such as training and upskilling programs, engagement initiatives, and fair compensation enhance satisfaction, mobility, and retention. These not only benefit employees but also reinforce Hexatronic's market position and ability to attract and retain talent.

15. In line with our DMA, Hexatronic has not identified any material financial risks or opportunities related to its own workforce at this stage.

16. At this stage, our disclosures do not extend to non-employees in the workforce (such as contractors or consultants).

Workforce and the climate transition

Our climate transition carries implications for people. While the shift toward electrification, renewable energy, and efficiency-enhancing technologies create new opportunities for skills development, it also requires reskilling and adaptation in certain roles. At present, no material risk of employment loss due to transition activities has been identified.

Risks and opportunities from dependencies

Dependencies on our workforce include the need for specialized technical skills in fiber optics and digital infrastructure. Talent shortages in these areas can pose risks, but by investing in training, succession planning, and career development, we can turn this dependency into an opportunity. Our succession training ensures that knowledge is transferred and critical roles are prepared for continuity, while broader development initiatives create career pathways that make Hexatronic an attractive long-term employer.

Working conditions and human rights risks in specific geographies

While the majority of Hexatronic's operations take place in countries with robust labor protections, our global footprint includes locations where inherent human rights risks—particularly related to forced labor, child labor, discrimination, and fair working conditions—are structurally higher. These risks do not stem from the nature of our operations, which consist primarily of manufacturing, assembly, sales, and administrative functions, but from contextual, country-level conditions that may affect certain groups of workers disproportionately.

Forced labor and compulsory labor risk

Hexatronic does not operate in sectors commonly associated with forced labor. However, we recognize increased inherent risks in some geographies where migrant labor is common and regulatory enforcement may vary.

- Type of operations at risk: manufacturing operations where migrant and contract workers are present.
- Countries/geographical areas at risk: our operations in South Korea and the United States, where we employ foreign-born workers, who may face barriers related to language, temporary visa conditions, or limited access to information. These contextual risks were identified through our Human Rights Impact Assessment (HRIA). To mitigate these risks, we implement relevant ILO core labor standards, ensure equal access to grievance mechanisms, and provide onboarding and safety training adapted for non-native speakers.

Child labor risk

Hexatronic's operations are not inherently associated with child labor. No countries, regions, or type of operations, which Hexatronic operates in are considered materially exposed to child labor risk in relation to our own workforce.

S1-1 Policies related to own workforce

Policy/ Guiding document	Description	Scope & Approval	Third Party Standards
Sustaina- bility Policy	<p>Commitments emphasizing employee health & safety and human and labor rights.</p> <p>Hexatronic Group is committed to respecting and protecting human rights and the dignity of all people. This includes to actively monitor and assess human rights practices across operations through a due diligence process in line with the OECD Guidelines.</p> <p>Addresses the following areas;</p> <ul style="list-style-type: none"> • Respect for human rights, including labor rights, in own workforce and value chain • Zero-harm, health, and safety¹⁷ 	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises • UN Guiding Principles on Business & Human Rights • The UN Global Compact Ten Principles • The Universal Declaration of Human Rights
Code of Conduct	<p>Provides the ethical foundation for all employees, ensuring fairness, respect, and responsibility in order to guide decision-making and responsible behavior. It includes guidelines on professional conduct, respect for human rights, anti-harassment, and environmental stewardship. All employees receive training on an annual basis.</p> <p>Hexatronic Group is committed to preventing all forms of modern slavery, servitude and human trafficking as well as forced or compulsory labor. Hexatronic is a signatory to the UN Global Compact and adheres to its ten principles.</p> <p>Addresses the following areas;</p> <ul style="list-style-type: none"> • Trafficking • Forced/child labor • Zero-harm • Human rights • Social responsibility 	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • NASDAQ Stock-holm's Rule Book for Issuers • UN Global Compact Ten Principles
Diversity & Gender Equality Policy	<p>Commits to an inclusive work environment, where employees experience feeling valued and empowered to contribute their unique perspectives and skills. Underlines our commitment to ensuring equal opportunities in recruitment, development, and career progression, in alignment with global standards on gender equality and non-discrimination. Addresses the following areas;</p> <ul style="list-style-type: none"> • Zero-tolerance of discrimination, sexual harassment, and victimization • Equal opportunities, irrespective of sex, transgender identity or expression, ethnicity, religion or belief, sexual orientation, or age.¹⁸ 	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	
Whistle- blowing Policy	<p>Encourages and protects the reporting of unethical behavior, via a confidential and protected channel, ensuring accountability at all levels.</p> <p>Whistleblowers are protected confidentiality, 'no retaliation,' and relevant data protection laws.</p>	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Applies to all members of the public. Approved by the Board of Directors 	
Modern Slavery Statement	<p>Outlines our actions in regard to identifying, assessing, and mitigating risks related to modern slavery, including procedures for regular supplier assessments and corrective action plans if issues are identified. This statement is updated annually and provides timely information on our progress in this area.</p>	<ul style="list-style-type: none"> • Scope: Hexatronic and subsidiaries. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • UK Modern Slavery Act 2015

17. At present, Hexatronic's Sustainability Policy does not state any remedy in the event that the human rights of the company's workforce are affected, even though in practice if a negative impact occurs, specific actions are taken. However, the Policy specifies that Hexatronic strives to identify, prevent, mitigate, and remedy adverse human rights impacts throughout the workplace, the company's business operations, and the communities in which it works.

Human Rights

Hexatronic’s commitment to respecting human rights is anchored in the above policies. Together, these documents set clear expectations for labor rights, fair and safe working conditions, and non-discrimination. They are aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Across all operations, we commit to upholding internationally recognized human rights, including freedom of association, fair wages, and working hours, safe and healthy workplaces, and the prohibition of forced, bonded, and child labor. These commitments guide our human rights due diligence, global HR processes, and our approach to managing identified salient risks.

We engage regularly with employees through structured channels (read more about them in S1-2). In addition, local managers maintain open communication practices that ensure workers can raise concerns, request support, or provide feedback in a safe and accessible way, including for employees who may face language barriers. This ongoing engagement informs our understanding of human rights risks, supports early identification of issues, and helps shape appropriate preventive and corrective actions.

Remediation of negative impacts is managed at the local level, where circumstances are best understood. When an issue is raised, local management initiates an investigation and develops a corrective action plan outlining how the situation will be resolved. At the organisational level, our role is to ensure that managers have the tools needed to address

issues effectively and implement measures that prevent recurrence. Effectiveness is monitored by reviewing the implementation of corrective actions, assessing whether the issue reoccurs, and determining whether the measures taken have reduced future risk.

Preventing discrimination

Hexatronic complements its Diversity and Gender Equality Policy with a formal Action Plan against Harassment and Discrimination, which sets out clear responsibilities for managers, employees, and HR. The plan operationalizes our zero-tolerance stance on discrimination, sexual harassment, and other forms of degrading treatment by requiring managers to conduct preventive risk assessments, ensure that all employees receive regular information, and act immediately when concerns are raised. HR supports this work by providing training, guiding investigations, and ensuring that any measures taken comply with labor law. Employees are expected to treat one another with respect and to report concerns without delay.

The Action Plan also includes an explicit prohibition against retaliation. Employees who report, participate in an investigation, or raise concerns about discrimination or harassment are protected from negative consequences or reprisals. These procedures ensure that our policy commitments are translated into concrete, workplace-level practices that prevent, mitigate, and address discrimination while promoting an inclusive culture.



18. Hexatronic does not have specific policy commitments related to positive action for people from groups at particular risk of vulnerability in its own workforce.

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

Our processes give employees multiple opportunities to share their perspectives, both through structured channels

like surveys and reviews, and through daily dialogue in the workplace. The table below outlines how we engage with our workforce, how often, and how their feedback shapes our decisions.

Approach	How we do it	When we do it	Responsibility	Effectiveness / outcomes
Employee survey	Anonymous survey covering satisfaction, inclusion, well-being, and development opportunities.	Annual	HR Director, results reviewed by Executive Management	Effectiveness is measured via response rates, while action plans are developed at Group and local levels.
Performance & career development reviews	One-on-one meetings to discuss development, aspirations, and workplace conditions.	Annual (at a minimum)	Line managers with guidance from HR	Monitored through completion rates. Training and career development pathways are subsequently adjusted.
Health & safety engagement	A preventative approach means that we monitor near-misses as intently as incidents, and report and escalate both to management. We have in place an H&S Action Team where experiences and best practices are shared across the Group.	Ongoing	H & S Managers, escalated to senior management (as necessary)	The H & S Action Team have identified areas for improvement and development during 2025. H&S is a prioritized area for continuous improvements for every company in the Group.
Workers' representatives / agreements	Several companies are covered by collective agreements. Other companies, where formal agreements are not in place, apply internal processes that mirror the standards and protections found in such agreements.	Ongoing	HR departments	The outcome is an effective and engaged workforce.
Vulnerable groups	During 2025, we carried out an 'Equal Opportunity' project to develop a strategy for adaptation of our processes for certain vulnerable groups. During the project we carried out focus groups and round-tables. For employees at risk of health and safety impacts due to language barriers, we ensure that safety materials (e.g. manuals, signage, etc.) are translated. As a pilot, we have engaged a language course for employees.	Ongoing	H&S Managers, Line managers, GMT	Effectiveness assessed by representation in roles (e.g. Gender target).

S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

We uphold a supportive and transparent work environment by combining remediation processes with secure channels for raising concerns. These mechanisms are designed to address issues fairly and promptly, and also to prevent recurrence and strengthen trust across Hexatronic.

Remediation processes

When negative impacts occur, particularly in areas such as workplace health and safety, we have defined processes to investigate root causes, support affected employees, and implement corrective actions. These processes include post-incident reviews, corrective action tracking, and follow-up monitoring. Effectiveness is assessed through reduced recurrence of incidents.

Any potential impacts related to forced or child labor are addressed through our Whistleblowing Team, which oversees the handling of all reported cases. Each case is managed individually, making sure that appropriate actions are taken based on the nature and severity of the issue.

(Refer to G1-3 for more information on our Whistleblowing Team.)

Channels to raise concerns

Our employees have access to multiple, confidential ways to raise concerns:

- Whistleblower channel: an externally managed tool available for reporting unethical conduct, harassment, discrimination, and other adverse impacts. Reports are investigated jointly by the external provider and Hexatronic's Whistleblowing Team and follow-up measures are taken where needed.
- HR and managers: employees can raise concerns directly with their line manager, the HR team, or — where available — internal confidential counsellors.

These channels are supported by clear policies on confidentiality and protection against retaliation, ensuring employees feel safe in coming forward.

Effectiveness and awareness

We monitor the effectiveness of our grievance and feedback mechanisms by monitoring resolution times and number of cases closed. We also ensure employees are aware of their rights and available channels firstly, during onboarding training, intranet resources, and annual Code of Conduct training.

By combining remediation, open channels, and follow-up, we aim to create an environment where concerns are heard and resolved, and where lessons learned lead to continuous improvements.

S1-4 Taking action on material impacts on own workforce, and approaches to managing material risk and pursuing material opportunities related to own workforce, and effectiveness of those actions.

We believe that engagement is only meaningful if it leads to action — that is why feedback from our people is translated into concrete steps to strengthen health and safety, well-being, equity, and development. Our approach is to listen closely, act decisively, and measure progress so that improvements are both visible and lasting.

Preventing & mitigating negative impacts

Gender Equality

To reduce risks related to inequality, discrimination, and unfair treatment, and to actively promote fairness and equal opportunity across the workforce, Hexatronic undertook a major Group-level initiative in 2025: the Equal Opportunity Project. The project was led by two HR representatives from manufacturing sites within the Diversity & Inclusion Action Team and focused on increasing and retaining gender diversity on the shop floor while developing a more inclusive workplace culture.

The project included a structured analysis of current gender diversity metrics, combined with engagement and communication with key stakeholders across the organizations. The main deliverables were a Diversity Analysis Report and a Recruitment and Retention Strategy Plan, identifying barriers to gender diversity, risks of unequal treatment, and practical actions to improve attraction, retention, and progression of female employees. Key learnings from the project highlighted the importance of strong leadership engagement, early involvement of people managers, and careful consideration of communication formats to ensure constructive dialogue and support across the organization. Building on the outcomes of the Equal Opportunity Project, Hexatronic developed a Group-wide framework and guidance that has been rolled out to all companies. This framework is designed to support local management teams

in developing their own measurable action plans and KPIs related to gender diversity, inclusion, and equal opportunity, and forms a key part of the Group’s ongoing work toward its target of 40% female representation in leadership positions. Inclusive recruitment practices, such as structured selection processes and gender-neutral job descriptions, continue to be applied as part of this broader approach.

Scope	Initially piloted at two manufacturing companies; framework rolled out to all Group companies.
Effectiveness and tracking	Implementation of local action plans and KPIs is monitored at the company level and reviewed annually, with learnings shared through the Diversity & Inclusion Action Team.
Resources	Diversity & Inclusion Action Team, local HR functions, people leaders, and Group-level guidance and tools.

Health & Safety:

Hexatronic takes preventive and mitigating actions across its operations to address actual and potential negative impacts on its own workforce, with a particular focus on health and safety, fair and equitable treatment, inclusion, and safe working conditions. These actions are primarily implemented at the local company level, where risks and workforce needs are best understood, and are supported by Group-level policies, guidance, and coordination.

Preventive actions include structured knowledge sharing through the Health & Safety Action Team, which brings together representatives from manufacturing and operational sites to exchange lessons learned from incidents, near-misses, and risk assessments. Best practices are documented and shared across sites to support continuous improvement in preventive controls and safe working procedures. In addition, local Health & Wellbeing plans are developed and implemented to address site-specific risks and workforce needs. These plans may include measures related to occupational health, ergonomics, mental wellbeing, and safe working practices.

Scope	Selected manufacturing sites
Effectiveness and tracking	Accident rates, incident reports, and risk assessments are monitored on an ongoing basis and reviewed.
Resources	Health & Safety Action Team, local H&S managers, training programs, and safety management systems.

Training & Skills Development:

Language and communication barriers are addressed through preventive measures aimed at reducing safety risks and ensuring equal access to information. Subsidized relevant language courses have been offered to employees in roles where language barriers may affect workplace

safety, training participation, or access to information. This supports both safe working conditions and inclusion.

Scope	Relevant manufacturing sites with multilingual workforce.
Effectiveness and tracking	Participation levels and qualitative feedback are reviewed.
Resources	Local HR functions, training budgets, external language training providers.

Delivering positive impacts

Hexatronic delivers positive impacts on employee well-being through Wellness Weeks, a recurring Group-wide initiative designed to promote physical, mental, and social well-being across the workforce. Wellness Weeks are implemented locally and include a range of inclusive activities such as health awareness sessions, physical activity initiatives, and workshops focused on mental well-being and work-life balance. The initiative is intended to strengthen a holistic culture of health, inclusion, and engagement across different roles, functions, and geographies.

Participation is open to all employees and is adapted to local contexts to ensure accessibility and relevance. By encouraging employees to actively engage in well-being activities, Wellness Weeks contribute to improved employee satisfaction, awareness of health-related topics, and a supportive working environment.

Scope	Group-wide, with local adaptation at company level.
Effectiveness and tracking	Participation rates are tracked locally and reported internally; feedback from employees is used to inform future initiatives.
Resources	Local management, HR functions, internal communications resources, and external facilitators where applicable.

Dependencies on workforce

Risk mitigation regarding dependencies on specialized skills and local expertise is embedded in local management processes. Effectiveness of these actions is tracked through assessment of recurrence of dependency-related risks by local management and HR resources.

Remediation

Remediation of negative impacts is managed at the local level, where the circumstances are best understood. When an issue is raised, local management initiates an investigation and develops a corrective action plan outlining how the situation will be resolved. At the organizational level, our role is to ensure that managers have the tools, guidance, and authority needed to address issues effectively and imple-

ment measures that prevent recurrence. Effectiveness is tracked via monitoring for recurrence of the issue, reviewing the implementation of the corrective actions, and assessing whether the measures put in place have reduced the likelihood of similar incidents. These measures are taken by both local management and HR resources and the Group-level Whistleblower Team. Across all areas of preventing negative impacts, enhancing positive impacts, and managing risks and opportunities, each Hexatronic company translates employee feedback into concrete action. Following the annual Employee Survey, every local CEO is responsible for developing a measurable action plan that addresses identified priorities—such as wellbeing, leadership, skills development, collaboration, or working conditions. These plans are monitored throughout the year to ensure that employee insights lead to meaningful, continuous improvements across the Group.

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Targets in this area become shared milestones for how we want to grow together. Every employee can follow our progress and celebrate the steps we take along the way. In 2025, we took important strides by launching the 'Equal Opportunity' project, which helped us dig deeper into the small, root-cause actions that really move the needle.

We have committed to having a minimum of 40% females in managerial roles by 2030, with an interim milestone of 27% by 2025. To get there, we are focusing on the practical levers that matter most: inclusive recruitment practices, fair development opportunities, and a culture where diverse perspectives are valued in decision-making. With each step we take — from analyzing advancement patterns to succession planning — we move closer to building leadership that reflects the diversity of our people and our society.

In addition, Hexatronic has internal gender equality targets related to the GMT and to the overall workforce (see S1-6). We further maintain internal goals that all employees have annual performance and career development reviews and that our Employee Net Promoter Score is 20 or above.

Hexatronic has not established quantitative targets for the IROs related to increased risk of injuries due to lack of information and other work-related rights because the Group maintains a zero-ambition strategy in these areas, where anything above zero is unacceptable. Instead, we monitor progress through our company-level due diligence processes, which give us continuous insight into where risks may emerge and how effectively they are addressed. These processes include incident and near-miss reporting, site-level safety observa-

tions, mandatory health and safety training completion, and review of incident root-cause analyses and corrective-action closure. In addition, our HR processes—such as annual employee surveys, leadership dialogues, HR case tracking, and grievance-mechanism analysis—help us understand patterns related to working conditions and the ability to raise concerns. Together, these integrated due diligence practices allow us to track developments, identify emerging risks, and evaluate progress over time without formal numerical targets, while ensuring that our zero-ambition stance remains firmly embedded in day-to-day operations.

Our workforce and their representatives have been involved in the target-setting process in several ways to ensure that all perspectives and interests are considered. This includes employee surveys and regular meetings held within cross-functional Action Teams, where topics related to our targets and related activities are discussed. Each company within the Group breaks down targets into sub-targets and activities at the local level, creating an action plan, which involves the workforce and their representatives. Each management team is responsible to integrate workforce input and lessons learned into revised action plans annually.

Prioritized sustainability areas/SDG	Key metric	2022	2023	2024	2025	2026 Goal	2030 Goal
People, SDG : 5.5	Females in leadership positions	26%	27%	26%	24%	26%	over 40%

S1-6 Characteristics of the undertakings employees

Number of employees (head count or full-time equivalent)

Gender	Total employees by headcount
Male	1,451
Female	476
Other	0
Not reported	0
Total Employees	1,927

Characteristics of the undertakings employees; break down by country and gender

Country	Total female employees	Total male employees	Share
Australia	5	42	11 %
Austria	5	63	7 %
Canada	4	8	33 %
Germany	34	76	31 %
Estonia	37	8	82 %
United Kingdom	99	230	30 %
Iceland	1	5	17 %
Italy	9	13	41 %
South Korea	12	86	12 %
Netherlands	4	41	9 %
Norway	1	13	7 %
New Zealand	6	23	21 %
Sweden	102	294	26 %
United States	157	549	22 %
Total	476	1,451	25 %

Employee turnover

Total number of employees who left the company during the reporting period	349
Employee turnover	17 %

Methodology: Employee data are reported on a headcount basis in accordance with ESRS S1 employee characteristic requirements. Permanent, temporary, and non guaranteed hours employees are reported separately, with gender categories aligned to the company's HR system. Employee turnover is calculated as the number of employees who left during the reporting period divided by the average headcount, consistent with the internal methodology. Data are collected from the HRIS for all Group entities and consolidated at Group level.

S1-9 Diversity metrics

	Male	Female
Gender distribution in number of employees at top management level	5	3
Gender distribution in number and percentage at top management level	63 %	38 %
Employees in leadership positions	Total employees by headcount	Share
Male	246	76 %
Female	79	24 %
Total Employees	325	100 %

Methodology: Diversity metrics follow ESRS S1 requirements for reporting the gender distribution in leadership positions. Leadership roles are defined according to the Group's job architecture framework. Gender data are collected from the HRIS and represent headcount as of year end. The percentage distribution is calculated using total leadership headcount as the denominator. All data are validated through the company's internal HR review procedures prior to consolidation.

S1-13 Percentage of employees that participated in regular performance and career development reviews (by gender)

Employees who participate in a regular performance and career development review	
Female	89 %
Male	80 %
Total	83 %

Methodology: Training and performance review data are compiled in line with ESRS S1 requirements on training and skills development. Participation in performance and career development reviews is reported by headcount and broken down by gender. Training hours are collected from HR reporting systems and aggregated across entities. Percentages are calculated by dividing each gender group's hours by total recorded training hours. All figures undergo internal validation checks to ensure consistency with Group methodology.

S1-14 Health and safety metrics

Indicators	
Employees covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	97 %
Employees who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party	81 %
Number of work-related accidents	107
Rate of work-related accidents	28
Number of days lost to work-related injuries and work-related ill health	739
Number of fatalities as a result of work-related injuries and work-related ill health	0
Cases of recordable work-related ill health	7

Methodology: Health and safety metrics follow ESRS S1 14 definitions and application requirements, including the requirement to report **coverage on a headcount basis**. Coverage reflects employees included in a health and safety management system based on legal requirements or recognized standards, including systems that are internally or externally audited. Incident data (recordable work related accidents, work related ill health, days lost) are compiled from site level HSE logs. The rate of recordable work related accidents and illnesses is calculated per one million hours worked, in line with ESRS S1 14 paragraphs 86–90. Total hours worked are sourced from payroll systems.

S1-17 Incidents, complaints, and severe human rights impacts

Indicator	
Incidents of discrimination	4
Amount of fines, penalties and compensation for damages as result of incidents of discrimination, including harassment and complaints filed (SEK)	37,420
Number of complaints filed through channels for people in own workforce to raise concerns	16
Number of severe human rights incidents connected to workforce	0
Total amount of fines, penalties, and compensation for damages for severe human rights incidents	0

Twelve complaints were raised through the whistleblowing mechanism, of which, 0 related to discrimination and/or harassment. However, due to anonymity, Hexatronic cannot verify whether the complaint has been received by a Hexatronic employee. For more information on our whistleblowing system, refer to G-1.

Methodology: Reporting under S1 17 follows the ESRS requirements for classifying and counting incidents, complaints, and severe human rights impacts. Incidents of discrimination and related financial penalties are recorded based on HR case management documentation. Complaints raised through internal channels—such as HR, line manager escalation, and whistleblowing mechanisms—are included when they meet the ESRS definition of a complaint (a formally lodged concern requiring assessment or response). All whistleblowing cases are logged in the Group system and reviewed by Group Legal to determine whether they qualify as discrimination, harassment, or human rights related incidents. Due to anonymity in the whistleblowing channel, the company cannot always confirm whether the individual submitting the complaint is part of the workforce; such cases are included when the nature of the report indicates a potential link to own workforce impacts. Data are consolidated annually at Group level and undergo internal validation to ensure correct classification, completeness, and accuracy.

S2 Workers in the Value Chain

IRO	
Unregulated working hours and overtime could contribute to an increased risk of injuries.	I-
Unsafe working conditions/environments (e.g. chemical use, loud noise levels, etc.) affect workers' mental and physical health.	I-
Child and/or forced labor as a result of sourcing materials / products in higher-likelihood regions and / or industries, especially suppliers further upstream.	I-

Approach

Behind Hexatronic's products and solutions are thousands of people working in our value chain—on factory floors, in logistics, and out in the field installing fiber networks. We consider the conditions under which these people work to be of equal importance as the technology we provide.

Workers in our value chain may face concerns that are fundamental to dignity and well-being: safe workplaces, reasonable hours, fair wages, and the ability to speak up without fear. Because these rights are not consistently protected everywhere, we consider this variability when shaping and overseeing our supply chain.

By listening to these perspectives—whether through audits, supplier conversations, or industry collaborations—we adjust our sourcing practices and supplier requirements. Our approach is collaborative and context-aware. We work with suppliers not only to ensure compliance, but in building stronger practices that last.

We strengthen our value chain in a way that is fair, resilient, and aligned with Hexatronic's purpose: enabling digital connectivity that benefits everyone, including the people who help make it possible.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Building digital infrastructure connects communities — but it also relies on a vast network of workers in our value chain, from factory floors to field installation teams. For some workers, real risks exist: long shifts without proper rest, unsafe environments, or even the risk of workforce exploitation where regulation is weak. These risks can be particularly acute for vulnerable groups such as migrant workers, young workers, or women in supplier operations, who may face greater barriers to safe and fair working conditions.

Our materiality assessment confirmed areas where value chain workers can be impacted. These include unregulated working hours, unsafe working conditions, and risks connected to sourcing from high-risk areas. We respond by combining due diligence with collaborative, context-aware strategies: audits and assessments are a starting point, with the goal to translate findings into meaningful improvements for workers' wellbeing.

This impact-driven approach shapes Hexatronic's strategy. We know that resilient supply chains are built on respect for people, and that long-term business success depends on ensuring workers are safe, heard, and able to thrive.

S2-1 Policies related to value chain workers

Policy/Guiding document	Description	Scope & Approval	Third-party Standards
Sustainability Policy	<p>Commitments emphasizing worker health & safety and respect for human and labor rights in the value chain.</p> <p>Hexatronic Group is committed to respecting and protecting human rights and the dignity of all people. This includes to actively monitor and assess human rights practices across operations and value chains through a due diligence process in line with the OECD Guidelines.</p>	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises • UN Guiding Principles on Business & Human Rights • The UN Global Compact Ten Principles • The Universal Declaration of Human Rights
Whistleblowing Policy	<p>Encourages and protects the reporting of unethical behavior, via a confidential and protected channel, ensuring accountability at all levels.</p> <p>Whistleblowers are protected confidentiality, 'no retaliation,' and relevant data protection laws.</p>	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. Applies to all members of the public. • Approved by the Board of Directors 	
Modern Slavery Statement	<p>Outlines our actions in regard to identifying, assessing, and mitigating risks related to modern slavery, including procedures for regular supplier assessments and corrective action plans if issues are identified. This statement is updated annually and provides timely information on our progress in this area.</p>	<ul style="list-style-type: none"> • Scope: Hexatronic and subsidiaries. • Approved by the Board of Directors 	
Supplier Code of Conduct	<p>Outlines the expectations that we place on our business partners. Human rights due diligence and anti-corruption practices are embedded into our sourcing processes, ensuring continuous monitoring and improvement in labor conditions.</p>	<ul style="list-style-type: none"> • Scope: Hexatronic suppliers and sub-suppliers • Approved by Supply chain Director 	
Trade Compliance Directive (and Hexatronic Group Export Control Instruction)	<p>Establishes standards to ensure that all business activities comply with relevant trade laws and regulations. Includes measures to prevent engagement with partners involved in unlawful activities, particularly those that may conflict with human rights and labor standards. It promotes ethical sourcing by emphasizing due diligence across all procurement and trade practices.</p>	<ul style="list-style-type: none"> • All Hexatronic companies, its subsidiaries and all members of the board of directors, all employees, contractors, agents, and other persons engaged to act for or on behalf of Hexatronic ("Company Representatives"). • Approved by CEO 	

S2-2 Processes for engaging with value chain workers about impacts

Our supply chain connects us to thousands of workers worldwide. Listening to their perspectives and understanding their realities is essential to managing risks and driving positive outcomes across our value chain. We view engagement as an opportunity to strengthen relationships, build resilience, and ensure that the people who make our growth possible are treated with dignity and fairness.

How we engage:

- We primarily engage through our suppliers who provide insight into working conditions, human rights, and environmental practices.
- Engagement typically happens during a review process prior to a sourcing decision, and then during supplier onboarding, assessments and audits.

- Responsibility for audit engagement lies with the Supplier Development Manager reporting to the Sourcing and Supply Director. Assessments and supplier onboarding are carried out by Category Managers and Procurement professionals across the Group.

Information from questionnaires, assessments, and audits inform decisions on supplier approval and corrective action plans. For example, when a health and safety issue is raised, we work with suppliers to implement corrective measures and track progress over time. We measure the effectiveness of engagement through improvements made according to agreed-upon action plans.

We are aware that some workers may face heightened risks — including migrant workers, women in production roles, and subcontracted workers. We use anonymous feedback mechanisms to gain insights into their experiences.

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

Remediation of impacts

When Hexatronic has caused or contributed to a material negative impact on value chain workers, we aim to provide or enable remedy in line with international human rights standards. This may include corrective action plans with suppliers, contract reviews, or capacity-building measures. Effectiveness of remedies is assessed through follow-up audits, re-engagement with the supplier, and feedback from affected workers, where possible.

Channels for raising concerns

Our Supplier Code of Conduct, which is necessary for suppliers to sign, requires all suppliers to maintain grievance mechanisms that allow their employees and contractors to voice concerns confidentially and without fear of retaliation. These mechanisms are intended to capture issues ranging from working conditions and health and safety to broader human rights risks.

In addition to supplier-level mechanisms, Hexatronic's Whistleblower channel is accessible to all value chain workers. Read more about our Whistleblower mechanisms in G1-3 Prevention and detection of corruption and bribery on page 101.

We actively encourage and require our suppliers to ensure that grievance mechanisms are accessible to their workers. This includes communicating requirements through supplier onboarding, assessments, and audits.

We recognize that even the best systems only work if workers know about them and trust them. We therefore expect that our suppliers provide information about the availability of our Whistleblower channel to their employees. We also have a strict non-retaliation policy in place, covering both our employees and external stakeholders, and we require that suppliers uphold the same principle.

S2-4 Taking action on material impacts on value chain workers and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Our ambition is not just to identify risks in the supply chain, but to engage in ways that improve conditions for the people behind the products and services we rely on. In 2025, we continued to build on this ambition by deepening our human rights due diligence, updating our tools, and – most importantly – making supplier engagement a more local and context-appropriate process.

Actions taken

- Human Rights Due Diligence (HRDD) assessment**
 This year we reviewed our group-wide human rights assessment, which helps us understand where workers in our value chain may face risks such as long working hours, weak labor protections, or health and safety challenges. This review ensures that our focus areas remain relevant and that our actions target the areas of greatest impact.
- Update of our Supply Chain Risk Tool**
 Our sustainability risk tool, updated annually with the latest global data, remains a foundation for identifying where risks are most likely to occur. It highlights where deeper dialogue with suppliers is needed and allows us to prioritize the regions and issues where value chain workers may be most vulnerable.
- Supplier Relationship Management (SRM) system**
 A key development this year has been the introduction of a new Supplier Relationship Management system. The SRM integrates our risk assessment tools directly into supplier onboarding and management processes, creating a seamless link between risk identification, engagement, and follow-up. Roll-out has begun across Hexatronic companies, meaning more local teams are now directly involved in supplier sustainability management. This means that conversations about working conditions, rights, and supplier practices no longer sit only at group level, but happen closer to the ground where suppliers operate. Local teams are better positioned to understand cultural and business contexts, to engage suppliers in a way that resonates, and to build stronger, trust-based relationships.

Process to identify actions

Our ongoing due diligence processes and SRM system are used to identify suppliers with high risks. When identified, timely actions and follow-up action planning is undertaken together with the supplier.

Effectiveness of actions

Our actions are designed to reduce risks and to create long-term improvements in how suppliers manage working conditions. For example, integrating risk data into the SRM system now allows local teams to identify and act on risks earlier in the process. While it is too early to measure full outcomes, the roll-out is increasing visibility and ownership across our organization.

Managing risks and opportunities

We recognize that risks such as excessive working hours, weak protections for freedom of association, and health and safety gaps remain in parts of the global supply chain. At the same time, stronger collaboration with suppliers presents opportunities: engaging early, sharing resources, and setting higher standards together improves resilience and helps position Hexatronic as a trusted partner.

Actions to avoid negative impacts

Through our Supplier Code of Conduct and our sustainability screening and onboarding processes, we make sure that requirements on labor rights, safe working conditions, and responsible business practices are communicated early, so suppliers are not placed under undue pressure that could lead to excessive working hours, unsafe conditions, or other negative impacts.

Our growing local-level engagement through the new SRM system strengthens this further by enabling more context-appropriate discussions about capacity, constraints, and impacts.

Human rights issues and incidents

We are not aware of any severe human rights issues or incidents involving workers in our upstream or downstream value chain. No such incidents have been reported during the year through the Group's Whistleblowing mechanism or other reporting channels.

Allocated resources

We allocate a combination of organizational and technical resources to manage our material impacts on value chain workers. Responsibility for day-to-day supplier engagement and follow-up sits with local procurement teams. At Group level, our Supplier Development Manager function provides the overall framework, including tools, guidance, and training, and ensures alignment with our human rights commitments and Supplier Code of Conduct.

The SRM system is a core resource for identifying risks, managing action plans, and documenting progress.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To anchor our commitment to workers in our value chain, we have set a clear long-term target: **by 2030, all direct material and logistics suppliers will be sustainability screened, and at least 90% of our spend will come from sustainability-approved suppliers.**

We track progress through the share of spend from suppliers that have been sustainability approved, relative to our total spend on direct materials. As an initial step to achieve approval, suppliers must demonstrate alignment with our Supplier Code of Conduct and Environmental Requirements.

The process involves several steps:

- An initial risk screening of suppliers based on geography, sector, and other factors.
- A more detailed evaluation phase, where suppliers complete assessments on human rights, fair employment conditions, working environment, environmental impact, anti-corruption, and supply chain management.
- Verification, which may include supporting documentation, clarifications, or audits.
- Development action-planning, where we collaborate with suppliers to improve practices.

Only suppliers scoring 70% or higher are classified as sustainability approved.¹⁹

Prioritized sustainability areas/SDG and GC	Key metric	2022	2023	2024	2025	2026 Goal	2030 Goal
People, SDG: 3.8, 3.9, 4.4, 5.5, 8.5, 8.7, 8.8, 9.1, 9.c, 10.3, 11.3, GC: Principles 1-6	Percentage of purchased volume from sustainability approved suppliers	41%	35%	43%	51%	60%	90%

19. Share of spend from suppliers that have been sustainability approved, out of total spend, from direct material. Suppliers are evaluated based on compliance to our requirements set out in our Supplier Code of Conduct and Environmental Requirements. After an initial risk screening, selected suppliers are evaluated, assessed, or audited. The suppliers respond to questions related to environmental impact, human rights, fair employment conditions, a good working environment, anti-corruption, and supply chain management. The responses are supplemented with relevant documentation. In the evaluation phase, the suppliers are scored on each topic and can be asked to clarify and/or supplement the material, or take corrective actions, in order to be approved.

S4 Consumers and End-users

IRO

Reduce the digital division in society by increasing access to reliable connectivity	I +
Digitalization: The expansion of fiber optics and digitalization could be negatively impacted by geo-political events	R
Digital divide: The availability of government subsidies to expand fiber optics and digitalization can accelerate connectivity improvements and broaden access.	O

Approach

Hexatronic contributes to digital inclusion by enabling the physical infrastructure that makes reliable connectivity possible. While our direct customers are telecom operators, municipalities and utilities, the ultimate beneficiaries are consumers and end-users — households, schools, hospitals, and businesses — who depend on fiber networks to access education, healthcare, employment opportunities and essential public services. This is particularly relevant in rural, remote and underserved areas where connectivity can be a determining factor for social participation and economic development.

Our approach is grounded in understanding how connectivity challenges materialize at end-user level, and translating those insights into robust, deployable solutions. We primarily gather perspectives through dialogue with customers and public stakeholders, and through operational experience from projects in remote regions. This feedback informs priorities such as resilience, accessibility and long-term maintainability, helping ensure that the infrastructure we support can deliver lasting value.

We also recognize that digital inclusion is not only a question of network reach, but of the capacity to deploy and maintain it. Therefore, Hexatronic supports inclusive digital access through field support and training that strengthen local capability and safe installation practices, contributing to reliable service delivery over time.

SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model

Hexatronic’s products and services enable the expansion of digital connectivity and thereby support digital inclusion, particularly in rural and underserved communities. By providing fiber cables, microduct solutions, and deployment support, we contribute to extending last-mile connectivity to households and essential community functions such as schools and healthcare facilities. Access to reliable high-speed networks improve educational opportunities, enable digital health services, strengthen local business activity, and support broader social participation.

Current effects are primarily linked to network rollouts where our products are used to reach communities with limited access to digital services. In 2025, Hexatronic estimates that its delivered volumes supported fiber connectivity to 52,600 rural homes in Sweden and Norway, based on cable volumes used in last-mile installations and local installation patterns.

Anticipated effects relate to continued public and private investments in rural broadband and resilient infrastructure. Demand is expected to remain strong as societies increase reliance on digital services and governments prioritize regional inclusion and infrastructure security. Hexatronic’s portfolio is positioned to support this development by offering scalable and technically robust solutions for both mature markets and remote geographies, including projects where connectivity has enabled critical services such as hospitals and schools.

Potential limitations to this positive impact include uneven deployment patterns, affordability constraints, or insufficient local capacity to install and maintain networks. These factors could reduce the long-term social value created by infrastructure investments. Hexatronic mitigates these risks through collaboration with customers and public stakeholders, and through technical field support and training aimed at safe installation and strengthening local competence.

S4-1 Policies related to consumers and end-users

Policy/Guiding document	Description	Scope & Approval	Third-party Standards
Sustainability Policy	<p>Underlines our commitment to positively impacting communities through digital inclusion activities.</p> <p>Hexatronic prioritizes digital inclusion in efforts to extend human rights and opportunities to the communities we impact globally, focusing on bridging the digital divide and promoting equitable access to technology.</p>	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises • UN Guiding Principles on Business & Human Rights • The UN Global Compact Ten Principles • The Universal Declaration of Human Rights
Whistleblowing Policy	<p>Encourages and protects the reporting of unethical behavior, via a confidential and protected channel, ensuring accountability at all levels.</p> <p>Whistleblowers are protected confidentiality, 'no retaliation,' and relevant data protection laws.</p>	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group. Applies to all members of the public. • Approved by the Board of Directors 	

S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks

Expanding connectivity in rural and underserved areas

- **Infrastructure in underserved areas:** Beginning in early 2025, Hexatronic supplied infrastructure enabling the first high-speed connection of Tuvalu's main hospital, improving access to digital health services. Following this milestone, all schools in Tuvalu were connected, giving students and teachers reliable access to digital learning resources for the first time. This work forms part of our ongoing collaboration with the World Bank to expand digital connectivity across the island nation.
- **Rural last-mile fiber deployments:** Hexatronic contributes to digital inclusion through the deployment of last-mile fiber infrastructure in rural areas. In 2025, Hexatronic estimates that its products enabled fiber connectivity to approximately 52,600 rural homes in Sweden and Norway.

S4-5 Metrics related to digital inclusion

To monitor its positive contribution to digital inclusion, Hexatronic uses an estimated operational metric reflecting the reach of its fiber infrastructure solutions in rural areas.

Digital inclusion metric (2025):

- Estimated number of rural homes enabled with fiber connectivity: 52,600

Methodology and assumptions:

- This method is based on proxy indicators derived from sold products and on estimated quantities typically used for rural installations in Scandinavia.
- The metric reflects Hexatronic's role as an infrastructure supplier and does not represent a direct count of end-users connected.

Hexatronic acknowledges that this metric is based on assumptions and currently serves as a proxy indicator of impact. The Group intends to further develop its approach to measuring digital inclusion impacts as data availability and internal processes mature.

Governance

At Hexatronic, ethical conduct is the foundation of how we operate and grow. Trust is earned through the decisions we make every day, and we hold ourselves to the highest standards of integrity across every part of our business.

Our policies, training, and governance processes are designed to ensure that we act responsibly, comply with applicable laws, and prevent misconduct before it occurs. From clear expectations on business behavior to robust mechanisms for detecting and addressing unlawful activities, we work proactively to protect our people, our partners, and our long-term value creation. In this section, we outline the structures that underpin our ethical culture—our policies, our oversight systems, and our approach to preventing, identifying, and managing risks such as corruption and bribery.

IRO

Bribery & corruption detection: Serious fraud can lead to a negative impact on profit, damage the business' reputation, and a loss of market share

R

G-1 Business conduct policies and corporate culture Our policies²⁰

Business ethics is about building trust. We actively work to ensure that our customers, investors, owners, suppliers, employees, and other stakeholders know that we represent a high level of business ethics. How we do business is just as important as the results we achieve.

We therefore embed these responsibilities throughout our organization via relevant policies, designed to uphold the highest standards of integrity and accountability across our operations.

- **Who we train:** All employees receive training on our Code of Conduct, with additional deep-dives for managers, sales teams, finance and those in high-risk functions such as sourcing and supply chain.

- **How often:** Training is provided at onboarding for new colleagues and refreshed annually to ensure continued awareness. Updates are also issued when policies are revised or new regulations emerge.
- **Depth of coverage:** The core training covers integrity, anti-corruption, conflicts of interest, and human rights, while more tailored sessions address issues relevant to specific roles — such as responsible procurement, trade compliance, data privacy, or insider information.

This approach ensures that ethical business practices are not limited to written policies, but actively guide everyday decision-making across our subsidiaries. Our policies that underpin this work include:

Policy/Guiding document	Description	Scope & Approval	Third-party Standards
Sustainability Policy	Sets out our commitments to upholding the highest standards of business ethics and integrity. Hexatronic Group is committed to respecting and protecting human rights and the dignity of all people. This includes to actively monitor and assess human rights practices across operations and value chains through a due diligence process in line with the OECD Guidelines.	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises • UN Guiding Principles on Business & Human Rights • The UN Global Compact Ten Principles • The Universal Declaration of Human Rights
Code of Conduct	Provides the ethical foundation for all employees, ensuring fairness, respect, and responsibility in order to guide decision-making and responsible behavior. It includes guidelines on professional conduct, respect for human rights, anti-harassment, and environmental stewardship. All employees receive training on an annual basis. Hexatronic Group is committed to preventing all forms of modern slavery, servitude and human trafficking as well as forced or compulsory labor. Hexatronic is a signatory to the UN Global Compact and adheres to its ten principles.	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the Board of Directors 	<ul style="list-style-type: none"> • NASDAQ Stockholm's Rule Book for Issuers • UN Global Compact Ten Principles
Whistleblowing Policy	Encourages and protects the reporting of unethical behavior, via a confidential and protected channel, ensuring accountability at all levels. Whistleblowers are protected confidentiality, 'no retaliation,' and relevant data protection laws.	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at Hexatronic Group premises or under the direction of Hexatronic Group. Applies to all members of the public. • Approved by the Board of Directors 	

20. Hexatronic defines 'function-at-risk' as Company CEO's and CFO's (or those with financial responsibility), all individuals in sales and purchasing roles.

Policy/Guiding document	Description	Scope & Approval	Third-party Standards
Anti-Corruption Policy	Reinforces our zero-tolerance stance toward bribery, corruption, and unethical practices. Selected functions at risk receive annual training regarding this policy	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at Hexatronic Group premises or under the direction of Hexatronic Group. • Approved by the CEO. 	<ul style="list-style-type: none"> • Swedish Anti-Corruption Institute's Code to Prevent Corruption in Business
Trade Compliance Directive (and Hexatronic Group Export Control Instruction)	Establishes standards to ensure that all business activities comply with relevant trade laws and regulations. Includes measures to prevent engagement with partners involved in unlawful activities, particularly those that may conflict with human rights and labor standards. It promotes ethical sourcing by emphasizing due diligence across all procurement and trade practices.	<ul style="list-style-type: none"> • All Hexatronic companies, its subsidiaries and all members of the board of directors, all employees, contractors, agents, and other persons engaged to act for or on behalf of Hexatronic ("Company Representatives"). • Approved by CEO 	
Information Policy	Establishes standards that Hexatronic Group, as a listed company and parent company of the Hexatronic Group, follows in its communications and sets out the responsibilities for insider information.	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as members of the Board of Directors, consultants, and agency personnel, who work at the Group. • Approved by the Board of Directors 	
Insider Policy	Establishes standards that Hexatronic Group, as a listed company, shall follow to ensure compliance with relevant rules related to insider information and to maintain a high ethics level and a good reputation in the market.	<ul style="list-style-type: none"> • Scope: applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, members of the Board of Directors, consultants, and agency personnel, who work at Hexatronic Group. • Approved by the Board of Directors 	
Tax Policy	Promotes transparency and compliance with tax laws while supporting responsible fiscal governance.	<ul style="list-style-type: none"> • All Hexatronic companies and employees. • Approved by CEO 	
Information Security Policy	Safeguards sensitive data and systems, enabling robust and secure business operations.	<ul style="list-style-type: none"> • Approved by CIO 	

Measures to provide and enable remedy to human rights impacts, whether regarding own workforce, workers in the value chain, or consumers and end-users, are addressed through our Whistleblowing Team. Each case is managed individually, ensuring that appropriate actions are taken based on the nature and severity of the issue.

Read below (G1-3) for more information regarding how we establish, develop, promote, and evaluate our corporate culture through mechanisms related to unlawful behavior and anti-bribery and corruption.

G1-3 Prevention and detection of corruption and bribery

We have a zero-tolerance approach to corruption and bribery, and our policies, training, and oversight systems are designed to make that clear in every market where we operate.

Procedures to prevent and detect risks

Our Anti-Corruption Policy applies to all employees, contractors, consultants, and any Hexatronic representatives, setting expectations for transparent, lawful, and ethical conduct. This includes clear rules around gifts and hospitality, facilitation payments, conflicts of interest, and engagement with third parties.

Hexatronic maintains a list of countries assessed as having higher risks in relation to trade sanctions, export control requirements, and exposure to corruption or bribery. Business conducted with entities or individuals based in countries on the list requires comprehensive screening and counterparty due diligence. This requirement also applies when any other risk factor has been identified prior to establishing a new partnership. The procedure is detailed in our Trade Compliance Policy. Furthermore, agreements with sales agents or other intermediaries may only be signed following enhanced due diligence and approval by Group Legal, applying strengthened evaluation criteria and mitigation measures.

An annual digital mandatory training on anti-corruption is arranged for all relevant employees. A live training course on trade compliance and anti-corruption is arranged bi-annually via video by the Group Legal team, where relevant policies and mandatory procedures are described and emphasized, and key risk areas are highlighted.

Hexatronic furthermore has a strict Authorization Policy applicable throughout the Group, requiring certain approval procedures. This further prevents corruption and bribery. Concerns or suspected cases of misconduct can be raised through our Whistleblowing mechanism, which is available both to employees and external stakeholders. Reports can be submitted confidentially and anonymously if preferred.

Governance and independence

Oversight sits with our **Business Ethics Committee**, which reviews, approves, or denies requests to engage in high-risk trade, evaluates risks, and responds to potential cases of corruption or bribery. Investigations are conducted independently of the management chain involved in the matter. Findings are reported to the Board of Directors, ensuring accountability at the highest level.

Training and awareness

Training on anti-corruption and bribery and whistleblowing is included in our Code of Conduct training, mandatory for all employees. It is established during onboarding, repeated annually, and includes practical scenarios. Mandatory training also applies to our administrative and management teams.

Hexatronic provides anti-bribery and corruption training across the Group, with all companies required to ensure that employees in relevant roles understand our policies, expected behaviors, and legal obligations in this area. While this training is consistently delivered, the definition of “functions at risk” currently varies between companies due to differences in operating environments, customer segments, and role structures. In addition, several companies choose to extend this training beyond strictly defined risk functions to include broader employee groups.²¹

Whistleblowing and investigations

The Whistleblower mechanism is in place for both internal and external individuals to report suspected wrongdoing. It is encouraged to speak up if there are suspected wrongdoing regarding incidents such as: corruption or bribery, financial malpractice, public health or product safety, human rights violations, or breaches of Hexatronic’s Code of Conduct.

To protect those who speak up, Hexatronic ensures that all whistleblowers are safeguarded against retaliation, as detailed in the Whistleblowing Policy. The whistleblower mechanism is administered by an external service provider, who receive messages and ensure confidentiality at all stages. Access to messages received is restricted to Hexatronic’s Whistleblowing Team – made up of individuals with the authority to handle whistleblowing cases.

Employees are informed of the whistleblowing channels, as well as the option to report concerns directly to a supervisor, manager or human resource professional, and their rights through training and internal communications.

G1-4 Incidents of corruption or bribery

No instances of corruption or bribery were identified in Hexatronic’s value chain during 2025, and therefore no dismissals, convictions, or fines were issued.

G1 Metrics and targets

To strengthen governance and support our prioritized sustainability areas we track and report our performance on the percentage of employees trained in our Code of Conduct, reflecting our commitment to responsible business behavior, anti-corruption, and ethical conduct across the Group.

We have consistently maintained a high level of Code of Conduct training completion, and our forward-looking targets aim to ensure 100% training coverage annually through 2026 and 2030.

This metric enables us to strengthen our governance practices and uphold our commitment to integrity throughout our operations and partnerships.

Prioritized sustainability areas/SDG and GC	Key metric	2022	2023	2024	2025	2026 Goal	2030 Goal
Ethics, SDG: 5.2, 8.2, 12.6, 16.5 GC: Principle 10	Percentage of employees who have received training in our Code of Conduct	91%	100%	98%	100%	100%	100%

21. As a result, we do not yet have a standardized Group-wide method for calculating the percentage of at-risk functions that have completed the training. Establishing a consistent definition and measurement approach is part of our ongoing governance development, however, the training itself is firmly in place and actively implemented across the organization.

ESRS Appendix

ESRS

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IRO-2 List of datapoints deriving from other EU legislation

ESRS	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Materiality/page
ESRS 2 GOV-1	Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 (27), Annex II		
ESRS 2 GOV-1	Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		
ESRS 2 GOV-4	Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				
ESRS 2 SBM-1	Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (28) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (29), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS E1-1	Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	
ESRS E1-1	Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturit	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		
ESRS E1-4	GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		
ESRS E1-5	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				
	Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				
	Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				

ESRS	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Materiality/page
ESRS E1-6	Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		
	Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		
ESRS E1-7	GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	
ESRS E1-9	Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in
	"Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) Location of significant assets at material physical risk paragraph 66 (c)."		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Phase-in
	ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Phase-in
	Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material
ESRS E3-1	Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material
	Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material
	Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4	Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material
	Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material
ESRS2-SBM3-E4	paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material
	paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material
	paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material
ESRS E4-2	Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material

* ESRS E5-6: This datapoint is subject to phase-in but is not included in the table because it does not derive from other EU legislation.

ESRS	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Materiality/page
	Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material
	Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material
ESRS E5-5	Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				
	Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				
ESRS 2-SBM3-S1	Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				
	Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				
ESRS S1-1	Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				
	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		
ESRS S1-1	processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				
	workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				
ESRS S1-3	grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				
ESRS S1-14	Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and ©	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		
	Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				
ESRS S1-16	Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		
	Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				
ESRS S1-17	Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				
	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		
ESRS 2-SBM3-S2	Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				
ESRS S2-1	Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				
	Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				
	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		
	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		

ESRS	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	Climate Law reference	Materiality/ page
ESRS S2-4	Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				
ESRS S3-1	Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material
	non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S3-4	Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material
ESRS S4-1	Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				
	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		
ESRS S4-4	Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				
ESRS G1-1	United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				
	Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				
ESRS G1-4	Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		
	Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				

ESRS E5-6 This data point will make use of the transitional phase-in, however, is not included in the table because it does not originate from other EU legislation.

Environment / ESRS E1

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Category 1 Purchased goods and services

We report all major inflows related to manufacturing, e.g. plastic resin, steel, copper, optical fiber, and reels and drums, as weight, and all the remaining purchases as spend. Almost all emission factors used are secondary data. Weight emission factors are mostly from ecoinvent, and spend emission factors are mostly from EXIOBASE. The boundaries for the emission factors are cradle-to-supplier factory gate. Heterogenous purchased material flows, e.g. components and products typically are reported with an "Other" spend emission factor. Purchased goods transport services, Capital goods, waste collection are reported in their respective categories.

Category 2 Capital goods

All major purchases and investments, e.g. buildings and facility upgrades, purchasing of machinery and production equipment, vehicles, are reported by using spend, with emission factors from Exiobase. Auxiliary products, e.g. lubricants used for machinery, is reported in category 1.

Category 3 Fuel- and Energy-Related Activities

We report all upstream emissions related to, but not included, in scope 1 or 2, i.e. related to energy use, e.g. well-to-tank emissions from our own vehicles, cradle-to-electricity production emissions, transmission and distribution losses for purchased electricity.

Category 4 Upstream Transportation & Distribution

GHG emissions from all goods transport from suppliers to our sites are included, including inbound transports that we do not directly pay for. We also report outbound transports that we directly pay for in this category. Goods transports are reported either by using the transport work method (distance multiplied with the mass of the goods), spend-based method, or supplier emission reports. We do not include other distribution-related emissions other than the transports, e.g. warehousing, as we do not have this information and because these emissions are estimated to be relatively low. For instance, none of our products or purchased materials require temperature control. Transports that we own or control are reported in scope 1 or 2. When using the transport work method, secondary data from NTM calc has been used.

Category 5 Waste generated in Operations

All waste treatment has been included, except for wastewater treatment. Emissions from wastewater treatment are estimated to be neglectable, since our production processes do not require water, other than cooling of the products. Waste is reported either by using weight-based reporting or waste collector reports. When waste data is not available it has been estimated, e.g. by collecting data on number of bins emptied and assuming an average waste weight.

Category 6 Business travel

All personal transport is reported, while hotel stays are optional. Business travel is reported either by using the activity-based method (distance multiplied with the number of people travelling), the spend-based method, or travel agency reports.

Category 7 Employee commuting

GHG emissions from commuting are calculated by multiplying the number of employees at the end of the year with the average emissions per employee per company per year. The source of the latter data point is an employee survey carried out in 2023, collecting data on traveling distances and transport modes.

Category 8 Upstream leased assets

We apply operational control approach and report any upstream leased assets, e.g. forklifts and leased spaces as scope 1 or 2.

Category 9 Downstream Transportation & Distribution

The scope is all outbound transport that we do not directly pay for. We aim to include all transport up until the end customer, but in practice we may often only include the first distance of the route. Common methods are to collect customer addresses and use transport models with predefined routes to calculate the emissions. The methodology is similar to category 4.

Category 10 Processing of sold products

Not applicable.

Category 11 Use of sold products

All emissions from active products, e.g. compressors and transceivers, are included. Emissions from passive products, e.g. low voltage copper cables, fiber optical cables, and ROV cables have been estimated and excluded because the emissions were found to be non-material.

Emissions from installation of ducts and cables, e.g. earthworks excavation are considered indirect emissions and are excluded.

Category 12 End-of-life treatment of sold products

All emissions from products including packaging on which we have weight data have been included. We assume that all ducts installed below ground are abandoned, 30% of all in-duct fiber cables below ground are abandoned, and that all submarine cables are abandoned.

Category 13, 14 & 15

Not applicable.

General

For all calculations Position Green has been used.

We do not report indirect emissions, as defined in the GHG protocol corporate standard.

We do not have associates, joint ventures, unconsolidated subsidiaries (investment entities) and joint arrangements where we do not have operational control; therefore we do not have any GHG emissions to report from any such organization.

Taxonomy eligibility and alignment

Financial Year (N) 2025																
KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3)	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities							Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities (14)	Taxonomy aligned activities previous year (15)	Proportion previous year (16)
					Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)						
Text	MSEK	%	MSEK	%	%	%	%	%	%	%	%	%	%	MSEK	%	
Turnover	7 519	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%	0	0%
CapEx	213	30%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0	0%
OpEx	49	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0	0%

Reported KPI		CapEx													
Financial year (N)		2025													
Economic Activities (1)	Code (2)	Taxonomy eligible KPI – Proportion of Taxonomy eligible CapEx (3)	Taxonomy aligned KPI – monetary value of Turnover / CapEx / OpEx (4)	Taxonomy aligned KPI – Proportion of Taxonomy aligned CapEx (5)	Environmental objective of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)		
					Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)					
		%	MSEK	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	10%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%		
Acquisition and ownership of buildings	CCM 7.7	21%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%		
Sum of alignment per objective					0%	0%	0%	0%	0%	0%					
Total KPI (Capex)		30%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		



Consolidated statement of comprehensive income

Amounts in SEK m	Note	Financial year	
		2025	2024
Operating income			
Net sales	5, 6, 15	7,519	7,581
Other operating income	7, 15	71	77
Total		7,590	7,658
Operating expenses			
Raw materials and consumables		-4,625	-4,413
Other external expenses	8, 18	-847	-854
Personnel costs	10	-1,285	-1,251
Other operating expenses	7, 15	-29	-41
Depreciation and impairment of tangible assets	18, 19	-469	-297
Earnings before interest, taxes and amortisation (EBITA)		334	803
Amortisation of intangible assets	17	-108	-123
Operating profit		226	680
Financial income	11	57	25
Financial expenses	12, 15	-162	-204
Net financial income and expense		-105	-179
Earnings before taxes (EBT)		121	501
Income tax	13	-137	-157
Profit for the year		-16	344
Attributable to:			
Parent Company shareholders		-14	346
Non-controlling interest		-2	-1
Profit for the year		-16	344
Other comprehensive income:			
Items which can later be reclassified to the income statement			
Translation difference		-745	300
Hedging of net investments		206	-142
Tax attributable to items that can be returned to the income statement		-43	29
Total comprehensive income for the year		-597	532
Attributable to:			
Parent Company shareholders		-593	532
Non-controlling interest		-4	0
Total comprehensive income for the year		-597	532
Earnings per share before dilution (SEK)	14	-0.07	1.69
Earnings per share after dilution (SEK)	14	-0.07	1.69

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Consolidated balance sheet

Amounts in SEK m	Note	31/12/2025	31/12/2024
ASSETS			
Non-current assets			
Intangible assets			
Capitalised development expenditure	17	28	39
Goodwill	17	2,514	2,614
Customer relations	17	245	325
Trademarks	17	48	63
Total intangible assets		2,835	3,041
Tangible assets			
Lands and buildings	19	419	531
Plant and machinery	19	981	1306
Equipment, tools, fixtures and fittings	19	118	139
Total tangible assets		1,518	1,977
Right-of-use assets	18	390	524
Financial assets			
Deferred tax assets	20	19	47
Shares in associates		14	13
Other non-current receivables		3	5
Total financial assets		37	66
Total non-current assets		4,780	5,608
Current assets			
Inventories			
Raw materials and consumables		476	437
Products in progress		46	73
Finished goods and goods for resale		680	933
Total inventories		1,202	1,442
Current receivables			
Accounts receivable	23	1,184	1,121
Other receivables	24	18	13
Prepaid expenses and accrued income	25	211	146
Total current receivables		1,414	1,280
Cash and cash equivalents	26	661	633
Total current assets		3,277	3,355
TOTAL ASSETS		8,057	8,962

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Consolidated balance sheet, contd.

Amounts in SEK m	Note	31/12/2025	31/12/2024
EQUITY AND LIABILITIES			
Equity	27		
Share capital		2	2
Other capital contributions		1,031	1,027
Reserves		-316	428
Hedging reserve		106	-58
Profit brought forward, including profit for the year		2,614	2,624
Total equity related to Parent Company shareholders		3,437	4,022
Non-controlling interest		31	35
Total equity		3,468	4,057
Non-current liabilities			
Lease liabilities	18	330	425
Liabilities to credit institutions	30	2,181	2,361
Deferred tax liabilities	20	236	276
Other liabilities	31	181	352
Total non-current liabilities		2,928	3,413
Current liabilities			
Lease liabilities	18	119	132
Liabilities to credit institutions	30	62	152
Provisions	29	69	34
Accounts payable		696	679
Current tax liabilities		17	57
Other liabilities	31	294	91
Accrued expenses and deferred income	32	405	345
Total current liabilities		1,661	1,491
TOTAL EQUITY AND LIABILITIES		8,057	8,962

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Consolidated statement of changes in equity

Amounts in SEK m	Share capital	Other contributed capital	Reserves	Hedging reserve	Result brought forward, including result for the period	Total	Non-controlling interest	Total equity
Balance brought forward as of 1 January 2024	2	959	129	54	2,258	3,402	35	3,438
Profit for the year	-	-	-	-	346	346	-1	344
Other comprehensive income for the year	-	-	299	-112	-	186	1	187
Total comprehensive income	0	0	299	-112	346	532	0	532
Shares related to employee stock option programme	0	63	-	-	-	63	-	63
Employee stock option programme	-	4	-	-	-	4	-	4
Share-based remuneration	0	-	-	-	9	9	-	9
Sale of shares linked to incentive programme	-	-	-	-	12	12	-	12
Total transactions with shareholders, reported directly in equity	0	68	0	0	21	88	0	88
Balance carried forward as of 31 December 2024	2	1,027	428	-58	2,624	4,022	35	4,057
Balance brought forward as of 1 January 2025	2	1,027	428	-58	2,624	4,022	35	4,057
Profit for the year	-	-	-	-	-14	-14	-2	-16
Other comprehensive income for the year	-	-	-743	164	-	-579	-2	-581
Total comprehensive income	0	0	-743	164	-14	-593	-4	-597
Shares related to employee stock option programme	-	4	-	-	-	4	-	4
Share-based remuneration	0	-	-	-	3	3	-	3
Sale of shares linked to incentive programme	-	-	-	-	1	1	-	1
Total transactions with shareholders, reported directly in equity	0	4	0	0	4	8	0	8
Balance carried forward as of 31 December 2025	2	1,031	-316	106	2,614	3,437	31	3,468

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Consolidated statement of cash flows

Amounts in SEK m	Note	31/12/2025	31/12/2024
Operating activities			
Operating profit		226	680
Items not affecting cash flow	34	673	401
Interest received		13	12
Interest paid		-125	-175
Income tax paid		-188	-211
Cash flow from operating activities before changes in working capital		599	708
Cash flow from changes in working capital			
Increase (-) / decrease (+) in inventories		24	-9
Increase (-) / decrease (+) in accounts receivable		-166	76
Increase (-) / decrease (+) in operating receivables		-22	8
Increase (+) / decrease (-) in accounts payable		32	169
Increase (+) / decrease (-) in other operating liabilities		118	-30
Cash flow from changes in working capital		-14	213
Cash flow from operating activities		584	921
Investing activities			
Acquisition of intangible assets	17	-4	-9
Acquisition of tangible assets	19	-94	-316
Acquisition of subsidiaries, net of cash acquired	36	-174	-171
Change in financial assets		-	-12
Cash flow from investing activities		-272	-508
Financing activities			
Borrowings	35	8	-
Amortisation of loans	35	-74	-556
Amortisation of lease liabilities	35	-133	-133
Sale of shares linked to incentive programme		1	12
New shares related to employee stock option programme		-	63
Cash flow from financing activities		-199	-613
Cash flow for the year		114	-200
Cash and cash equivalents at the start of the year		633	813
Exchange rate difference in cash and cash equivalents		-86	21
Cash and cash equivalents at the end of the year	26	661	633

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Parent Company income statement

Amounts in SEK m	Note	Financial year	
		2025	2024
Operating income			
Net sales	6, 15	139	140
Total operating income		139	140
Operating expenses			
Other external expenses	8	-122	-108
Personnel costs	10	-79	-83
Other operating expenses		-	-1
Earnings before interest, taxes, depreciation and amortisation (EBITDA)		-63	-53
Depreciation and amortisation of tangible and intangible assets	17, 19	-2	-3
Operating profit		-64	-55
Result from financial items			
Income from shares in group companies	11	494	2,379
Impairment of investments in subsidiaries	12	-121	-
Interest income and similar items	11	112	0
Interest income from Group companies	11	66	52
Interest expenses and similar items	12	-121	-302
Interest expenses to Group companies	12	-5	-9
Total result from financial items		425	2,120
Result after financial items		361	2,064
Appropriations			
Group contributions		81	93
Total appropriations		81	93
Result before tax		442	2,158
Income tax	13	-19	20
Result for the year		423	2,177

No items in the Parent Company have been recognised as other comprehensive income, which is why total comprehensive income is in line with result for the year.

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Parent Company balance sheet

Amounts in SEK m	Note	31/12/2025	31/12/2024
ASSETS			
Non-current assets			
Intangible assets			
Capitalised development expenditure	17	0	2
Total intangible assets		0	2
Tangible assets			
Equipment, tools, fixtures and fittings	19	0	0
Total tangible assets		0	0
Financial assets			
Participations in Group companies	21	5,295	5,230
Shares in associates		16	15
Receivables from Group companies		1,182	1,314
Deferred tax assets	20	-	19
Total financial assets		6,493	6,578
Total non-current assets		6,493	6,581
Current assets			
Current receivables			
Receivables from Group companies		319	297
Current tax receivables		3	1
Other receivables	24	1	1
Prepaid expenses and accrued income	25	10	9
Total current receivables		333	308
Cash and cash equivalents	26	73	97
Total current assets		406	405
TOTAL ASSETS		6,899	6,986

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Parent Company balance sheet, contd.

Amounts in SEK m	Note	31/12/2025	31/12/2024
EQUITY AND LIABILITIES			
Equity	27		
Restricted equity			
Share capital		2	2
Statutory reserve		0	0
Total restricted equity		2	2
Non-restricted equity			
Share premium reserve		999	999
Result brought forward		2,257	71
Result for the year		423	2,177
Total non-restricted equity		3,679	3,247
Total equity		3,681	3,249
Untaxed reserves			
Tax allocation reserve		24	29
Total untaxed reserves		24	29
Non-current liabilities			
Liabilities to credit institutions	30	2,176	2,353
Other liabilities	31	51	301
Total non-current liabilities		2,227	2,654
Current liabilities			
Liabilities to credit institutions	30	62	152
Accounts payable		17	11
Provisions		4	2
Liabilities to Group companies		651	864
Other liabilities	31	200	1
Accrued expenses and deferred income	32	33	22
Total current liabilities		966	1,054
TOTAL EQUITY AND LIABILITIES		6,899	6,986

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.
See Note 33 for information on pledged assets and contingent liabilities.

Parent Company statement of changes in equity

Amounts in SEK m	Restricted equity		Non-restricted equity		Total equity
	Share capital	Statutory reserve	Share premium reserve	Result brought forward and result for the year	
Balance brought forward as of 1 January 2024	2	0	936	45	983
Comprehensive income					
Result for the year	-	-	-	2,177	2,177
Total comprehensive income	-	-	-	2,177	2,177
New shares related to employee stock option programme	0	-	63	-	63
Employee stock option programme	-	-	-	6	6
Share-based remuneration	0	-	-	9	9
Sale of shares linked to incentive programme	-	-	-	12	12
Total transactions with shareholders, reported directly in equity	0	-	63	26	89
Balance carried forward as of 31 December 2024	2	0	999	2,248	3,249
Balance brought forward as of 1 January 2025	2	0	999	2,248	3,249
Comprehensive income					
Result for the year	-	-	-	423	423
Total comprehensive income	-	-	-	423	423
Comprehensive income					
Result for the year	0	-	0	-	0
Total comprehensive income	-	-	-	6	6
Total comprehensive income	0	-	-	3	3
Sale of shares in connection with incentive programs	-	-	-	0	0
Summa transaktioner med aktieägare, redovisade direkt i eget kapital	0	-	0	9	9
Balance carried forward as of 31 December 2025	2	0	999	2,680	3,681

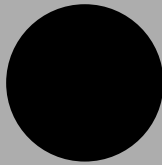
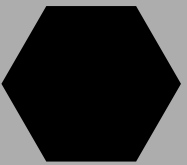
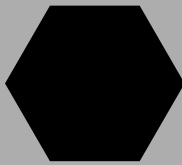
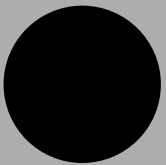
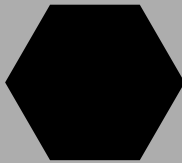
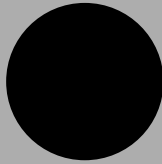
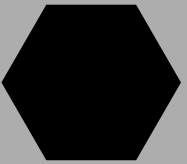
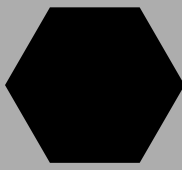
The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

Parent Company cash flow statement

Amounts in SEK m	Note	Financial year	
		2025	2024
Operating activities			
Operating profit/loss		-64	-55
Adjustments for non-cash items	34	5	10
Dividends received		494	153
Group contributions received		93	-
Interest received		8	26
Interest paid		-122	-180
Income tax paid		-3	-1
Cash flow from operating activities before changes in working capital		412	-47
Cash flow from changes in working capital			
Increase (-)/decrease (+) in other operating receivables		6	248
Increase (+)/decrease (-) in accounts payable		6	-5
Increase (+)/decrease (-) in other operating liabilities		-229	233
Cash flow from changes in working capital		-217	476
Cash flow from operating activities		195	428
Investing activities			
Acquisition of subsidiaries		-134	-104
Long-term lending to subsidiaries		-77	-33
Repayment of long-term lending to subsidiaries		13	132
Acquisition of intangible assets	17	-	0
Acquisition of tangible assets	19	-	0
Change in financial assets		-	-13
Cash flow from investing activities		-198	-18
Financing activities			
Borrowings	35	8	-
Amortisation of loans	35	-72	-549
Repurchase of shares		-	-
Sale of shares linked to incentive programme		1	12
New shares related to employee stock option programme		-	63
Cash flow from financing activities		-63	-474
Cash flow for the year		-67	-64
Cash and cash equivalents at beginning of year		97	173
Exchange rate difference in cash and cash equivalents		43	-13
Cash and cash equivalents at end of year	26	73	97

The notes on pages 122 to 163 are an integral part of the Annual Report and consolidated financial statement.

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Note 1 General information

The consolidated financial statements encompass the parent company Hexatronic Group AB (the Parent Company) with corporate identity number 556168-6360 and its subsidiaries (the Group). The Parent Company is a limited company registered in Sweden and based in Gothenburg at the address Sofierogatan 3A, SE-412 51 Gothenburg, Sweden.

On 1 April 2026, the Board of Directors approved these financial statements for publication.

All amounts are in millions of Swedish kronor (SEK million) unless otherwise stated. The figures in parentheses refer to the previous year unless otherwise stated.

Note 2 Summary of key accounting policies

The most important accounting policies used in these consolidated financial statements are stated below. These policies have been applied consistently for all of the years presented, unless otherwise stated.

2.1 Grounds for preparing the reports

The consolidated financial statements for the Hexatronic Group have been prepared in accordance with International Financial Reporting Standards (IFRS) and interpretations issued by IFRIC as adopted by the EU, the Swedish Financial Reporting Board's recommendation RFR 1 Supplementary Accounting Rules for Groups and the Swedish Annual Accounts Act.

The consolidated financial statements have been prepared in accordance with the cost method with the exception of financial assets/liabilities measured at fair value through profit or loss.

The Parent Company's financial statements have been prepared in accordance with the Swedish Financial Reporting Board's recommendation RFR 2 Accounting for Legal Entities and the Swedish Annual Accounts Act. The application of RFR 2 means that in its annual report for the legal entity, the Parent Company applies all IFRS and statements adopted by the EU as far as possible within the framework of the Swedish Annual Accounts Act, the Swedish Act on Safeguarding Pension Commitments etc., and with regard to the relationship between accounting and taxation. If the Parent Company applies different accounting policies to the Group, this is stated separately at the end of this note.

Preparing financial statements in accordance with IFRS requires the use of some important accounting estimates. Furthermore, the management is required to make certain assessments when applying the Group's accounting policies, see Note 4.

2.1.1 Changes to accounting policies and disclosures

New standards and amendments effective from January 1, 2026, and later have not been early adopted in the report. IFRS 18, Presentation and Disclosure in Financial Statements, which replaces IAS 1 and applies from January 1, 2027, introduces requirements for increased transparency and comparability. Although it does not affect accounting or valuation, it is expected to impact presentation and disclosures. The Group is evaluating the consequences and will apply the standard retroactively from January 1, 2027, meaning that comparative information for 2026 will be restated.

Other IFRS or IFRIC interpretations that have been published but have yet to come into effect are not expected to have a material effect on the Group.

The changes to standards that are applicable from 1 January 2025 had no impact on the amounts reported in the comparative period and have not had any material effect on the current period.

2.2 Consolidated financial statements

2.2.1 Fundamental accounting policies

Subsidiaries

A subsidiary is any company (including structured entities) over which the Group has a controlling influence. The Group has control over a company when it is exposed to or has the right to a variable return from its holding in the company and is able to influence the return through its influence in the company.

Subsidiaries are included in the consolidated financial statements from the date the controlling influence passes to the Group. They are excluded from the consolidated financial statements from the date the controlling influence ceases.

The acquisition method is used to recognise the Group's business combinations. The purchase price for the acquisition of a subsidiary comprises the fair value of the transferred assets, liabilities to the former owners of the acquiree incurred by the Group and the shares issued by the Group. The purchase price also includes the fair value of all liabilities that result from any agreement regarding contingent consideration. Identifiable acquired assets and assumed liabilities in a business combination are initially measured at fair value on the acquisition date. For each acquisition, i.e. on a transaction-by-transaction basis, the Group decides whether or not non-controlling interests (NCIs) in the acquiree are measured at fair value or at the NCI's proportionate share of the carrying amount of the acquiree's identifiable net assets.

Acquisition-related costs are expensed as they arise.

Any contingent consideration to be transferred by the Group is measured at fair value on the acquisition date. Subsequent changes in the fair value of a contingent consideration classified as a liability are recognised in the finance net in profit or loss in accordance with IFRS 9.

Goodwill is initially measured as the amount by which the total purchase price and any fair value for an NCI on the acquisition date exceeds the fair value of identifiable net assets acquired. If the purchase price is lower than the fair value of the acquiree's net assets, the difference is recognised directly in profit or loss.

Intra-Group transactions, balance sheet items, and income and expenses relating to transactions between Group companies are eliminated. Gains and losses that result from intra-Group transactions and are recognised in assets are also eliminated. The accounting policies for subsidiaries have been modified, if appropriate, to guarantee consistent application of the Group's policies.

2.3 Segment reporting

Operating segments are reported consistently with the internal reporting provided to the chief operating decision-maker. The chief operating decision-maker is the function responsible for allocating

resources and assessing the performance of the operating segments. In the Group, this function has been identified as the Group management who makes strategic decisions. Group management has established operating segments based on the information processed by the Group management and used as a basis for allocating resources and evaluating performance.

From 2025, the Group reports three operating segments based on the internal reporting structure. This segmentation reflects the internal reporting structure used to monitor performance and allocate resources.

Segment results are tracked based on net sales, EBITDA, EBITA, and capital expenditures. Comparative figures for prior periods have been restated in accordance with the new segment structure. Further information regarding the Group's operating segments is provided in Note 5.

2.4 Translating foreign currencies

Functional currency and presentation currency

The various entities in the Group have their local currency as their functional currency because the local currency has been defined as the currency used in the primary economic areas in which each entity mainly operates. The Swedish krona (SEK) has been used in the consolidated financial statements; it is the Parent Company's functional currency and the Group's presentation currency.

Transactions and balance sheet items

Transactions in foreign currencies are translated to the functional currency using the exchange rates in force on the transaction date. Currency gains and losses that arise from payments for such transactions and from translating monetary assets and liabilities in foreign currencies at the closing rate of exchange are recognised in operating profit in the income statement.

Long-term loans to foreign operations, where regulation is not planned or not expected to take place in the foreseeable future, is considered to form part of the company's net investment in the foreign operations. Exchange rate differences that arise in relation to these loans are reported in other comprehensive income in the company's consolidated accounts.

Translating foreign Group companies

The results and financial position for all Group companies with a functional currency other than the presentation currency are translated into the Group's presentation currency. Assets and liabilities for each of the balance sheets are translated from the foreign business's functional currency into the Group's presentation currency, the Swedish krona, at the closing rate of exchange. Income and expenses for each of the income statements are translated into Swedish kronor at the average exchange rate on each transaction date. Goodwill and fair value adjustments arising at acquisition of a foreign operation is treated as assets and liabilities of this business and are recalculated to the balance sheet date exchange rate. Translation differences that arise from translating currencies for foreign businesses are recognised in other comprehensive income.

2.5 Intangible assets

Capitalised development expenditure

Capitalised development expenditure refers to the development of IT-systems and fiber optic products. Development costs directly attributable to the development of fiber optic products are recognised as intangible assets when it is probable that the expected future economic benefits attributable to the asset will

accrue to the company, if the cost of the asset can be calculated reliably and when the following criteria are met:

- It is technically feasible to complete the asset so that it can be used,
- The company intends to complete the asset and to use or sell it,
- There are opportunities to use or sell the asset,
- It can be shown how the asset generates probable future economic benefits,
- Adequate technical, economic and other resources are available to complete the development and use or sell the asset, and
- The expenditure attributable to the asset during its development can be calculated reliably.

Intangible assets are recognised at cost less accumulated amortisation and any write-down. The cost of an internally generated intangible asset is the sum of the expenditure that arises from the date the intangible asset first meets the above-mentioned criteria for capitalisation. Directly attributable expenditure that is capitalised includes expenses for employees.

Amortisation begins when the asset can start being used. The useful life is assessed based on the period the expected benefits are estimated to accrue to the company. The useful life is estimated to be 3–10 years and amortisation is linear over this period. Expenditure on development that does not meet the above criteria is expensed as it is incurred. Expenditure on development that was previously expensed, is not recognised as an asset in subsequent periods.

Trademarks and customer relations

Trademarks and customer relations acquired through a business combination are measured at fair value on the acquisition date. Trademarks and customer relations have an estimable useful life and are recognised at cost less accumulated amortisation and any write-down. Amortisation is carried out linearly so as to spread the cost for trademarks and customer relations over their estimated useful life of 3–10 years.

Goodwill

Goodwill arises on the acquisition of subsidiaries and represents the amount by which the total purchase consideration, including the fair value of any non-controlling interests, exceeds the fair value of the identifiable acquired assets and assumed liabilities of the acquired entity. For the purpose of testing for impairment, goodwill acquired in a business combination is allocated to cash-generating units or groups of cash-generating units that are expected to benefit from synergies arising from the acquisition. Each unit or group of units to which goodwill has been allocated corresponds to the lowest level within the Group at which the goodwill in question is monitored in internal management, which for the Hexatronic Group is the operating segment level.

Goodwill is tested for impairment annually or more frequently if changes in circumstances indicate a possible impairment. The carrying amount of goodwill is compared with the recoverable amount, which is the higher of an asset's value in use and its fair value less costs of disposal.

2.6 Property, plant and equipment

Property, plant and equipment are recognised at cost less depreciation and any write-down. The cost includes expenses that can be directly attributed to the acquisition of the asset.

Additional expenses are added to the asset's carrying amount or

Notes

recognised as a separate asset, depending on which is suitable, only if it is probable that the future economic benefits associated with the asset will accrue to the Group and the asset's cost can be measured reliably. The carrying amount for a replacement part is derecognised from the balance sheet. All other forms of repair and maintenance are recognised as costs in the income statement during the period they are incurred.

Depreciation is carried out linearly as follows:

Buildings 15–30 years

Plant and machinery 3–10 years

Equipment, tools, fixtures and fittings 3–10 years

The assets' residual values and useful lives are tested at the end of each reporting period and adjusted if necessary. An asset's carrying amount is immediately written down to its recoverable amount if it is higher than its assessed recoverable amount.

Gains and losses from disposing of property, plant and equipment are determined through a comparison of the sales proceeds and the carrying amount, and recognised in other operating income or other operating expenses in the income statement.

2.7 Write-downs of non-financial non-current assets

Intangible assets that have an indefinite useful life or are not ready for use are not amortised but tested annually for any write-down requirement. Assets that are amortised are tested for impairment at anytime that events or changes in circumstances indicate that the carrying amount may not be recoverable. A write-down is carried out equal to the difference between the asset's carrying amount and its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and its value in use. When assessing the write-down requirement, assets are grouped at the lowest levels where there are separate identifiable cash flows (cash-generating units). Tests for reversal should be carried out for assets other than financial assets that have previously been written down every balance sheet date. Previous write-downs of goodwill are not reversed.

2.8 Inventories

Inventories are measured at the lower of cost and net selling price. The cost is determined using the first-in, first-out method (FIFO). The cost for semi-finished and finished goods made internally comprises direct production costs and a reasonable share of indirect production costs. The net selling price is the estimated selling price in the ongoing operations, minus estimated costs necessary to achieve a sale.

2.9 Financial instruments – general

There are financial instruments in many different balance sheet items. These are described below.

Hexatronic distributes its financial instruments in the following categories in accordance with IFRS 9: amortised cost and fair value via the income statement. The classification is based on the nature of the asset's cash flows and on the business model to which the asset is subject.

Financial assets measured at amortised cost

Interest-bearing assets (debt instruments) held for the purpose of collecting contractual cash flows, where these cash flows consist solely of principal amount and interest, are measured at amortised cost. The carrying amount of these assets is adjusted for any expected credit losses recognised (see impairment testing paragraph below). Interest income from these financial assets is recognised using

the effective interest method and recognised as financial income. The Group's financial assets, which are measured at amortised cost, consist of accounts receivable, other receivables and cash.

Financial liabilities measured at fair value via the income statement

Financial liabilities measured at fair value via the income statement consist of additional purchase prices and acquisition options during business combinations. Financial liabilities measured at fair value via the income statement are also recognised in subsequent periods at fair value, and the change in value is recognised in the finance net in the profit for the year. Liabilities in this category are classified as current if they fall due within 12 months from the balance sheet date, otherwise as non-current.

Financial liabilities at amortised cost

The Group's other financial liabilities are classified as measured at amortised cost using the effective interest method. Financial liabilities at amortised cost consist of liabilities to credit institutions, accounts payable, other current liabilities and accruals. Borrowing is initially recognised at fair value, net after transaction costs. Borrowing is then recognised at amortised cost and any difference between the amount received (net after transaction costs) and the repayment amount is recognised in the statement of comprehensive income distributed over the loan period, with application of the effective interest method.

Borrowing is classified as current in the balance sheet if the company does not have an unconditional right to postpone the settlement of the liability for at least 12 months after the reporting period. Dividends paid are recognised as a liability after the general meeting of shareholders has approved the dividend. Accounts payable and other operating payables have short expected maturities and are measured without discount at nominal amounts.

Hedging foreign currency risk in net investments abroad

The currency risk in foreign operations (net assets including goodwill) is hedged through the use of currency borrowings. For derivative instruments or other financial instruments that meet the requirements for hedge accounting under the method of hedging the net investment in foreign operations, the effective portion of the value changes is recognized in other comprehensive income. Accumulated value changes from hedging the net investment in foreign operations are reclassified from equity to profit and loss when the foreign operation is disposed of, either in whole or in part.

Derecognition of financial instruments

Purchases and sales of financial assets are recognised on the trade date. Financial assets are derecognised from the balance sheet when the right to receive cash flows from the instrument has expired or been transferred and the Group has substantially transferred all of the risks and rewards associated with ownership of the asset.

Gains and losses that arise from derecognition from the balance sheet are entered directly in income under net sales, financial items as well as through other comprehensive income.

Financial liabilities are derecognised from the balance sheet when the obligations have been settled or annulled, or have expired in some other way. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the remuneration paid, including transferred assets that are not cash or assumed liabilities, is recognised in the statement of comprehensive income.

If the terms of a financial liability are renegotiated, and not de-recognised from the balance sheet, a gain or loss is recognised in the statement of comprehensive income. The gain or loss is recognised as the difference between the original contractual cash flows and the modified cash flows discounted to the original effective rate.

Impairment testing of financial assets

On each reporting occasion, the Group assesses the future expected credit losses associated with assets recognised at amortised cost based on forward-facing information. The Group reports a credit reserve for expected credit losses on each reporting date. For accounts receivable the Group applies the simplified approach to credit reserves, i.e. the reserve will correspond to the expected loss over the entire life span of the account receivable. In order to measure the expected credit losses, accounts receivable have been grouped based on the allocated credit risk characteristics and overdue days.

The Group uses forward-looking variables for expected credit losses. Expected credit losses are recognised in the consolidated statement of comprehensive income under other external expenses. The Group uses the general model for calculating future expected credit losses for intra-Group receivables, other non-current receivables and other receivables. The expected losses are not judged to be of material value and therefore no further explanation of the general model has been made.

Offsetting of financial instruments

Financial assets and liabilities are offset and recognised with a net amount in the balance sheet, only when there is a legal right to offset the reported amounts and an intention to settle them with a net amount or to realise the asset and settle the liability simultaneously.

2.10 Provisions

Provisions in the balance sheet refer to warranty provisions and restructuring reserves related to decided organizational changes. These provisions are recognised when the Group has a legal or informal obligation as a result of previous events, it is probable that an out-flow of resources will be required to settle the obligation and the amount has been calculated reliably. No provisions are made for future operating losses.

2.11 Current and deferred tax

The tax expense for the period encompasses current and deferred tax. The current tax expense is calculated on the basis of tax rules that have been decided or virtually decided on the balance sheet date in the countries in which the Parent Company and its subsidiaries operate and generate taxable income.

Deferred tax is recognised, in accordance with the balance sheet method, on all temporary differences that arise between the tax base of assets and liabilities and their carrying amounts in the consolidated financial statements. Deferred income tax is calculated by applying tax rates that have been decided or announced on the balance sheet date and are expected to apply when the relevant deferred tax asset is realised or the deferred tax liability is settled.

Deferred tax assets on loss carry-forwards are recognised to the extent that it is likely that future tax surpluses will be available, against which deficits can be used. Deferred tax assets and liabilities are offset when there is a legal offset right for current tax assets and tax liabilities, the deferred tax assets and liabilities refer to taxes charged by a single tax authority and refer either to the

same tax subject or different tax subjects and there is an intention to settle the balances through net payments.

2.12 Remuneration to employees

Pension obligations

The Group has both defined benefit and defined contribution plans. The defined benefit plans consist of ITP 2 plans (see below for a more detailed description). A defined contribution plan is a pension plan whereby the Group pays fixed contributions to a separate legal entity. The Group does not have any legal or informal obligations to pay further contributions if the legal entity does not have sufficient assets to make all payments to employees relating to the employees' service in the current or earlier periods. With defined contribution plans, the Group pays contributions into publicly or privately managed pension insurance plans on an obligatory, contractual or voluntary basis. The Group has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expenses when they fall due for payment. Prepaid contributions are recognised as an asset to the extent that the Group may benefit from a cash repayment or decrease in future payments.

In parts of the Group, salaried employees in Sweden are part of an ITP 2 plan. The ITP 2 plan's defined benefit pension obligations for retirement and survivor pension are secured through insurance with Alecta. According to a statement from the Swedish Financial Reporting Board, UFR 3 Classification of ITP plans financed through insurance in Alecta, this is a defined benefit plan encompassing multiple employers. The company has not had access to information for the period that would enable it to recognise its proportionate share of the plan's obligations, plan assets and costs, which means it has not been possible to recognise the plan as a defined benefit plan. The ITP 2 plan secured through insurance in Alecta is therefore recognised as a defined contribution plan. Premiums for the defined benefit retirement and survivor pension are calculated individually and depend on factors such as salary, previously earned pension and the expected remaining period of service.

Remuneration upon termination of employment

Remuneration upon termination of employment is paid when an employee's employment is terminated by the Group before the normal retirement age or when an employee accepts voluntary redundancy in exchange for remuneration. The Group recognises remuneration upon termination of employment when it is demonstrably obliged to terminate employment in accordance with a detailed formal plan without an opportunity to cancel. In cases where the company has made an offer to encourage voluntary redundancy, severance pay is calculated based on the number of employees who are expected to accept the offer. Benefits that are due more than 12 months after the end of the reporting period are discounted to the present value.

Performance-based incentive programmes

The Group has established incentive programmes whereby for each acquired Hexatronic share (savings share), participants can receive 2–6 shares (performance shares) in Hexatronic free of charge. To qualify for performance shares participants must, in addition to meeting certain performance-based targets, acquire and retain a number of Hexatronic shares for the whole of the three-year vesting period and must, with certain exceptions, remain in employment during the same period.

The fair value per performance share is established when the programme is agreed. The number of performance shares expected to

Notes

be earned with regard to the terms of remaining in employment and the performance terms, together with the fair value per share, forms the basis for the total cost recognised over the three-year vesting period. The cost is allocated linearly over the vesting period and is updated at each reporting occasion with regard to the expected number of earned shares, related to the service and performance terms. As it is an equity-regulated program the cost is reported as employee benefit expense with a corresponding entry in result carried forward.

Costs for social security contributions for the incentive programme are recognised in a corresponding way but with a contra entry as a liability instead of in equity, and with an ongoing revaluation based on the shares' fair value at each reporting occasion.

2.13 Revenue recognition

Income from the Group's ordinary operations consists of the sale of goods and services. The Group's sales mainly consist of goods. The goods are taken up as revenue when control is transferred to the customer on one specific occasion. Indicators such as transfer of ownership and risks, customer acceptance, physical access and rights to issue invoices are taken into account. The sale is recognised net after discounts and other variable remuneration only to the extent that it is highly unlikely to be reversed. The majority of the group's revenue is recognized at a specific point in time, when goods or services are delivered. Revenue from long-term or customized projects is recognized over time, provided there is a customer contract, the project is tailored to the customer, the contract value is substantial, and the completion period is a longer period.

2.14 Government support

Government grants are recognised at fair value when it is reasonably certain that the grant will be received and that the Group will meet the terms associated with the grant. Government grants for costs are allocated to periods and recognised in the income statement as Other revenue over the same periods as the costs that the grants are intended to cover.

2.15 Interest income

Interest income is recognised as revenue using the effective interest method. When the value of a receivable in the category financial assets measured at amortised cost has decreased, the Group reduces the carrying amount to the recoverable amount, which comprises the estimated future cash flow, discounted by the original effective rate for the instrument, and continues unwinding the discount as interest income. Interest income on written-down loan receivables and accounts receivable is recognised at the original effective rate.

2.16 Leases

The Group's leases primarily relate to right-of-use assets for leased premises, but also include vehicles. The leases are recognised as right-of-use assets with a corresponding lease liability on the day the leased asset becomes available for use by the Group. Short-term leases and leases for which the underlying asset is of low value are excluded.

In order to calculate the right-of-use asset and corresponding lease liability, lease payments have been discounted by the interest rate implicit in the lease if this interest rate can easily be established, otherwise the Group's incremental borrowing rate is used. The lease period is established as the non-cancellable period, together with periods covered by options to extend the lease if the

lessee is reasonably certain to exercise those options, and periods covered by options to terminate the lease if the lessee is reasonably certain not to exercise those options.

Each lease payment is distributed between repayment of lease liability and financial expense. The financial expense shall be distributed over the term of the lease so that each accounting period is charged with an amount corresponding to a fixed rate of interest for the liability recognised in the respective period. The Group's lease liabilities are entered at the present value of the Group's lease fees. The Group's right-of-use assets are recognised at cost and initially include the present value of the lease liability, adjusted for lease fees paid on or before the start date, as well as initial direct costs. Restoration costs are included in the asset if a corresponding provision relating to restoration costs has been identified. The right-of-use asset is depreciated on a straight-line basis over the shorter of the asset's useful life and the length of the lease.

In 2025, the recognized additional right-of-use assets amounted to SEK 65 million.

2.17 Cash flow statement

The cash flow statement is prepared using the indirect method. The recognised cash flow only includes transactions that involved inward and outward payments.

2.18 The Parent Company's accounting policies

The Parent Company applies different accounting policies to the Group in the cases stated below.

Formats

The income statement and balance sheet comply with the format in the Swedish Annual Accounts Act. The statement of changes in equity follows the Group's format but has to contain the columns specified in the Swedish Annual Accounts Act. Furthermore this means differences in terms, compared with the consolidated financial statements, mainly regarding financial income and expenses, and equity.

Participations in subsidiaries

Participations in subsidiaries are recognised at cost less any write-down. The cost includes acquisition-related costs and any additional purchase prices.

If there is an indication that participations in subsidiaries have decreased in value, the recoverable amount is calculated. If this is less than the carrying amount, a write-down is carried out.

Write-downs are recognised in result from participations in Group companies.

Group contributions

Group contributions from the Parent Company to subsidiaries and vice versa are recognised as appropriations.

Leases

The parent company has chosen not to apply IFRS 16 Leases, but has instead chosen to apply RFR 2 IFRS 16 Leasing Agreements p. 2-12, which means that all leasing fees are reported as a cost linearly over the leasing period.

Financial instruments

IFRS 9 is not applied in the Parent Company, and financial instruments are measured and recognised based on the cost in accordance with the Swedish Annual Accounts Act.

Note 3 Financial risk management

3.1 Financial risks

Through its operation the Group is exposed to various financial risks such as market risk (foreign exchange risk and interest risk), credit risk, as well as cash flow and liquidity risk. The Group's overall risk management policy focuses on unpredictability on the financial markets and strives to minimise potential unfavourable effects on the Group's financial results.

Risk management is handled centrally by the Parent Company Hexatronic Group AB and is the responsibility of the President/CEO and CFO, in accordance with the financial policy established by the Board of Directors. The President/CEO and CFO authorise the risk management measures implemented in accordance with the policy, and the Presidents of the respective subsidiaries have operational responsibility for ensuring compliance with the policy in day-to-day work.

Foreign exchange risk

Foreign exchange risk refers to the risk that exchange rate movements will have an adverse effect on the income statement, balance sheet and cash flow. Furthermore, changes in exchange rates affect the comparability of Hexatronic's results from period to period. Hexatronic's operations mainly operate internationally, and sales, costs and net assets are therefore denominated in a series of different currencies.

Transaction exposure

Sales and purchases of goods and services in currencies other than the respective subsidiary's functional currency lead to transaction exposure. Transaction exposure within the Group is mainly concentrated in European subsidiaries that make external purchases in EUR and USD where neither of these currencies are the company's accounting currency. Internal flows are optimized as far as possible to reduce transaction exposure, i.e. by managing the currency for internal invoicing flows. Contract currency clauses and matching of external currency flows are other measures taken to mitigate transaction exposure.

Translation exposure

Translation exposure – income statement

The Group's operating income and expenses largely arise in subsidiaries outside of Sweden. Changes in exchange rates therefore impact on the Group's results when the income statements of these subsidiaries are translated into SEK.

The tables below show the operating profit per currency reported in the functional currency, and the impact a 10 percent change in each exchange rate against the SEK would have on the Group's operating profit in SEK million. In addition to the currencies in the table, the Group has small flows in Icelandic krone (ISK), Danish krone (DKK) and Indonesian rupiah (IDR).

Operating profit by currency

Currency (millions)	2025	2024
USD	9	18
EUR	-7	9
GBP	16	8
KRW	13,255	13,810
CAD	-4	7
AUD	5	7
NOK	28	20
NZD	3	1

Estimated effect on the Group's operating profit

SEK +10% compared with:

Currency (millions)	2025	2024
USD	-8	-19
EUR	7	-11
GBP	-21	-11
KRW	-9	-11
CAD	3	-5
AUD	-3	-5
NOK	-3	-2
NZD	-2	-1

Currency flows, net

Translation exposure – balance sheet

Translation exposure arises during Group consolidation when the net assets in the Group's units are translated into SEK.

Currency (millions)	2025	2024
EUR	67	91
KRW	134,073	123,982
USD	35	29
GBP	70	64
AUD	38	36
CAD	14	17
NZD	12	14
NOK	66	63

Estimated effect on the Group's foreign net assets/liabilities

SEK +10 % compared with

Currency (millions)	2025	2024
EUR	-72	-105
KRW	-86	-93
USD	-32	-32
GBP	-88	-89
AUD	-24	-25
CAD	-10	-13
NZD	-6	-8
NOK	-6	-6

Interest risk in borrowing

The Group's interest risk arises through long-term borrowing. A Board decision is required to raise new loans that exceed granted credit. Hexatronic does not generally use derivative instruments to adjust underlying interest exposure. By the end of 2025, the Group's borrowing was in SEK, USD, EUR and GBP at variable interest rates. The borrowing amounted to SEK 1,025 million, USD 88 million, GBP 26 million and EUR 8 million.

Simulations show that a 1 percent change in interest rates would increase or decrease the financial net by SEK 22 million (25).

Credit risk

Credit risk is managed at Group level, with the exception of credit risk relating to outstanding accounts receivable. Each Group company is responsible for monitoring and analysing the credit risk for each new customer before offering standard payment and delivery terms. The use of credit limits is monitored regularly. Financial credit risk arises through cash and cash equivalents, derivative instruments, and balances at banks and financial institutions. The risk is managed through high requirements on counterparty credit worthiness as outlined in the Group Treasury policy. Hexatronic cooperates with well-known Nordic banks with at least an A rating according to the credit assessment of Standard & Poor's.

Cash flow and liquidity risk

Cash flow forecasts are prepared by the operating companies and aggregated at group level. The treasury department carefully monitors the Group's liquidity position to ensure that the Group has sufficient cash and unutilized credit facilities to meet the needs of the operating activities and keep an adequate liquidity reserve.

The ambition of the Group is to have an active liquidity management with concentration and netting of cash as far as possible. The group cash pools operate six currencies and is netting liquidity flows per currency in real time.

Any surplus liquidity in the Group may only be invested in interest-bearing accounts. On the balance sheet date, the company had cash and cash equivalents of SEK 661 million (633).

The table below analyses the Group's financial liabilities, divided according to the time remaining on the balance sheet date until the contractual due date. The amounts in the table are the contractual, undiscounted cash flows. Future cash flows in foreign currency have been calculated based on the exchange rate that was applied on the balance sheet date and future cash flows attributable to variable interest rates have been calculated based on the interest rate that applied on the balance sheet date.

Group

Group, 31 December 2025	Less than 1 year	Between 1 and 2 years	Between 2 and 5 years	Over 5 years
Liabilities to credit institutions	158	158	2,143	-
Accounts payable	696	-	-	-
Other liabilities	260	34	200	-
Lease liabilities	122	104	209	74
Accrued expenses	207	-	-	-
Total	1,442	296	2,552	74

Group, 31 December 2024	Less than 1 year	Between 1 and 2 years	Between 2 and 5 years	Over 5 years
Liabilities to credit institutions	292	2,388	7	-
Accounts payable	679	-	-	-
Other liabilities	91	294	104	-
Lease liabilities	135	122	250	130
Accrued expenses	155	-	-	-
Total	1,352	2,805	361	130

Parent Company

Parent Company, 31 December 2025	Less than 1 year	Between 1 and 2 years	Between 2 and 5 years	Over 5 years
Liabilities to credit institutions	158	158	2,138	-
Accounts payable	17	-	-	-
Other liabilities	1	18	41	-
Total	176	176	2,179	-

Parent Company, 31 December 2024	Less than 1 year	Between 1 and 2	Between 2 and 5	Over 5 years
Liabilities to credit institutions	292	2,388	-	-
Accounts payable	11	-	-	-
Other liabilities	1	281	54	-
Total	304	2,669	54	-

3.2 Managing capital

The Group's goal regarding capital structure is to secure the Group's ability to continue its operation so that it can continue to generate returns for its shareholders and benefit for other stakeholders, and maintain an optimal capital structure so as to keep the costs of capital down.

In order to maintain or adjust the capital structure, the Group can issue new shares or sell assets to reduce liabilities.

The Group assesses its capital in accordance with the agreed bank covenant, which are leverage and equity ratio. Leverage is defined as consolidated net debt in relation to adjusted EBITDA with some adjustments made in accordance with the loan agreement. IFRS 16 does not affect the covenant calculation. The equity ratio is measured as equity in relation to total assets.

On 31 December 2025 the Group reported 2.0 as leverage and 46 percent as equity ratio (excluding IFRS 16), which well meet the stipulated bank covenants.

3.3 Calculating fair value

The table below shows financial instruments measured at fair value based on classification in the fair value hierarchy. The different levels are defined as follows:

- Quoted prices (not adjusted) on active markets for identical assets or liabilities (level 1).
- Observable data for the asset or liability other than quoted prices included in level 1, either directly (i.e. quoted prices) or indirectly (i.e. derived from quoted prices) (level 2).
- Data for the asset or liability that is not based on observable market data (i.e. non-observable data) (level 3).

Significant assumptions to calculate the fair value of the additional purchase price or acquisition option have been made based on each purchase agreement, where gross profit margin or EBITDA margin are significant key ratios for the future projections.

The Group did not have any assets measured at fair value on 31 December 2025 or 31 December 2024.

Group, 31 December 2025	Level 1	Level 2	Level 3	Total
Liabilities				
Financial liabilities measured at fair value via the income statement				
Additional purchase prices	-	-	184	184
Acquisition options	-	-	193	193
Total liabilities	-	-	378	378

Group, 31 December 2024	Level 1	Level 2	Level 3	Total
Liabilities				
Financial liabilities measured at fair value via the income statement				
Additional purchase prices	-	-	220	220
Acquisition options	-	-	130	130
Other	-	-	2	2
Total liabilities	-	-	352	352

	Cash flow		Items not affecting cash flow				31/12/2025
	31/12/2024	Payments	Acquisitions	Reclassification	Translation difference	Revaluation over the income statement	
Additional purchase price/acquisition option	352	-11	81	0	-11	-35	378

	Cash flow		Items not affecting cash flow				31/12/2024
	31/12/2023	Payments	Acquisitions	Reclassification	Translation difference	Revaluation over the income statement	
Additional purchase price/acquisition option	461	-159	21	20	4	4	352

Financial instruments in level 3

On 25 November, 2025, the Group acquired Communication Zone. As part of the contingent consideration, an additional purchase price was included, which in the acquisition analysis amounted to SEK 25 million. The fair value of the contingent consideration agreement has been discounted. The acquisition also includes a call/put option relating to a minority interest of 6 percent, which is recognised as a liability and amounted to SEK 52 million. The fair value of the call/put option has been discounted.

On 2 February, 2024, the Group acquired 97 percent of the share capital of MConnect, Ltd. The acquisition includes an option to acquire the remaining 3 percent after 2027. The expected purchase price for the remaining 3 percent is recognised as a liability at the time of acquisition.

On 1 October 2023, the Group acquired 95 percent of the share capital in USNet. The acquisition of Communication Zone in 2025 resulted in a change in the minority structure, whereby the original minority shareholder holds 3 percent after the acquisition. The Group has an option to acquire the remaining minority interest. The expected purchase price is recognised as a liability and amounted to SEK 28 million after adjustment of the minority structure. The fair value of the call/put option has been discounted.

On 1 December 2022, the Group acquired 100 percent of the share capital in KNET. As part of the contingent consideration, an additional purchase price is included, which in the acquisition analysis amounted to SEK 293 million. The fair value of the contingent consideration agreement has been discounted.

On 1 October 2022, the Group acquired 90 percent of the share capital in Impact Data Solutions Ltd. The acquisition includes an option to acquire the remaining 10 percent until 2029. The expected purchase price for the remaining 10 percent is recognised as a liability and amounted to SEK 43 million at the time of acquisition. The fair value of the call/put option has been discounted.

On 1 October 2021, the Group acquired 100 percent of the share capital in Data Center Systems. As part of the contingent consideration, an additional purchase price is included, which in the acquisition analysis amounted to SEK 24 million. The fair value of the contingent consideration agreement has not been discounted as the discounting effect is not considered significant.

On 2 November 2020, the Group acquired 90 percent of the share capital in Qubix S.p.A. In 2024, an additional 5 percent was acquired, while the remaining 5 percent is recognised as a liability, and the Group has an option to acquire the remaining interest after 2025. The calculation of the fair value as of 31 December 2025 resulted in an effect of SEK 35 million (-4).

Note 4 Important accounting estimates

Accounting estimates are continuously evaluated and based on past experience and other factors, including expectations of future events that are deemed reasonable under prevailing conditions.

Important estimates and assessments for accounting purposes

The Group makes estimates and assumptions about the future. By definition, the resulting accounting estimates rarely correspond to the actual outcome. The estimates and assumptions that pose a significant risk of material adjustments to the carrying amounts of assets and liabilities in the forthcoming financial year are dealt with as outlined below.

Impairment test for goodwill

Every year the Group examines whether there is a write-down requirement for goodwill, in accordance with the accounting policy described in Note 2. The recoverable amounts for cash-generating units have been determined by calculating value in use. Certain assumptions have to be made for these calculations. A more detailed description of the impairment test for goodwill, along with significant assumptions that form part of the model for this, can be found in Note 17.

Measurement of additional purchase prices

Additional purchase prices are recognised at fair value based on assessed outcomes of agreed clauses in the share transfer agreement at the time of acquisition. On each reporting occasion, the financial liabilities are measured at fair value and any changes are recognised in the income statement. Since the Group has made several acquisitions in recent years, the liability for additional purchase prices has become a significant assessment item.

Valuation of purchase and sale options

The Group has option to acquire the remaining minority interests in Qubix after 2025, in Impact Data Solutions Ltd until 2029, in MConnect Ltd after 2027, as well as in US Net and Communication Zone. It is deemed likely that the options will be exercised, and the expected purchase prices are recognised as financial liabilities at fair value based on assessed outcomes of agreed clauses in the share transfer agreements at the time of acquisition. On each reporting date, the financial liabilities are measured at fair value and any changes are recognised in the income statement.

Warranty provision

The Group sets up provisions for warranty obligations based on past experience and individual assessment of transactions that may incur warranty costs.

Obsolescence reserves

If the net realisable value is lower than the cost, a value reserve is set up for obsolete stock. The Group applies a principle (obsolescence scale) whereby write-down is based on the length of time that a good has not moved. In the event of an obsolescence requirement in accordance with this principle, an individual assessment is made as to whether or not the good can be considered sellable.

The total stock value after obsolescence valuations was SEK 1,202 million (1,442) on 31 December 2025. The total obsolescence reserve amounted to SEK 212 million (180).

Note 5 Segment

From 2025, the Group reports its operations in three reportable operating segments, compared with previously one segment. The new segment structure reflects the internal reporting structure applied for performance monitoring and resource allocation.

The Group's reportable operating segments have been identified in accordance with the management approach, whereby segment information is based on internal reporting to the Group's chief operating decision maker. At Hexatronic, the chief operating decision maker is defined as Group Management.

The Group's three segments are as follows:

Fiber Solutions is the Group's business within fiber optic cables, ducts and network products for FTTH connectivity, 5G, transport networks, local city networks and submarine cables. Customers mainly consist of telecom operators, network owners and distributors.

Harsh Environment provides advanced cables and solutions designed to enable connectivity in the most challenging environments. Customers mainly include companies within the energy sector (offshore), marine technology, defence and aerospace. The business area also includes operations related to advanced fiber optic sensor systems.

Data Center offers customized products and services for the data center market, such as cables and network products, as well as design, installation and project management. Customers include large global cloud companies, co-location operators and large enterprises such as banks, automotive manufacturers and industrial companies.

In addition to the segments described above, central functions are reported in a separate segment referred to as Corporate/Elimination. This segment comprises Group staff, central departments and other operations outside the core activities of the respective segments, including elimination of internal transactions.

Consolidation of the business segments is performed in accordance with the same accounting principles applied to the Group as a whole. Transactions between business segments are carried out on market terms. Comparative figures for prior periods have been restated in accordance with the new segment structure.

The segments are managed and reported based on the following key performance indicators: net sales, EBITDA, EBITA, adjusted EBITA, and investments (acquisitions of tangible and intangible fixed assets), which are presented below.

Summary of key performance indicators for the Group's segments:

	2025		2024	
	Amount	Margin %	Amount	Margin %
Net sales				
Fiber Solutions	4,870		5,441	
Harsh Environment	1,241		1,178	
Data Center	1,409		972	
Corporate/Elimination	-1		-11	
Total Net Sales	7,519		7,581	
EBITDA				
Fiber Solutions	433	8,9 %	826	15,2 %
Harsh Environment	178	14,3 %	159	13,5 %
Data Center	269	19,1 %	172	17,7 %
Corporate/Elimination	-77		-57	
Total EBITDA	804	10,7 %	1,099	14,5 %
Non-recurring items (EBITDA)	134		-	
Adjusted EBITDA				
Fiber Solutions	554	11,4 %	826	15,2 %
Harsh Environment	180	14,5 %	159	13,5 %
Data Center	270	19,2 %	172	17,7 %
Corporate/Elimination	-66		-57	
Total adjusted EBITDA	937	12,5 %	1,099	14,5 %
Depreciation and impairment of tangible assets	-469		-297	
EBITA				
Fiber Solutions	26	0,5 %	587	10,8 %
Harsh Environment	137	11,0 %	121	10,3 %
Data Center	252	17,8 %	154	15,9 %
Corporate/Elimination	-80		-60	
Total EBITA	334	4,4 %	803	10,6 %
Non-recurring items (EBITA)	298		-	
Adjusted EBITA				
Fiber Solutions	310	6,4 %	587	10,8 %
Harsh Environment	139	11,2 %	121	10,3 %
Data Center	252	17,9 %	154	15,9 %
Corporate/Elimination	-70		-60	
Total adjusted EBITA	632	8,4 %	803	10,6 %
Amortisation of intangible assets	-108		-123	
Financial items, net	-105		-179	
Result after financial items	121		501	
Investments (Capex)				
Fiber Solutions	40		286	
Harsh Environment	47		34	
Data Center	11		6	
Corporate/Elimination	0		0	
Total investments (Capex)	98		325	

Notes

Growth and share per segment

	2025	Share %	Growth %	Growth excl. currency and acquisition effects
Fiber Solutions	4,870	65 %	-11 %	-5 %
Harsh Environment	1,241	16 %	5 %	11 %
Data Center	1,409	19 %	45 %	37 %
Other	-1	0 %	-	-
Total	7,519	100 %	-1%	3 %

Net sales by segment and geographical market:

2025

Geographical markets	Europe	North America	APAC	Total
Fiber Solutions	2,726	1,583	561	4,870
Harsh Environment	616	507	118	1,241
Data Center	903	501	6	1,409
Corporate/Elimination	-1	0	-	-1
Total	4,243	2,591	685	7,519

2024

Geographical markets	Europe	North America	APAC	Total
Fiber Solutions	2,950	1,947	544	5,441
Harsh Environment	525	537	116	1,178
Data Center	603	350	20	972
Corporate/Elimination	-9	-1	-1	-11
Total	4,069	2,833	679	7,581

Note 6 Breakdown of net sales

Net sales by income type	Group		Parent Company	
	2025	2024	2025	2024
Product sales	6,527	6,944	-	-
Service sales	992	637	139	140
Total	7,519	7,581	139	140

The Parent Company mainly receives service income from subsidiaries in the Group.

Breakdown of net sales	2025	2024	Non-current assets	2025	2024
USA	2,470	2,568	USA	1,785	1,964
Germany	1,158	1,014	United Kingdom	870	992
United Kingdom	916	993	South Korea	522	640
Sweden	653	630	Sweden	383	505
Other countries	2,321	2,375	Other countries	1,200	1,460
Total	7,519	7,581	Total	4,760	5,560

The information above is based on where the customers have their registered business address.

Income from the Group's three biggest customers in 2025 amounted to SEK 259 million, SEK 252 million and SEK 217 million respectively. Income from the Group's three biggest customers in 2024 amounted to SEK 218 million, SEK 205 million and SEK 204 million respectively. No single customer accounts for more than 10 percent of the Group's sales. In essence, the majority of the above income has been recognised at a given point in time.

The information regarding non-current assets above is based on the location of the assets, specifically where the company conducts its production of goods and services.

Non-current assets refer to non-current assets other than financial instruments and deferred tax assets (there are no assets linked to post-employment benefits or rights in accordance with insurance agreements).

Note 7 Other operating income / - expenses

Other operating income by income type	Group	
	2025	2024
Grants received	1	3
Capital gain from sale of equipment	2	4
Exchange rate differences	46	53
Other items	22	18
Total	71	77

Other operating expenses by expense type	Group	
	2025	2024
Exchange rate differences	-28	-38
Other items	-2	-3
Total	-29	-41

Note 8 Remuneration to auditors

Audit engagement refers to auditing the annual report and accounts as well as the administration of the Board of Directors and CEO, other work duties incumbent on the company's auditors, along with

advice or other assistance caused by observations during such an audit or while carrying out other such work duties. Everything else comes under 'Otherservices'.

	Group				Parent Company			
	2025	Of which PwC Sweden	2024	Of which PwC Sweden	2025	Of which PwC Sweden	2024	Of which PwC Sweden
PwC								
Audit engagement	6	4	6	3	3	3	3	2
Audit business in addition to audit engagement	1	0	1	0	0	0	0	0
Tax consultancy	-	-	-	-	-	-	-	-
Other services	-	-	0	0	-	-	-	0
Total	7	4	6	4	4	4	3	2
Other auditors								
Audit engagement	5	-	3	-	-	-	-	-
Total	12	4	9	4	4	4	3	2

Note 9 Transactions with related parties

Handelsbanken Funds owns 9.3%, Accendo Capital owns 5.9%, Jonas Nordlund owns (privately and via company) 5.4%, and Third AP fund owns 5.0%, of the shares in Hexatronic Group AB, and they are deemed to have significant influence over the Group. Ownership of the remaining 75.2% of the shares is widely spread, with no

individual having a holding of more than 5.0%. Other related parties are all of the subsidiaries within the Group, together with senior executives in the Group, i.e. the Board of Directors and Executive Management as well as natural and legal persons related to them. The following transactions have taken place with related parties:

Sales of products and services	Group		Parent Company	
	2025	2024	2025	2024
Sales of Group-wide services to subsidiaries	-	-	139	140
Total	0	0	139	140

Purchases of products and services	Group		Parent Company	
	2025	2024	2025	2024
Rental agreement with Fastighets AB Balder	-	6	-	2
Purchases of services from subsidiaries	-	-	34	29
Total	0	6	34	32

Receivables and liabilities at the end of the period as a result of sales and purchases of products and services	Group		Parent Company	
	2025	2024	2025	2024
Receivables from related parties:				
- Receivables from Group companies	-	-	1,501	1,611
Total receivables from related parties	0	0	1,501	1,611
Liabilities to related parties:				
- Liabilities to Group companies:	-	-	651	864
Total liabilities to related parties	0	0	651	864

The Group leases premises from Fastighets AB Balder, in which the Group's former Board member Erik Selin had significant influence. Erik Selin resigned in connection with the Annual General Meeting 2024, held in May 2025. The lease agreements were entered into on normal commercial terms and on an arm's length basis.

Of the Parent Company's sales, 100 % (100) relate to sales to Group companies, and of the Parent Company's purchases, 27.6 % (27.0) relate to purchases from Group companies. Services are purchased from and sold to subsidiaries on normal commercial terms.

Remuneration to senior executives is detailed in Note 10.

Note 10 Remuneration to employees etc.

Group	2025	2024
Salaries and other remuneration	1,022	975
Social security contributions	165	178
Pension expenses – defined contribution plans	60	58
Group total	1,247	1,211

Salaries and other remuneration	2025		2024	
	Salaries and other remuneration (of which bonuses)	Pension expenses	Salaries and other remuneration (of which bonuses)	Pension expenses
Board Members, CEO and other senior executives	41	5	36	6
of which bonuses	7	-	(2)	-
Other employees	981	55	939	52
Group total	1,022	60	975	58

Gender breakdown in the Group (incl. subsidiaries) for Board Members and other senior executives	2025		2024	
	Number on balance sheet date	Of whom women	Number on balance sheet date	Of whom women
Board Members	6	3	7	3
CEO and other senior executives	8	3	10	4
Group total	14	6	17	7

Notes

Average number of employees by country	2025		2024	
	Average no. of employees	Of whom women	Average no. of employees	Of whom women
Sweden	31	18	28	16
Parent Company total	31	18	28	16
Subsidiaries				
USA	697	154	648	130
Sweden	371	86	372	89
UK	341	97	359	105
Germany	124	36	130	36
South Korea	106	14	106	13
Austria	68	7	69	8
Australia	63	12	57	11
Estonia	50	41	49	41
Netherlands	46	4	46	4
New Zealand	30	5	31	4
Italy	22	6	22	7
Norway	13	1	13	1
Canada	12	3	9	3
Denmark	4	0	5	0
Belgium	5	2	5	1
Lithuania	3	1	4	1
Latvia	4	1	4	1
Finland	3	0	3	0
China	1	0	1	0
Iceland	4	1	1	0
Subsidiaries total	1,967	470	1,933	454
Group total	1,998	487	1,961	471

Parent Company	2025	2024
Salaries and other remuneration	55	49
Social security contributions	14	25
Pension expenses – defined contribution plans	10	9
Parent Company total	78	83

Salaries and other remuneration	2025		2024	
	Salaries and other remuneration (of which bonuses)	Pension expenses	Salaries and other remuneration (of which bonuses)	Pension expenses
Board Members, CEO and other senior executives	20	4	24	5
of which bonuses	3	-	(2)	-
Other employees	34	6	24	4
Parent Company total	55	10	49	9

Gender breakdown in the Parent Company for Board Members and other senior executives	2025		2024	
	Number on balance sheet date	Of whom women	Number on balance sheet date	Of whom women
Board Members	6	3	7	3
CEO and other senior executives	5	3	7	4
Parent Company total	11	6	14	7

Average number of employees by country	2025		2024	
	Average no. of employees	Of whom women	Average no. of employees	Of whom women
Sweden	31	18	28	16
Parent Company total	31	18	28	16

See Note 28 for information on current warrants.

Pensions

The Group has both defined benefit and defined contribution plans. The pension expense refers to the cost that affected result for the year.

Defined benefit pension plans

The Group has ITP 2 plans, which are defined benefit pension plans secured through insurance with Alecta. See Note 2.12 for further information on the accounting policies for these pension plans. The expected payments in the next reporting period for ITP 2 insurance policies signed with Alecta amount to SEK 4 million (6).

The collective coverage ratio is defined as the market value of Alecta's assets as a percentage of its insurance liabilities, calculated in accordance with Alecta's actuarial methods and assumptions, which do not comply with IAS 19. The collective consolidation ratio shall normally be allowed to vary between 125 and 170 percent. If Alecta's collective funding ratio falls below 125 percent or exceeds 170 percent, measures shall be taken to create conditions for the funding ratio to return to the normal range. In the event of low consolidation, one measure may be to raise the agreed price for new subscriptions and increases to existing benefits. In the event of high consolidation, one measure may be to introduce premium reductions. As of 31 December, 2025, Alecta's surplus in the form of the collective consolidation level amounted to 167 percent (162).

Remuneration to senior executives

Guidelines

The Chairman and members of the Board of Directors receive fees in accordance with the resolution of the Annual General Meeting.

The Annual General Meeting has adopted the following guidelines regarding compensation for management.

Remuneration for the CEO and other senior executives consists of a fixed cash salary, variable cash compensation, other benefits, and financial instruments, etc. "Other senior executives" refers to the eight individuals who, together with the CEO, constitute the

Group Management. For the composition of the Group Management, see pages 46–47.

The distribution between base salary and variable compensation shall be proportional to the executive's responsibilities and authority. Variable compensation may amount to a maximum of 80 percent of the annual fixed salary for the CEO and a maximum of 50 percent of the annual fixed salary for other members of Group Management. Variable compensation is based on performance relative to individually set targets. Other benefits for the CEO and other senior executives are paid as part of the total compensation.

Remuneration and other benefits 2025	Basic salary/ Board fee	Variable remuneration	Share-based remuneration	Other benefits	Pension expenses	Total
Magnus Nicolin, Chairman of the Board	1.1	-	-	-	-	1.1
Helena Holmgren, Board Member	0.5	-	-	-	-	0.5
Jaakko Kivinen, Board Member	0.5	-	-	-	-	0.5
Erik Selin, Board Member ¹	0.1	-	-	-	-	0.1
Linda Hernström, Board Member	0.5	-	-	-	-	0.5
Åsa Sundberg, Board Member	0.4	-	-	-	-	0.4
Diego Anderson, Board Member	0.4	-	-	-	-	0.4
Rikard Fröberg, CEO ²	4.6	4.2	0.4	0.1	0.1	9.4
Henrik Larsson Lyon, CEO ³	2.1	0.5	0.0	0.0	0.3	2.8
Martin Åberg, Deputy CEO	4.0	1.7	0.2	0.1	1.2	7.3
Other senior executives (7 people)	16.5	1.1	0.9	0.7	3.2	22.3
Total	30.7	7.5	1.5	0.9	4.8	45.4

1) Resigned from the Board of Directors at the Annual General Meeting on May 5, 2025.

2) Appointed CEO on March 1, 2025.

3) Resigned as CEO in February 2025.

Remuneration and other benefits 2024	Basic salary/ Board fee	Variable remuneration	Share-based remuneration	Other benefits	Pension expenses	Total
Magnus Nicolin, Chairman of the Board ¹	0.7	-	-	-	-	0.7
Anders Persson, Chairman of the Board ²	0.3	-	-	-	-	0.3
Helena Holmgren, Board Member	0.5	-	-	-	-	0.5
Jaakko Kivinen, Board Member	0.4	-	-	-	-	0.4
Erik Selin, Board Member	0.4	-	-	-	-	0.4
Linda Hernström, Board Member ¹	0.3	-	-	-	-	0.3
Åsa Sundberg, Board Member ¹	0.3	-	-	-	-	0.3
Diego Anderson, Board Member ¹	0.3	-	-	-	-	0.3
Charlotta Sund, Board Member ²	0.1	-	-	-	-	0.1
Per Wassén, Board Member ²	0.1	-	-	-	-	0.1
Henrik Larsson Lyon, CEO	5.8	0.7	1.1	0.1	1.7	9.3
Martin Åberg, Deputy CEO	3.8	0.4	0.7	0.1	1.1	6.2
Other senior executives (8 people)	16.2	1.0	2.0	0.8	3.4	23.4
Total	29.2	2.0	3.8	1.0	6.2	42.2

1) Elected to the Board at the Annual General Meeting on May 7, 2024.

2) Resigned from the Board at the Annual General Meeting on May 7, 2024.

Pensions

The CEO's employment is governed by U.S. regulations, and his pension benefits are structured in accordance with U.S. regulations; he has a U.S. 401(k) plan. His pension contribution may never exceed 30 percent of his pensionable salary. The retirement age for other members of Group Management varies between 60 and 67 years, and the pension contribution may amount to 30 percent of the pensionable salary. The pension agreement specifies that the pension contribution for other members of Group Management varies between 12 and 30 percent of the pensionable salary.

Severance pay

The CEO's employment agreement includes a mutual notice period of six (6) months. In the event of termination by the company, the company shall pay salary during the notice period and for an additional six months following the termination of employment ("Severance Pay"), as well as a proportional share of the agreed cash compensation for the period during which he or she was employed. The severance pay shall increase by one month for each full year of service completed after the CEO turns 50, up to a maximum of six additional months.

Performance-based incentive programme

At the Annual General Meetings held on May 9, 2023, May 7, 2024, and May 5, 2025, resolutions were passed to establish long-term, performance-based share savings programs for senior executives and other key personnel within the Group (LTIP 2023, LTIP 2024, and LTIP 2025).

The three ongoing programs cover 42 individuals and entail participants actively purchasing shares (so-called savings shares) at market price and locking in the savings shares for a three-year period. For each savings share the participant acquires, the participant is allocated a maximum of 2–6 rights, entitling the participant to receive, free of charge on a date determined by the Board of Directors approximately three years after allocation—provided that specific performance requirements are met—additional common shares in Hexatronic Group AB (so-called performance shares). Vesting of performance shares is contingent upon continued employment and holding of purchased savings shares. Vesting is also contingent upon the achievement of certain performance targets linked to earnings per share, Group growth, EBITA growth, and certain sustainability targets during the vesting period.

To ensure the delivery of shares, the company has issued shares (C-shares convertible into common shares) that may be transferred to participants within the framework of the program. The maximum cost of the LTIP 2023, LTIP 2024, and LTIP 2025 programs was estimated prior to the program start at approximately SEK 32 million, SEK 20 million, and SEK 24 million, respectively, excluding social security contributions.

In 2025, the 19 participants in the LTIP 2025 program purchased shares in Hexatronic Group AB, resulting in a maximum entitlement to 745,824 performance shares. As of December 31, 2025, a total of 42 individuals remain in the ongoing share savings programs.

No. of rights to shares	2025	2024
Outstanding rights to shares on 1 January	463,313	288,558
Allocated during the year	745,824	542,066
Earned during the year	-125,185	-30,117
Expired during the year	-362,198	-337,194
Outstanding rights to shares on 31 December	721,754	463,314

Outstanding share rights as of 31 December, 2025, total 721,754 (463,314), of which the CEO holds 189,000 (67,638), the Deputy CEO holds 24,443 (46,314), other senior executives hold 224,526 (117,870), and other employees hold 283,786 (231,492).

The fair value of the performance shares was determined at the time the program was agreed upon. A reduction in fair value has been made to account for expected dividends.

Reported salary costs for 2025 related to the programs amount to SEK 3 million (9), excluding social security contributions of SEK 0 million (10). The cost of social security contributions is affected by the fact that the liability is revalued on an ongoing basis based on the fair value of the shares at each reporting date.

The effect of share-based payments on earnings per share before and after dilution is shown in Note 14.

Note 11 Financial income/interest income and similar result items

	Group		Parent Company	
	2025	2024	2025	2024
Capital gain	-	-	-	2,226
Dividend	-	-	494	153
Exchange rate differences	8	13	68	-
Adjustment of additional purchase prices	35	-	43	-
Interest and other similar items	13	12	67	53
Total	57	25	672	2,432

A capital gain of SEK 2,226 million was recognized in the parent company's financial net in 2024 as a result of a restructuring of the legal structure in the parent company's subsidiary.

Note 12 Financial expenses/interest expenses and similar result items

	Group		Parent Company	
	2025	2024	2025	2024
Exchange rate differences	-11	-	-	-109
Write-down of shares in subsidiaries	-	-	-121	-
Adjustment of additional purchase prices	-	-4	-	-24
Other interest expenses	-119	-171	-116	-174
Leasing interest expenses	-22	-26	-	-
Other financial expenses	-10	-3	-9	-4
Total	-162	-204	-246	-311

Note 13 Income tax

	Group		Parent Company	
	2025	2024	2025	2024
Current tax:				
Current tax on profit for the year	-128	-194	0	1
Total current tax	-128	-194	0	1
Deferred tax (Note 20)	-9	37	-19	19
Income tax	-137	-157	-19	20

Income tax on profit for the year differs from the theoretical amount that would have emerged using a weighted average tax rate for profit in the consolidated companies as follows:

	Group		Parent Company	
	2025	2024	2025	2024
Earnings before taxes (EBT)	121	501	442	2,158
Income tax calculated using national tax rates for profit in each country	-33	-133	-91	-444
Tax effects of:				
- Non-deductible expenses	-35	-38	-30	-27
- Non-taxable income	6	20	102	490
- Tax on previous year's profit	-2	4	0	1
- Increase in loss carry-forward without equivalent capitalisation of deferred tax	-73	-13	-	-
- Use of loss carry-forward not previously recognised	1	2	-	-
Tax expense	-137	-157	-19	20

The weighted average tax rate is 113.2% (31.4%) for the Group and -4% (1%) for the Parent Company.

Note 14 Earnings per share

	2025	2024
Earnings per share before dilution (SEK)	-0.07	1.69
Earnings per share after dilution (SEK) ¹⁾	-0.07	1.69
Basic and diluted earnings per share related to Parent Company shareholders are calculated based on the following information:		
Earnings related to Parent Company shareholders, SEK m	-14	346
Weighted average number of ordinary shares before dilution	205,554,969	204,249,660
Weighted average number of ordinary shares after dilution ¹⁾	205,554,971	204,453,694

1) Outstanding warrants create a dilutive effect when the discounted exercise price for the warrants is less than the average price for ordinary shares during the period. The dilutive effect of the warrant programmes is calculated in accordance with the prevailing dilution at the end of the period.

Before dilution

Basic earnings per share are calculated by dividing earnings related to Parent Company shareholders by a weighted average number of outstanding shares during the period.

After dilution

Diluted earnings per share are calculated by dividing earnings related to Parent Company shareholders by a weighted average number of outstanding shares during the period, including a weighted number of shares that would be added if all potential shares were converted to shares.

Note 15 Exchange rate differences

Exchange rate differences have been recognised in the income statement as follows:

	Group		Parent Company	
	2025	2024	2025	2024
Net sales	-	-1	-	-
Other operating income / -expenses, net (Note 7)	18	15	-	-
Net financial income and expense (Note 11, 12)	-3	13	68	-109
Total exchange rate differences in the income statement	15	27	68	-109

Note 16 Proposed appropriation of profits

SEK

The following funds are at the Parent Company's disposal

Share premium reserve	999,241,130
Result brought forward	2,256,928,817
Result for the year	422,748,928
Total	3,678,918,874

The Board of Directors proposes that the profits be appropriated as follows:

SEK

SEK 0 per share to be distributed to shareholders	-
To be transferred to result carried forward	3,678,918,874
Total	3,678,918,874

Note 17 Intangible assets

Group	Capitalised development expenditure	Customer relations	Trademarks	Goodwill	Total
2024 financial year					
Opening carrying amount	37	394	74	2,474	2,978
Purchases/cultivation	9	-	-	-	9
Increase through business acquisitions	-	-	-	22	22
Reclassification	6	-	-	19	25
Translation differences	2	25	2	100	129
Amortisation	-15	-95	-13	-	-123
Closing carrying amount	39	325	63	2,614	3,041
As per 31 December 2024					
Cost	88	660	139	2,614	3,501
Accumulated amortisation and write-downs	-49	-335	-76	-	-461
Carrying amount	39	325	63	2,614	3,041
2025 financial year					
Opening carrying amount	39	325	63	2,614	3,041
Purchases/cultivation	4	-	-	-	4
Increase through business acquisitions	2	45	-	201	248
Reclassification	-4	-	-	-	-4
Translation differences	-3	-40	-3	-301	-346
Amortisation	-12	-85	-11	-	-108
Closing carrying amount	28	245	48	2,514	2,835
As per 31 December 2025					
Cost	88	665	136	2,514	3,404
Accumulated amortisation and write-downs	-61	-420	-88	-	-569
Carrying amount	28	245	48	2,514	2,835

Parent Company

During the 2025 financial year the Parent Company invested SEK 0 million (0) in capitalised development expenditure.

Amortisation during the financial year amounted to SEK 2 million (2).

Impairment test for goodwill

Goodwill is not written down on an ongoing basis; rather, the value is tested at least annually in accordance with IAS 36. The test was most recently performed in December 2025.

In the case of acquisitions, goodwill is allocated to the Group's

cash-generating units (CGUs). A CGU is the lowest level of assets for which separate cash flows can be identified, which for Hexatronic corresponds to the three operating segments as presented in the table below.

2024	Opening carrying amount	Acquisitions	Sales	Write down	Reclassification	Translation differences	Closing carrying amount
Group (excl. separate CGUs)	1,516	-	-	-	11	22	1,549
Qubix	149	-	-	-	-	5	154
Data Center Systems & Impact Data Solutions & USNet	396	22	-	-	5	37	460
Rochester Cable and Fibron Cable	413	-	-	-	3	37	452
Group total	2,474	22	0	0	19	100	2,614

2025	Opening carrying amount	Acquisitions	Sales	Write down	Reclassification	Translation differences	Closing carrying amount
Fiber Solutions	1,540	-	-	-	-	-166	1,374
Harsh Environment	461	-	-	-	-	-57	404
Data Center	614	196	-	-	5	-77	737
Group total	2,614	196	-	-	5	-301	2,514

The recoverable amount for a cash-generating unit (CGU) has been determined based on calculations of value in use. These calculations are based on estimated future pre-tax cash flows derived from financial budgets approved by management covering a five-year period. Cash flows beyond the five-year period are extrapolated using the estimated growth rate as stated below. The growth rate does not exceed the long-term growth rate for the markets in which the respective CGUs operate. The impairment test has been performed based on the Group's current CGU structure, which is based on the Fiber Solutions, Harsh Environment, and Data Center segments. Operational risk is assessed to be similar across the cash-generating units, and therefore the same discount rate (WACC) has been used for all cash-generating units. Comparative figures have not been restated, as the impairment test is based on the Group's current CGU structure.

Key assumptions used for calculating value in use:

Average annual revenue growth for the first five years is 5 percent for Fiber Solutions, 8 percent for Harsh Environment, and 6 percent for Data Center. A weighted average growth rate of 2 percent has

been used to extrapolate cash flows beyond the budget period for all cash-generating units. A discount rate of 14 percent (15) before tax has been used in the present value calculation of estimated future cash flows for the cash-generating units.

Management has assessed that the annual revenue growth per cash-generating unit over the five-year forecast period is a key assumption. Sales volume in each period is the primary driver of revenue and cost trends. Annual sales growth is based on historical performance and management's expectations regarding market trends. The long-term growth rate used is consistent with forecasts in available industry reports. The discount rates used are stated on a pre-tax basis and reflect specific risks applicable to the cash-generating units.

In the sensitivity analysis for goodwill impairment testing, simulations of negative trends in revenue, EBITDA, and WACC have been performed. No reasonable possible change in key assumptions would result in the carrying amount exceeding the recoverable amount in any of the cash-generating units.

Note 18 Leasing

Right-of-use assets	31/12/2025	31/12/2024
Property	357	493
Vehicle	33	32
Total	390	524
Current lease liabilities	119	132
Non-current lease liabilities	330	425
Total	449	558

Additional right-of-use assets in 2025 amounted to SEK 65 million (70).

Recognised amounts in the income statement

The following amounts related to leases are recognised in the income statement:

	31/12/2025	31/12/2024
Depreciation of properties	-100	-103
Impairment of properties	-24	-
Depreciation of vehicle	-16	-15
Interest expenses (included in financial expenses, view Note 12)	-22	-26
Expenditure attributable to short-term leases/leases for which the underlying asset is of low value (included in other external expenses)	-7	-7

The total cash flow relating to lease agreements in 2025 amounted to SEK -140 million (-140).

Note 19 Tangible assets

Group	Land and buildings	Plant and machinery	Equipment, tools, fixtures and fittings	Total
2024 financial year				
Opening carrying amount	359	1,231	146	1,736
Purchases	147	152	19	318
Increase through business acquisitions	-	0	0	0
Sales and disposals	0	-3	-1	-4
Reclassification	13	-25	5	-6
Translation differences	26	80	4	110
Depreciation	-14	-129	-35	-179
Closing carrying amount	531	1,306	139	1,977
As per 31 December 2024				
Cost	585	1,923	373	2,881
Accumulated depreciation and write-downs	-54	-617	-235	-905
Carrying amount	531	1,306	139	1,977
2025 financial year				
Opening carrying amount	531	1,306	139	1,977
Purchases	6	64	24	94
Increase through business acquisitions	0	0	3	3
Sales and disposals	0	-2	-2	-4
Reclassification	-6	11	-2	4
Translation differences	-67	-151	-8	-225
Depreciation	-17	-137	-38	-192
Impairment	-28	-110	0	-139
Closing carrying amount	419	981	118	1,518
As per 31 December 2025				
Cost	513	1,797	379	2,688
Accumulated depreciation and write-downs	-94	-816	-262	-1,171
Carrying amount	419	981	118	1,518

Parent Company

During the financial year 2025, the Parent Company invested SEK 0 million (0) in fixtures and fittings. During the financial year, depreciation amounted to SEK 0 million (0).

Note 20 Deferred tax

Deferred tax liabilities are distributed as follows:

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Deferred tax liabilities				
Deferred tax assets	19	47	-	19
Deferred tax liabilities	-236	-276	-	-
Total deferred tax liabilities	-217	-228	-	19
Deferred tax to be settled within 12 months	-3	-7	-	-

Changes in deferred tax assets and liabilities during the year are shown below:

Deferred tax liabilities	Intangible assets	Property, plant and equipment	Untaxed reserves	Loss carry-forwards	Other	Total
As per 31 December 2023	-118	-76	-49	-	-6	-248
Reclassification	-	-	-	4	-4	-
Recognised in income statement	23	-29	0	26	17	37
Added through business acquisitions	-	1	-	-	-	1
Recognised in Other comprehensive income	-6	-9	-	0	-3	-18
As per 31 December 2024	-101	-113	-49	30	4	-228
Recognised in income statement	16	-4	-6	-25	11	-9
Added through business acquisitions	-9	-	-	-	-	-9
Recognised in Other comprehensive income	10	19	-	-1	1	30
As per 31 December 2025	-85	-98	-55	4	17	-217

Deferred tax receivables are recognised as tax loss carry-forwards to the extent that it is likely that they can be absorbed through future taxable profits. The recognized tax deductions for losses amount to SEK 15 million, have no expiration date, and can be utilized without limitation according to current tax regulations.

Note 21 Participations in Group companies

Parent Company	31/12/2025	31/12/2024
Opening cost	5,230	3,539
Acquisitions	132	0
Sale of subsidiaries within the group	-	-825
Shareholders' contribution	62	2,525
Remeasurement of additional purchase prices/acquisition option	-8	-8
Write-down	-121	-2
Closing accumulated cost	5,295	5,230
Closing carrying amount	5,295	5,230

Parent Company

Company Corp.ID no.	Registered office	Holding (number)/% of ownership	31/12/2025	31/12/2024
Hexatronic Australia Pty Ltd 643648122	Brisbane, Australia	100 100%	167	167
The Fibre Optic Shop Pty Ltd 98 885 048	Brisbane, Australia	100 100%	-	-
Optical Connections Pty Ltd 98737930	Brisbane, Australia	1 100%	-	-
Optical Solutions (Sydney City) Pty Ltd 116 504 904	Brisbane, Australia	200 100%	-	-
Optical Solutions (Victoria) Pty Ltd 111 683 357	Brisbane, Australia	200 100%	-	-
Optical Solutions (WA) Pty Ltd 123 208 177	Brisbane, Australia	200 100%	-	-
Optical Solutions Australia (ACT) Pty Limited 126 872 400	Brisbane, Australia	200 100%	-	-
Optical Solutions Australia (Queensland) Pty Limited 102 444 806	Brisbane, Australia	100 100%	-	-
Optical Solutions Australia Pty Limited 98 737 949	Brisbane, Australia	1 100%	-	-
Layer 1 Pty Ltd 155 675 568	Brisbane, Australia	200 100%	-	-
Apticom Srl 789 765 981	Gosselies, Belgium	5,000 90%	-	-
Hexatronic Danmark ApS 40639101	Copenhagen, Denmark	400 100%	0	0
Hexatronic UK Ltd 6329180	Gosport, England	2,000 100%	20	19
PQMS Ltd. 3696868	Bedworth, England	95 100%	0	37
Smart Awards Ltd. 9079735	Solihull, England	100 100%	5	5
Tech Optics Ltd 6726737	Tonbridge, England	13,050 100%	5	5
Mpirical Ltd 4393797	Lancaster, England	1,000 100%	90	90
Impact Data Solutions Ltd 7038550	London, England	1,800 87%	313	301
Cypress Topco Limited 11694332	Hoddesdon, England	1,960,000 100%	379	379
Cypress Bidco Lintied 11694440	Hoddesdon, England	2 100%	-	-
Cypress Debtco Limited 11694517	Hoddesdon, England	2 100%	-	-
Cypress Midco Limited 11694553	Hoddesdon, England	2 100%	-	-
Fibron Cable 2094347	Hoddesdon, England	960 100%	-	-

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Notes

Company Corp.ID no.	Registered office	Holding (number)/% of ownership	31/12/2025	31/12/2024
MConnect Ltd 11232731	Borehamwood, England	2 97%	-	-
Hexatronic Baltic OÜ 11164070	Tallinn, Estonia	1 100%	58	58
Hexatronic OÜ 10729558	Tallinn, Estonia	1 100%	-	-
KNET Indonesia 03.064.666.5-014.000	Jakarta, Indonesia	200 100%	-	-
Impact Data Solution ehf 590924-1130	Selfoss, Iceland	500,000 87%	-	-
QUBIX S.P.A. 3575150283	Padua, Italy	285,000 95%	245	243
Hexatronic Canada, Inc. 2358854	Toronto, Canada	100 100%	42	42
Hexatronic (Tianjin) Trading Co., Ltd 120 116 400 016 890	Tianjin, China	0 100%	2	2
Hexatronic SIA 40003583738	Riga, Latvia	2,500 100%	-	-
Hexatronic UAB 1117679610	Vilnius, Lithuania	100 100%	-	-
H. Weterings-Plastics B.V. 27219131	Gravenzande, Netherlands	1,800 100%	0	68
Impact Data Solutions BV 55655858	Utrecht, Netherlands	18,000 87%	-	-
Hexatronic AS 998 804 795	Engelsviken, Norway	1,000 100%	12	11
ATG 902415	Porirua, New Zealand	10,000 100%	-	-
Hexatronic New Zealand Ltd 5937353	Porirua, New Zealand	1,000 100%	23	22
Hexatronic Cables & Interconnect AB 556514-9118	Gothenburg, Sweden	1,000 100%	99	32
Hexatronic Fiberoptic AB 556252-0352	Stockholm, Sweden	- -	-	67
Proximion AB 556915-7323	Stockholm, Sweden	58,058 100%	64	64
Edugrade AB 556985-3152	Hudiksvall, Sweden	2,000 100%	25	25
Optobit AB 556709-8628	Stockholm, Sweden	- -	-	-
Apticom AB 559333-0938	Stockholm, Sweden	75,000 90%	21	21
Impact Data Solutions AB 559183-0350	Stockholm, Sweden	50,000 87%	-	-
KNET Co., Ltd 307-81-19772	Seoul, South Korea	5000,000 100%	689	710

Continued on next page

Company Corp.ID no.	Registered office	Holding (number)/% of ownership	31/12/2025	31/12/2024
Hexatronic GmbH 111674	Frankfurt, Germany	25,000 100%	28	28
Opternus GmbH 4567	Bargteheide, Germany	37,500 100%	135	134
Opternus Components GmbH 4934	Bargteheide, Germany	9,000 33%	-	-
TK-Kontor-Freitag GmbH 18207	Neumünster, Germany	25,000 100%	4	19
homeway GmbH HR B 35 42	Coburg, Germany	100,000 82%	78	78
Impact Data Solutions GmbH HR B 251768	München, Germany	25,000 87%	-	-
Hexatronic US Inc 475 193 577	Quitman, USA	100 100%	-	0
Blue Diamond Industries LLC 20-1023457	Lexington, USA	544,445 100%	-	0
The Light Brigade, Inc. 601232465	Kent, USA	10,000 100%	-	0
Hexatronic US Holding, Inc. 6243400	Wilmington, USA	1,000 100%	2,582	2,448
Hexatronic Data Center Group Us, Inc 2418620	Delaware, USA	8,000 91%	-	-
Hexatronic Data Center US Inc 800444772	Dallas, USA	100,000 91%	-	-
Hexatronic Rochester Cables 92-0753685	Delaware, USA	1000 100%	-	-
Fibron LLC 84-3803662	Texas, USA	1 100%	-	-
KNET America 450982200	New Jersey, USA	1,000 100%	-	-
Communication Zone 01-0684486	Illionois, USA	69,544 91%	-	-
Hexatronic Österreich GmbH 548181 z	Neulengbach, Austria	35,000 100%	143	87
Hexatronic Property GmbH 548183 b	Neulengbach, Austria	35,000 100%	66	66
Total			5,295	5,230

Note 22 Financial instruments by category

Group Assets in balance sheet	Financial assets at amortised cost	Total
31 December 2025		
Accounts receivable	1,184	1,184
Other receivables	18	18
Cash and cash equivalents	661	661
Total	1,862	1,862

31 December 2024		
Accounts receivable	1,121	1,121
Other receivables	13	13
Cash and cash equivalents	633	633
Total	1,767	1,767

Group Liabilities in balance sheet	Financial liabilities at amortised cost	Liabilities measured at value through profit or loss	Total
31 December 2025			
Liabilities to credit institutions	2,243	-	2,243
Accounts payable	696	-	696
Other current liabilities	-	378	378
Accrued expenses	207	-	207
Total	3,145	378	3,523

31 December 2024			
Liabilities to credit institutions	2,513	-	2,513
Accounts payable	679	-	679
Other current liabilities	-	352	352
Accrued expenses	155	-	155
Total	3,347	352	3,699

Note 23 Accounts receivable

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Accounts receivable	1,195	1,138	-	-
Less: reserve for credit losses	-10	-18	-	-
Accounts receivable – net	1,184	1,121	-	-

As of December 31, 2025, accounts receivable amounted to SEK 1,184 million (1,121) for the Group. As of December 31, 2025, accounts receivable amounted to SEK 0 million (0) for the parent company. The fair value of accounts receivable corresponds to its carrying amount, as the discounting effect is immaterial.

No accounts receivable have been pledged as collateral for any liability. The total loss rate as of 31 December, 2025, amounted to 0.9 percent (0.7), which is considered immaterial. Expected loss level by category are therefore not reported.

As per 31 December 2025	Not overdue	Past due <30 days	Past due >30 days <60 days	Past due >60 dagar <90 dagar	Past due >60 days <90 days	Past due >180 days	Total
Recognised amount for accounts receivable	985	151	27	10	9	13	1,195

As per 31 December 2024	Not overdue	Past due <30 days	Past due >30 days <60 days	Past due >60 dagar <90 dagar	Past due >60 days <90 days	Past due >180 days	Total
Recognised amount for accounts receivable	904	171	31	11	12	9	1,138

Changes in the reserve for credit losses during the financial year are specified below:

	2025	2024
As per 1 January	18	22
Increase in reserve for credit losses, change recognised in the income statement	1	5
Increase in reserve for credit losses through business acquisitions	-	-
Written-off accounts receivable during the year	-6	-8
Reversal of unused amount	-2	-1
As per 31 December	10	18

Provisions for the respective reversals of the reserve for credit losses are included under other external expenses in the income statement.

The carrying amounts, per currency, for accounts receivable and other receivables are as follows:

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
SEK	149	102	80	163
EUR	229	266	386	409
USD	487	428	911	890
GBP	241	250	6	14
AUD	40	44	117	133
Other currencies	48	49	2	1
Total	1,195	1,138	1,501	1,611

Note 24 Other receivables

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Supplier receivable	-	-	-	-
Other receivables	18	13	1	1
Total	18	13	1	1

Note 25 Prepaid expenses and accrued income

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Prepaid rent	19	20	1	1
Contract assets	137	75	-	-
Prepaid insurance	10	8	5	0
Prepaid marketing costs	4	4	0	0
Other	41	40	4	7
Total	211	146	10	9

Note 26 Cash and cash equivalents

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Bank balance	661	633	73	97
Total	661	633	73	97

Note 27 Share capital and other contributed capital

Group	No. of shares	Share capital	Other contributed capital	Total
As per 31 December 2023	205,323,650	2	959	961
Subscription for shares via warrant programme	1,667,500	0	63	63
Warrant programme	-	-	4	4
Share-based remuneration	1,343,596	0	-	0
As per 31 December 2024	208,334,746	2	1,027	1,029
Warrant programme	-	-	4	4
Share-based remuneration	1,130,007	0	-	0
As per 31 December 2025	209,464,753	2	1,031	1,033

The company's share is listed on the Nasdaq Stockholm Mid Cap.

As of the balance sheet date, the share capital of Hexatronic Group AB (publ) amounted to SEK 2,094,647.53, divided among a total of 209,464,753 shares, of which 205,637,228 were common shares and 3,827,525 were Series C shares. The par value of the shares is SEK 0.01. The common shares carry one vote per share, and the Series C shares carry 1/10 of a vote per share.

All shares issued by the parent company are fully paid.

During the fiscal year, the following share issue was carried out:

- The Annual General Meeting on May 5, 2025, resolved on a directed new issue of up to 1,130,007 Series C shares related to the long-term incentive plan (LTIP 2025).

At the Annual General Meeting on May 5, 2025, the Board of Directors was authorized, until the next Annual General Meeting, to acquire and/or transfer treasury shares corresponding to a maximum of 10 percent of the existing shares in accordance with the Board's proposal, and to resolve on new issues of shares and/ or warrants and/or convertibles amounting to a maximum of 10 percent of the registered share capital.

The total number of shares before dilution from existing warrant programs was 209,464,753 at the end of the fiscal year. Information on current warrant programs is provided in Note 28.

Note 28 Share-related compensation

Warrant programme

In all warrant programmes, the fair value of the allocated warrants has been calculated using the Black-Scholes model. Swedish participants pay the market price for the warrants, while foreign participants receive the warrants free of charge.

Existing warrant programs as of the balance sheet date are:

- In 2023, a warrant program was issued comprising 441,000 warrants directed at certain members of the Group's staff, of which 383,500 warrants were subscribed to. At the time of issuance, the market value per warrant was SEK 12.60 and the exercise price amounts to SEK 96.20. The exercise period is May 15, 2026 – June 15, 2026. Since the share price as of December 31, 2024 is below the exercise price for the warrant program, the fair value of the warrant premium amounts to SEK 0.
- In 2024, a warrant program was issued for 442,500 warrants directed at certain members of the Group's staff, of which 387,500 warrants were subscribed for. At the time of issuance, the market value per warrant was SEK 10.80 and the exercise price is SEK 55.30. The exercise period is May 13, 2027 – June 13, 2027. Since the share price as of December 31, 2024 is below the exercise price for the warrant program, the fair value of the warrant premium amounts to SEK 0.

- In 2025, a warrant program was issued comprising 940,000 warrants directed at certain members of the Group's staff, of which 635,000 warrants were subscribed for. At the time of issuance, the market value per warrant was SEK 8.45 and the exercise price is SEK 34.60. The exercise period is May 13, 2028 – June 13, 2028. Since the share price as of December 31, 2025 is below the exercise price for the warrant program, the fair value of the warrant premium amounts to SEK 0.

Warrants	2025	2024
Outstanding number of warrants on 1 January	1,228,000	2,554,000
Allocated during the year	635,000	387,500
Earned during the year	-	-1,667,500
Expired during the year	-581,500	-46,000
Outstanding rights to warrants on 31 December	1,281,500	1,228,000

Notes

Share-savings programme

For information regarding ongoing share savings programme, see Note 10 and paragraph - performance-based share savings programme.

Existing share-savings programmes on the balance sheet date:

- In 2023, a long-term, performance-based share savings program (LTIP 2023) was approved for 45 senior executives and other key personnel within the Group who are residents of Sweden. At the time of the annual report's publication, participants had invested in a total of 55,591 savings shares.
- In 2024, a long-term, performance-based share savings program (LTIP 2024) was approved for 45 senior executives and other key personnel within the Group who are residents of Sweden. As of the publication of the annual report, participants had invested in a total of 95,762 savings shares.
- In 2025, a long-term, performance-based share savings program (LTIP 2025) was approved for 30 senior executives and other key personnel within the Group. At the time of the annual report's publication, participants had invested in a total of 149,061 savings shares.

Note 29 Provisions

Group	Warranty-provision	Other provision	Total
As per 1 January 2024	48	12	59
Recognised in income statement:			
Provisions	12	2	14
Acquisitions	-	-	-
Funds utilised	-8	-10	-18
Unutilised funds that have been cancelled	-21	-	-21
As per 31 December 2024	31	4	34
Current portion	31	4	34
Total provisions	31	4	34
As per 1 January 2025	31	4	34
Recognised in income statement:			
Provisions	3	46	49
Acquisitions	-	-	-
Funds utilised	-6	-4	-10
Unutilised funds that have been cancelled	-4	-	-4
As per 31 December 2025	23	46	69
Current portion	23	46	69
Total provisions	23	46	69

Closing warrant provisions are for any faults and shortcomings in deliveries to customers. The amount is expected to be according to the size of the provision.

Other provisions primarily relate to costs associated with the performance improvement programme announced in 2025.

Note 30 Borrowing

Group	Carrying amount		Fair value	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Long-term borrowing				
Liabilities to credit institutions	2,181	2,361	2,181	2,361
Total long-term borrowing	2,181	2,361	2,181	2,361
Short-term borrowing				
Liabilities to credit institutions	62	152	62	152
Overdraft facilities	-	-	-	-
Total short-term borrowing	62	152	62	152
Total borrowing	2,243	2,513	2,243	2,513

Parent Company	Carrying amount		Fair value	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Long-term borrowing				
Liabilities to credit institutions	2,176	2,353	2,176	2,353
Total long-term borrowing	2,176	2,353	2,176	2,353
Short-term borrowing				
Liabilities to credit institutions	62	152	62	150
Overdraft facilities	-	-	-	-
Total short-term borrowing	62	152	62	150
Total borrowing	2,238	2,506	2,238	2,506

Group

Liabilities to credit institutions

The Group's borrowings are denominated in SEK, USD, GBP and EUR. Hexatronic has a syndicated financing arrangement with three Nordic banks that includes both senior bank loans and revolving credit facilities. The syndicated bank facility matures in 2028 and bears interest at a variable market rate per currency. The interest margin is determined by the level of the leverage covenant, which is reported quarterly. The margin is also determined by the type of facility and currency and currently ranges from 1.20–1.60% (1.25–1.55 %).

The Group has an approved overdraft facility in SEK of SEK 130 million and USD 5 million linked to the Group's cash pools. Of the approved overdraft facility in SEK, SEK 0 million (0) had been drawn down as of December 31, 2025.

The Group's exposure regarding borrowing, changes in interest rates, and refinancing at the end of the reporting period is as follows:

Borrowing from credit institutions	31/12/2025	Due	Interest rate
Senior bank loan	1,181	2028	Variable
Use of revolving credit	1,057	2028	Variable
Other bank loans	5	2028	Variable
Total borrowing	2,243		

Note 31 Other liabilities

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Liability, additional purchase prices/acquisition option	378	352	250	301
Employee withholding taxes	13	15	1	1
VAT liability	23	2	0	0
Prepayments from customers	39	52	-	-
Other current liabilities	22	21	-	-
Total	474	443	251	302
Of which long-term	181	352	51	301

Note 32 Accrued expenses and deferred income

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Accrued social security contributions	40	39	5	4
Accrued pay	88	73	9	5
Accrued holiday salaries	70	79	6	5
Accrued costs for purchases of goods	26	39	-	-
Contract liabilities	72	47	-	-
Other accrued expenses	110	69	13	7
Total	405	345	33	22

Contract liabilities consist of customer advances and deferred revenue associated with services and other offerings. The deferred revenue and advances recognized at the beginning of the year have largely been recognized as revenue during the financial year.

Note 33 Pledged assets and contingent liabilities

Hexatronic has no pledged assets or contingent liabilities.

Note 34 Items not affecting cash flow

	Group		Parent Company	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Depreciation/amortisation	577	419	2	3
Revaluation of incentive programmes	7	24	1	10
Work in progress, not invoiced	-7	-36	-	-
Change obsolescence reserve inventory	50	22	-	-
Other provisions	39	-28	2	-3
Exchange rate differences	2	-1	-	-
Other	5	1	-	0
Total	673	401	5	10

Note 35 Change in liabilities

	31/12/2024	Cash flow		Items not affecting cash flow					31/12/2025
		Bor- rowings	Repay- ment by instalment	Reclassifi- cation	Net increase in lease liability	Increase through business acqui- sitions	Change in exchange rate	Costs of financing	
Group									
Non-current lease liabilities	425	-	-	-120	48	-	-45	22	330
Current lease liabilities	132	-	-133	120	-	-	-	-	119
Non-current liabilities to credit institutions	2,361	8	-	10	-	-	-200	2	2,181
Current liabilities to credit institutions	152	-	-74	-10	-	-	-6	-	62
Overdraft facilities	-	-	-	-	-	-	-	-	-
Parent Company									
Non-current liabilities to credit institutions	2,354	8	-	13	-	-	-200	2	2,176
Current liabilities to credit institutions	152	-	-72	-13	-	-	-6	-	62
Overdraft facilities	-	-	-	-	-	-	-	-	-

	31/12/2023	Cash flow		Items not affecting cash flow					31/12/2024
		Bor- rowings	Repay- ment by instalment	Reclassifi- cation	Addi- tional lease liability	Increase through business acqui- sitions	Change in exchange rate	Costs of financing	
Group									
Non-current lease liabilities	476	-	-	-174	70	-	27	26	425
Current lease liabilities	91	-	-133	174	-	-	-	-	132
Non-current liabilities to credit institutions	2,774	-	-	-556	-	-	139	4	2,361
Current liabilities to credit institutions	150	-	-556	556	-	-	3	-	152
Overdraft facilities	-	-	-	-	-	-	-	-	-
Parent Company									
Non-current liabilities to credit institutions	2,760	-	-	-549	-	-	139	4	2,354
Current liabilities to credit institutions	150	-	-549	549	-	-	3	-	152
Overdraft facilities	-	-	-	-	-	-	-	-	-

The total repayment during 2024 exceeds the previous year's short-term debt. This is due to additional repayments of the RCF (revolving credit facility).

Note 36 Business acquisitions

Acquisitions 2025

On November 25, 2025, the Group acquired Communication Zone through Hexatronic Data Center Group Inc. The purchase price consisted of cash of SEK 208 million, a contingent consideration calculated at present value of SEK 25 million, and 6.4 percent of the shares in Hexatronic Data Center Group Inc. issued to the sellers. The issued shares are subject to a call/put option and are therefore classified as a financial liability.

At the time of acquisition, there were also two existing minority shareholders in Hexatronic Data Center Group Inc., whose holdings are also subject to call/put options. As all minority interests are

Preliminary purchase price (SEK m)

Cash and cash equivalents	208
Liability relating to redeemable minority (call/put option)	52
Contingent consideration (not paid)	25
Total purchase price	285

Recognised amounts of identifiable acquired assets and taken over liabilities

Cash and cash equivalents	44
Tangible fixed assets	3
Customer relations	45
Other intangible assets	2
Financial assets	-
Accounts receivable	23
Other liabilities	-19
Deferred tax	-9
Total identifiable net assets	89
Non-controlling interests	-
Goodwill	196

Acquisition-related costs of SEK 2 million are included in other external costs in the consolidated statement of comprehensive income for the 2025 financial year. Total cash flow, excluding acquisition-related costs, attributable to the business combination amounted to SEK 164 million. According to the agreement on conditional purchase price, the Group shall pay a maximum of USD 3.5 million.

The value of tax-deductible goodwill and customer relationships amounts to SEK 241 million.

The fair value of accounts receivable amounts to SEK 23 million. No doubtful accounts receivable were identified at the time of acquisition.

Net sales included in the Group's income statement for the 2025 financial year since the acquisition date amounted to SEK 12 million. The acquired company have contributed an EBITDA of SEK 2 million to the Group since the acquisition date.

If the acquired company had also been included in the Group during the period January 1 to December 31, the Group's net sales for the

considered likely to be redeemed, the acquisition is reported without any non-controlling interest. Both the contingent consideration and the redeemable minority interests are measured at fair value on an ongoing basis, with changes reported in the income statement.

The acquisition analysis below summarizes the preliminary purchase price for the acquisitions and the fair value of acquired assets and assumed liabilities reported on the acquisition date.

full year 2025 would have increased by a total of SEK 184 million and EBITDA by SEK 39 million.

Acquisitions 2024

On February 2, 2024, the Group acquired 97 percent of the share capital of MConnect, Ltd ("MConnect") for a fixed purchase consideration of GBP 0.6 million on a debt free basis. The acquisition of MConnect includes a put/call option to acquire the remaining 3 percent after 2027. Both parties have the right to exercise the option, and it is considered likely that the option will be exercised, hence the acquisition is recognized at 100 percent with no non-controlling interest. The expected purchase price for the remaining 3 percent is recognized as a liability with any changes in value through the income statement.

On October 1, 2024, the Group entered into an asset acquisition of parts of Icelandic Endor for a fixed purchase price of EUR 1.1 million on a debt-free basis, as well as a maximum present value calculated additional purchase price amounting to EUR 0.2 million.

The acquisitions have not had any material impact on Hexatronic's balance sheet, net sales and earnings for the period.

Note 37 Group structure

Name	Corp. ID no.	Registered office	The Group's participating interest
Hexatronic Australia Pty Ltd	643648122	Brisbane, Australia	100 %
The Fibre Optic Shop Pty Ltd	98 885 048	Brisbane, Australia	100 %
Optical Connections Pty Ltd	98 737 930	Brisbane, Australia	100 %
Optical Solutions (Sydney City) Pty Ltd	116 504 904	Brisbane, Australia	100 %
Optical Solutions (Victoria) Pty Ltd	111 683 357	Brisbane, Australia	100 %
Optical Solutions (WA) Pty Ltd	123 208 177	Brisbane, Australia	100 %
Optical Solutions Australia (ACT) Pty Limited	126 872 400	Brisbane, Australia	100 %
Optical Solutions Australia (Queensland) Pty Limited	102 444 806	Brisbane, Australia	100 %
Optical Solutions Australia Pty Limited	98 737 949	Brisbane, Australia	100 %
Layer 1 Pty Ltd	155 675 568	Brisbane, Australia	100 %
Apticom Srl	789 765 981	Gosselies, Belgium	90 %
Hexatronic Danmark ApS	40639101	Copenhagen, Denmark	100 %
Hexatronic UK Ltd	6329180	Gosport, England	100 %
PQMS Ltd.	3696868	Bedworth, England	100 %
Smart Awards Ltd.	9079735	Solihull, England	100 %
Tech Optics Ltd	6726737	Tonbridge, England	100 %
Mpirical Ltd	4393797	Lancaster, England	100 %
Impact Data Solutions Ltd	7038550	London, England	87 %
Cypress Topco Limited	11694332	Hoddesdon, England	100 %
Cypress Bidco Lintied	11694440	Hoddesdon, England	100 %
Cypress Debtco Limited	11694517	Hoddesdon, England	100 %
Cypress Midco Limited	11694553	Hoddesdon, England	100 %
Fibron Cable	2094347	Hoddesdon, England	100 %
MConnect Ltd	11232731	Borehamwood, England	97 %
Hexatronic Baltic OÜ	11164070	Tallinn, Estonia	100 %
Hexatronic OÜ	10729558	Tallinn, Estonia	100 %
KNET INDONESIA	03.064.666.5-014.000	Jakarta, Indonesia	100 %
Impact Data Solution ehf	590924-1130	Selfoss, Iceland	87 %
Qubix S.p.A.	3575150283	Padua, Italy	95 %
Hexatronic Canada, Inc.	2358854	Toronto, Canada	100 %
Hexatronic (Tianjin) Trading Co., Ltd	1,20116E+14	Tianjin, China	100 %
Hexatronic SIA	40003583738	Riga, Latvia	100 %
Hexatronic UAB	1117679610	Vilnius, Lithuania	100 %
H. Weterings-Plastics B.V.	27219131	Gravenzande, Netherlands	100 %
Impact Data Solutions BV	55655858	Utrecht, Netherlands	87 %
Hexatronic AS	998 804 795	Engelsviken, Norway	100 %
ATG	902415	Porirua, New Zealand	100 %
Hexatronic New Zealand Ltd	5937353	Porirua, New Zealand	100 %
Hexatronic Cables & Interconnect AB	556514-9118	Gothenburg, Sweden	100 %
Hexatronic Fiberoptic AB	556252-0352	Örebro, Sweden	100 %
Proximion AB	556915-7323	Stockholm, Sweden	100 %
Edugrade AB	556985-3152	Hudiksvall, Sweden	100 %
Apticom AB	559333-0938	Stockholm, Sweden	90 %

Name	Corp. ID no.	Registered office	The Group's participating interest
Impact Data Solutions AB	559183-0350	Stockholm, Sweden	87 %
KNET Co., Ltd	307-81-19772	Seoul, South Korea	100 %
Hexatronic GmbH	111674	Frankfurt, Germany	100 %
Opternus GmbH	4567	Bargteheide, Germany	100 %
Opternus Components GmbH	4934	Bargteheide, Germany	33 %
TK-Kontor-Freitag GmbH	18207	Neumünster, Germany	100 %
homeway GmbH	HR B 35 42	Coburg, Germany	82 %
Impact Data Solutions GmbH	HR B 251768	München, Germany	87 %
Hexatronic US Inc	475193577	Quitman, USA	100 %
Blue Diamond Industries LLC	20-1023457	Lexington, USA	100 %
The Light Brigade, Inc.	601232465	Kent, USA	100 %
Hexatronic US Holding, Inc.	6243400	Wilmington, USA	100 %
Hexatronic Data Center Group Us, Inc	2418620	Delaware, USA	91 %
Hexatronic Data Center US Inc	800444772	Dallas, USA	91 %
Hexatronic Rochester Cables	92-0753685	Delaware, USA	100 %
Fibron LLC	84-3803662	Texas, USA	100 %
Communication Zone	01-0684486	Illinois, USA	91 %
KNET America	450982200	New Jersey, USA	100 %
Hexatronic Österreich GmbH	548181 z	Neulengbach, Austria	100 %
Hexatronic Property GmbH	548183 b	Neulengbach, Austria	100 %

Note 38 Events after the balance sheet date

- Hexatronic clarified the management structure of the Fiber Solutions business area, which will consist of four commercial regions as well as global functions for Product & Innovation and Sourcing & Supply Chain. As a result of these changes, Christian Priess will leave the company at the end of February 2026. Magnus Angermund will assume full leadership of the Europe Region and remain a member of the Global Executive Management Team. Following the changes, the Global Executive Management Team will be reduced from eight to seven members.
- Hexatronic signed a binding agreement to acquire 100 percent of the shares in JOWO Systemtechnik AG, a German manufacturer and distributor of connectors and related products supplied primarily to customers in the defence, energy and broader industrial sectors. The acquisition strengthens Hexatronic's connectivity offering within the Harsh Environment business area and provides additional technological capabilities as well as deeper access to key customer segments, particularly within the European defence market.

The consolidated income statement and balance sheet will be presented at the AGM on May 12, 2026 for adoption.

The Board of Directors and the CEO certify that the annual financial statements and consolidated financial statements have been prepared in accordance with the international accounting standards referred to in the European Parliament and Council Regulation (EC) No. 1606/2002 of July 19, 2002, on the application of international accounting standards, as well as generally accepted accounting principles, and provide a true and fair view of the financial position and results of the Parent Company and the Group. The Board of Directors' Report for the Group and Parent Company provides a true and fair overview of the development of

the business, financial position and results, and describes significant risks and uncertainty factors that the Parent Company and the companies forming the Group are facing.

This sustainability statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS), in compliance with the requirements of the Swedish Annual Accounts Act and Article 8 of the EU Taxonomy Regulation.

Gothenburg, April 1, 2026

Magnus Nicolin
Chairman of the Board

Diego Anderson
Board Member

Jaakko Kivinen
Board Member

Linda Hernström
Board Member

Helena Holmgren
Board Member

Åsa Sundberg
Board Member

Rikard Fröberg
CEO

Our audit report on the annual report and consolidated financial statements, as well as our review report on the sustainability report, was submitted on April 1, 2026.

Öhrlings PricewaterhouseCoopers AB

Johan Malmqvist
Authorised Public Accountant

Auditor's report

To the general meeting of the shareholders of Hexatronic Group AB (publ),
corporate identity number 556168-6360

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Hexatronic Group AB (publ) for the year 2025 except for the corporate governance statement and the statutory sustainability report on pages 36-47 and 48-109, respectively. The annual accounts and consolidated accounts of the company are included on pages 26-164 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement and the statutory sustainability report on pages 36-47 and 48-109, respectively. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014/EU) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit

Regulation (537/2014/EU) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

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

Our audit approach

Audit scope

We designed our audit by determining materiality and assessing the risks of material misstatement in the consolidated financial statements. In particular, we considered where the Board of Directors and the Managing Director made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the group, the accounting processes and controls, and the industry in which the group operates.

Materiality

The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall group materiality for the consolidated financial statements as a whole. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate on the financial statements as a whole.

Key audit matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context

of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Key Audit Matter

How our audit addressed the Key Audit Matter

Valuation of intangible assets

Through acquisitions in recent years, the Group has acquired intangible assets in the form of customer relationships, brands and goodwill in an amount of SEK 2,807 million.

The Group tests goodwill for impairment annually or when there is an indication of impairment. For customer relationships and brands with a determinable useful life, depreciation is reported on an ongoing basis and when there is an indication of impairment, a test is performed to determine whether there is a need for impairment.

Impairment testing is carried out by determining the recoverable amount, which is the higher of the value in use and the fair value less costs to sell, which is compared with the carrying amount of the assets within each cash-generating unit. Impairment testing of goodwill and, where applicable, of other intangible assets is essential to our audit because the intangible assets represent significant amounts in the balance sheet and also includes an impairment test that requires management to make significant estimates and judgments about the future.

See notes 2, 4 and 17 in the annual report for a description of these items.

For the impairment test based on a value in use calculation, our audit procedures include the following:

- Reconciliation of the cash flow forecast against the adopted budget for 2026 and against the subsequent forecasts.
- Evaluation and assessment of whether the company's valuation model is consistent with accepted valuation techniques.
- Challenge management regarding the reasonableness of the assumptions that have the greatest effect on the value, which include sustainable growth rate, sustainable operating margin and discount rate.
- Through sensitivity analyses, challenge management's assumptions and test the safety margins that exist and assess the risk that an impairment requirement would arise.

Valuation of inventory

Inventory valuation is a key area of our audit as the valuation involves a number of estimates and judgements and in addition the carrying amount of inventory amounts to a significant amount of SEK 1,202 million.

An important assessment that management makes when valuing inventory relates to the Group's ability to sell its products in inventory at a price that exceeds the acquisition cost, as well as assessing any obsolescence.

If the estimated net realizable value is lower than the acquisition cost, a value reserve is established for inventory obsolescence. The value reserve is calculated using an obsolescence ladder which means that an impairment of the value of the inventory is based on the turnover rate of individual items, combined with an individual assessment of the value of specific products.

See notes 2 and 4 in the annual report for a description of these items.

To review the Group's obsolescence reserve, we perform the following review steps, among others:

- Assessment of whether the assumed obsolescence step provides a reasonable approximation of actual obsolescence.
- Control calculation of the calculated obsolescence provision based on the decided obsolescence step.
- Evaluation of management's position in cases where there has been a deviation from the obsolescence step and an individual obsolescence assessment for specific products has been used.
- Review of sluggishness in the inventory using data analysis and reconciliation of the result in this against the actual obsolescence reserve.
- Discussion with management with the aim of identifying forecasted changes in the company's sales that could cause inventory items to become obsolete.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-25 and 173-176, and the sustainability report on pages 48-109. The other information also comprises of the remuneration report, which we obtained prior to the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Directors responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

Report on other legal and regulatory requirements

The auditor's examination of the administration of the company and the proposed appropriations of the company's profit or loss.

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Hexatronic Group AB (publ) for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Directors be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing

administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

The auditor's examination of the ESEF report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528) for Hexatronic Group AB (publ) for the financial year 2025.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for Opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of ABC AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director is (are) responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance statement on pages 36-47 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's auditing standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially 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 opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act/ the Annual Accounts Act for Credit Institutions and Securities Companies/ the Annual Accounts Act for Insurance Companies.

Öhrlings PricewaterhouseCoopers AB, 113 97 Stockholm, was appointed auditor of Hexatronic Group AB (publ) by the general meeting of the shareholders on the 5 May 2025 and has been the company's auditor since the 18 December 2013.

Göteborg 1 April 2026

Öhrlings PricewaterhouseCoopers AB

Johan Malmqvist

Authorized Public Accountant

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

Auditor's limited assurance report of Hexatronic Group AB (publ)'s statutory sustainability statement

To the general meeting of the shareholders of Hexatronic Group AB (publ), corporate identity number 556168-6360

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Hexatronic Group AB (publ) for the financial year 2025. The sustainability statement is included on page 48-109 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in IRO-1 of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

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

Other matter

The sustainability statement for the previous financial year has not been subject to a limited assurance engagement and no review of the comparative figures in the sustainability statement for the year 2025 (the financial year) has therefore been performed.

Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1-47, 110-164 and 173-176. The Board of Directors and the Managing

Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors, and the Managing Director, are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as the Board of Directors and the Managing Director determines necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level

of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Hexatronic Group AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

The review procedures primarily include:

Our procedures regarding the process that the company has implemented to identify sustainability information to be reported included, but were not limited to, the following:

- Obtaining an understanding of the process by:
 - Making inquiries to understand the sources of information used by management (e.g., stakeholder dialogues, business plans, and strategy documents); and
 - Reviewing the company's internal documentation of its process; and
- Evaluating whether the information obtained from our actions regarding the process implemented by the company is consistent with the description of the process in IRO-1 of the sustainability statement.

Our procedures regarding the sustainability report included, but were not limited to, the following:

- Through inquiries, obtain a general understanding of the

internal control environment, reporting processes, and information systems relevant to the preparation of the information in the sustainability statement.

- Evaluate whether the information identified by the Process is included in the sustainability statement;
- Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the ESRS;
- Perform inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Perform substantive assurance procedures on selected information in the sustainability statement;
- Through inquiries and analytical procedures, evaluate supporting evidence to the methods for developing significant estimates and forward-looking information;
- Obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement.

The review of taxonomy disclosures included, but was not limited to, the following review procedures:

- Performed substantive audit procedures on selected disclosures provided in accordance with the EU Taxonomy.
- Conducted inquiries with management and other personnel within the company to obtain an understanding of the process and the sources of the information used in the taxonomy disclosures.
- Evaluated whether the presentation of the taxonomy disclosures is consistent with the requirements of the EU Taxonomy Regulation.

Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Managing Director of Hexatronic Group AB (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by Hexatronic Group AB (publ). Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Gothenburg April 1st 2026
Öhrlings PricewaterhouseCoopers AB

Johan Malmqvist
Authorized Public Accountant

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

Reconciliation between IFRS and terms for key figures

In this Annual Report, Hexatronic presents certain financial measures that are not defined in accordance with IFRS, known as alternative performance measures. The Group considers that these measures provide valuable additional information to investors as they enable an evaluation of the

company's results and position. As not all companies calculate financial measures the same way, they are not always comparable with measures used by other companies. Investors should view these financial measures as a complement to, rather than a substitute for, financial

Organic growth, SEK m, %	2025	2024
Net sales	7 519	7 581
Exchange-rate effects	402	26
Acquisition driven	-128	-528
Comparable net sales	7 794	7 079
Net sales corresponding period previous year	7 581	8 150
Organic growth	213	-1 071
Organic growth %	3%	-13%
Annual growth, rolling 12 months, %	2025	2024
Net sales rolling 12 months	7 519	7 581
Annual growth, rolling 12 months	-1%	-7%
Quick asset ratio, %	31/12/2025	31/12/2024
Current assets	3 277	3 355
Inventories	-1 202	-1 442
Current assets - inventories	2 075	1 913
Current liabilities	1 661	1 491
Quick asset ratio	125%	128%
Core working capital, SEK m	31/12/2025	31/12/2024
Inventories	1 202	1 442
Accounts receivable	1 184	1 121
Accounts payable	-696	-679
Core working capital	1 691	1 884
Net debt, SEK m	31/12/2025	31/12/2024
Non-current liabilities to credit institutions	2 181	2 361
Current liabilities to credit institutions	62	152
Overdraft facilities	-	-
Cash and cash equivalents	-661	-633
Net debt	1 582	1 880

EBITDA and EBITDA (proforma) R12, SEK m	2025	2024
Operating profit (EBIT), R12	226	680
Amortisation of intangible fixed assets, R12	108	123
EBITA, R12	334	803
Depreciation of tangible fixed assets, R12	469	297
EBITDA, R12	804	1099
EBITDA (proforma), R12	841	1106
Leasing effect (IFRS 16) on EBITDA, R12	-133	-132
EBITDA exclusive IFRS16 (proforma), R12	707	974
Leverage, x	2025	2024
Net debt	1582	1880
EBITDA exclusive IFRS16 (proforma), R12	707	974
Net debt / EBITDA exclusive IFRS 16 (proforma), R12	2,2	1,9
Adjusted EBITDA and adjusted EBITA	2025	2024
EBITA, R12	334	803
Non-recurring items	298	-
Adjusted EBITA, R12	632	803
EBITDA, R12	804	1099
Non-recurring items	134	-
Adjusted EBITDA, R12	937	1099
Acquired EBITDA before closing (R12)	37	7
EBITDA (proforma), R12	974	1106
Leasing effect (IFRS 16) on EBITDA, R12	-133	-132
Adjusted EBITDA exclusive IFRS16 (proforma), R12	841	974
Adjusted leverage	2025	2024
Net debt	1582	1880
Adjusted EBITDA exclusive IFRS16 (proforma), R12	841	974
Net debt / adjusted EBITDA exclusive IFRS 16 (proforma), R12	1,9	1,9

Definition of alternative key metrics

Acquisition-driven growth

Net sales from acquired businesses during the following twelve months after the acquisition date.

Adjusted EBIT

Operating profit, revenue minus all costs related to operations, excluding non-recurring items, net financial items and tax.

Adjusted EBIT margin

Adjusted EBIT as a percentage of net sales.

Adjusted EBITA

Operating profit, excluding non-recurring items, before amortization of intangible assets.

Adjusted EBITA margin

Adjusted EBITA as a percentage of net sales.

Adjusted EBITDA (pro forma), R12

Operating profit, excluding non-recurring items, before depreciation, amortization, impairment and pro forma adjusted acquired EBITDA (before takeover) for the last twelve months (R12).

Adjusted leverage

Net debt to adjusted EBITDA pro forma, excluding IFRS16, R12.

Annual growth

Average annual growth is calculated as the Group's total net sales during the period compared with the corresponding period last year.

Average number of outstanding shares

Weighted average of the number of outstanding shares during the period.

Average number of outstanding shares after dilution

Weighted average of the number of shares outstanding during the period plus a weighted number of shares that would be added if all potential shares were converted into shares.

Core-working capital

Calculated as inventory plus accounts receivable minus accounts payable.

Earnings per share before dilution

Profit for the period attributable to parent company shareholders divided by the average number of outstanding shares before dilution.

Earnings per share after dilution

Profit for the period attributable to parent company shareholders divided by the average number of outstanding shares after dilution.

EBITDA

Operating profit before amortization and impairment of intangible assets.

EBITDA (proforma), R12

Operating profit before depreciation and amortization plus pro forma acquired EBITDA, before closing, for the last twelve months.

EBITA

Operating profit before amortization of intangible non-current assets.

EBITA margin

EBITA as a percentage of net sales.

EBIT

Operating profit. Revenue minus all costs related to operations, but excluding net financial items and income tax.

EBIT margin

Operating profit as a percentage of net sales.

Equity asset ratio

Total equity as a percentage of total assets.

Equity per share

Total equity is divided by the number of shares outstanding.

Gross profit

Net sales minus costs for raw materials and goods for resale.

Gross profit margin

Gross profit as a percentage of net sales.

Investments (Capex)

Acquisitions of tangible and intangible assets.

Leverage

Net debt to EBITDA (pro forma), excluding IFRS16, R12.

Net debt

Interest-bearing liabilities, excluding lease liabilities, minus cash and cash equivalents.

Non-recurring items

Non-recurring items affecting comparable results.

Number of employees

Number of employees at the end of the period.

Number of shares

Number of outstanding shares at the end of the period.

Organic growth

Organic growth is calculated as net sales adjusted for exchange rate effects and acquired businesses in relation to the previous year's net sales adjusted for acquired businesses.

Quick asset ratio

Calculated as current assets minus inventories divided by current liabilities.

Information to shareholders

Annual General Meeting (AGM)

The AGM for 2026 will be held on Monday, May 12, 2026 at 03:00 pm at Gothia Towers, Mässans gata 24 in Gothenburg. Shareholders. Shareholders have the opportunity to exercise their voting rights by voting in advance before the AGM. Information about the right to participate and how to register is provided in the notice for the AGM. The notice was published on April 9, 2026, when registration for the meeting opened. All documentation for the AGM, such as the notice and the proposals from the Board of Directors and the Nomination Committee, can be found on Hexatronic's website under the Corporate Governance section.

Finansiell information

Hexatronic's financial reports are published in Swedish and English and are available digitally on the company's website under the Investors section. The annual report is also available in printed format and can be ordered at info@hexatronic.com.

Hexatronic regularly publishes press releases and news on the company's website. By registering your e-mail address, you can subscribe to press releases, financial reports and other news. The company also organizes webcast presentations in connection with the quarterly reports.

Financial calendar

29 April 2026	Interim report January–March 2026
12 May 2026	AGM for the 2025 financial year
15 July 2026	Interim report April–June 2026
22 October 2026	Interim report July–September 2026

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