


Sustainability report

Highlights 2022

- New materiality analysis based on the dual materiality perspective conducted. Aspects throughout Bure's value chain were considered with a specific focus on impacts linked to portfolio companies' operations.
- Implementation of Bure's sustainability maturity framework in portfolio companies completed.
- All portfolio companies developed their sustainability efforts:
 - Mycronic established science-based targets,
 - Vitrolife, Xvivo and Allgon conducted new materiality analyses,
 - 12 of the 13 portfolio companies reported sustainability data,*
 - All companies implemented a whistleblower function.
- Collection of sustainability data was expanded with the inclusion of additional categories for calculating Scope 3 greenhouse gas emissions.
- Training workshops for Bure employees focusing on internal routines within the sustainability framework and new materiality analysis as well as sustainability actions going forward.
- The new materiality analysis and expanded reporting has prepared Bure for the implementation of the EU's new law on sustainability reporting, (CSRD).

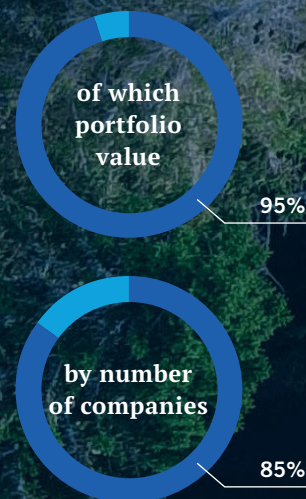
** Bure ACQ is not included in the reporting as the company did not conduct any operations in 2022.*

Bure: Greenhouse gas emissions, tonnes CO₂e

	Scope 1: Direct emissions from operations ¹⁾	2022 0	2021 0
	Scope 2: Indirect emissions from production ²⁾	2022 0.2	2021 0.4
	Scope 3: Indirect emissions ³⁾	2022 7,346	2021 6,170
	of which Bure generated internally:	35	17
	of which portfolio companies Scope 1 and 2:	7,311	6,153

1) Scope 1 refers to direct emissions from operations (e.g., production in own factories). In Bure's case, these are 0.
 2) Scope 2 is energy purchased for Bure's operations, including electricity, heating and cooling.
 3) Scope 3 includes emissions from Bure's business travel, production and distribution of energy, purchase of goods and services and investments. Investments include portfolio companies' Scope 1 and 2 emissions (extrapolated data for Cavotec).

Proportion of portfolio that has reported in Scope 3 emissions*



*Companies that have reported at least Scope 3 categories in 2022.



Bure: Diversity by gender and age

2022	Men	Women	<30	30-50	>50
Board	50%	50%	0%	0%	100%
Executive team	100%	0%	0%	0%	100%
Employees	43%	57%	29%	57%	14%



Portfolio: Diversity by gender and age

2022	Men	Women	<30	30-50	>50
Board	80%	20%	0%	20%	80%
Executive team	72%	28%	0%	51%	49%
Employees & Managers	68%	32%	19%	60%	21%

Whistleblower function

Bure, 100%



Portfolio
100%

Code of Conduct

Bure, 100%



Portfolio
100%

Corruption incidents Bure and portfolio

0 no.

For Bure, sustainability is business resilience

Bure is an investment company whose goal is to create value for our shareholders and be a competitive alternative on the investment market. As a responsible owner, we have a long-term focus and work proactively to strengthen business resilience for Bure and for our holdings. Work on sustainability issues is a crucial component of this, and we see a clear connection between business models that contribute to sustainable development and long-term value creation. We are proud to invest in companies that are pioneers in their industries and that provide the market with innovative solutions in everything from fertility to IT security and environmentally friendly shore power for ships in the world's ports.

It is our view that successful and well-established sustainability work will increasingly be decisive for the success of our portfolio companies. This is not least in a future scenario where each company's understanding and management of sustainability impacts will strengthen the business resilience of the business.

During 2022, we reviewed our internal sustainability work with the aim of raising our ambition level and strengthening our role as a responsible owner. This is an ongoing effort that will continue in 2023. We believe that a responsible owner creates security and faith in the future and gives businesses time to develop. As owners, we want to ensure that sustainability is on the agenda and that the work is continuously driven forward. Bure has representation on the boards of all portfolio companies, often as chairman of the board, which gives us opportunities to develop companies in a positive direction. Some of our holdings have progressed further in their sustainability work, while others have recently started working more actively with sustainability issues and therefore need more support. We believe in a mutual exchange of knowledge and experience between Bure and portfolio companies to drive these efforts forward.

At EU level, work continues on legislation and regulations regarding sustainability, such as the CSRD, the Taxonomy Directive and Disclosure Directive (SFDR). Bure is affected by all three of these regulations, either directly through our operations or indirectly through our holdings. In 2022, we carried out a new materiality analysis with the aim of building preparedness for CSRD, which is described in this report.

Regarding the taxonomy, Bure itself is not subject to the regulation, but in accordance with our objective to be a responsible owner, we have made an assessment of the potential extent of our holdings. The assessment showed that two of our holdings, Mycronic and Cavotec, have economic activities that are covered by, and thus can potentially be aligned with, the EU taxonomy. Bure continuously monitors legislative and regulatory developments related to the taxonomy and dialogues with portfolio companies about this work to ensure alignment.

Materiality analysis

In 2022, Bure conducted a new materiality analysis with the aim of determining focus areas and goals for sustainability work and to prepare for the upcoming implementation of the Corporate Sustainability Reporting Directive (CSRD), the EU's new legal framework on sustainability reporting.

Two significant changes in the new materiality analysis compared to the previous analysis concern the inclusion of Bure's value chain and the application of the dual materiality perspective¹⁾. The dual materiality perspective means that sustainability areas must be assessed with regards to Bure's impact on sustainability, and sustainability's impact on Bure, (known as financial materiality).

Dialogues were conducted with internal and external stakeholders including board members, owners, CEOs and CFOs, as well as representatives from a selection of portfolio companies, which together make up roughly 80 per cent of Bure's net asset value. The following companies participated in the stakeholder dialogues: Allgon, Cavotec, Mycronic, Vitrolife, Xvivo Perfusion, and Yubico.

The materiality analysis also included analysis of the impact, (actual and potential impacts on the economy, environment, people and human rights), as well as financial materiality, (based on sustainability risks and opportunities), regarding Bure's own operations and our portfolio companies. We used the sustainability areas that are included in CSRD and ESRS: climate change, resource use and circular economy, pollution, water and marine resources, biodiversity and ecosystems, own employees, employees and workers in the value chain, consumers and end-users, affected communities, business ethics and conduct.

The first phase of the materiality analysis included an initial assessment of the sustainability challenges associated with each portfolio company. Stakeholders provided key insights about impacts, risks and opportunities relevant to their businesses and sectors. The above-mentioned sustainability areas were then assessed based on actual and potential impacts, positive and negative, in accordance with the process described in GRI Standards 2021. Actual impacts are assessed based on severity, which is determined by the degree and scope of the impact and the likelihood of compensation, while potential impacts are assessed by severity and probability. Human rights have been taken into account in all assessments. For financial materiality, risks and opportunities linked to Bure and its holdings' operational activities were assessed, as well as whether these may impact financial result. Risks that are relevant to Bure include the impact of climate change on production facilities, lack of critical materials in the value chain, and fines as a result of bribery or corruption incidents.

1) A materiality analysis was conducted in accordance with the draft ESRS that were available in 2022.

The entire Bure team worked on the materiality analysis and participated in the presentation of the results of the analysis where future prioritised sustainability areas were also discussed.

The results of the materiality analysis confirm that Bure's actual and potential impacts – positive and negative – derive from its portfolio companies' operations. On its own, Bure is a small company with 10 employees who all work from the office in Stockholm.

Based on the impact analysis and the analysis of financial materiality, in combination with a compilation of our stakeholders' expectations of us, six sustainability areas have been prioritised for reporting. See table:

	Bure's material sustainability aspects*	Prioritised aspects for reporting
Materiality ↑	Climate change	●
	Staff and workers in the value chain	●
	Consumers and end-users	●
	Resource use and circular economy	●
	Own staff	●
	Business ethics and behaviour	●
	Environmental pollution	
	Impacts on local communities	
	Water and marine resources	
	Biodiversity and ecosystems	

* The materiality analysis was conducted in accordance with the draft ESRS that was available in 2022.

The results of the materiality analysis will form the basis for Bure's sustainability reporting, and the further development of a robust and forward-looking sustainability strategy, which will be formalised in 2023. The result will also form the basis for expanded dialogue with portfolio companies and potential objectives based on material areas. In addition to prioritised areas, we will continue to monitor developments in other ESRS areas to ensure that we cover them should they be deemed essential to our business or value chain in the future.

Sustainability governance

Governance structure

Bure's philosophy for long-term and sustainable value creation is defined by our employees and our shared values. The Bure board of directors is ultimately responsible for sustainability work and discusses work that takes place at Bure and receives information about work undertaken by its holdings. The board is responsible for approving the

sustainability report, sustainability policies, risk analyses and strategic decisions as they relate to Bure. This commitment contributes to the board's understanding of sustainability trends, upcoming legislation as well as risks and opportunities for Bure. There is currently no specific sustainability committee on the Bure board. Bure's CFO is responsible for the implementation of strategic decisions and operational sustainability work. Bure's board representatives in each company are responsible for managing respective company's sustainability issues at board level and report to the Bure board annually. In this way, the Bure board has an overview of operational impacts on the environment and society.

Four of Bure's six board members are independent. The board consists of an equal number of men and women. One of Bure's six board members has broad sustainability knowledge from previous assignments. Board members are appointed by a majority of shareholders. No other parties are involved in this decision-making process.

When electing Bure's board, the Swedish Code of Corporate Governance is followed. This means, inter alia, that a majority of board members must be independent in relation to the company and company management. Other criteria include industry experience, international experience and diversity. Specific competences regarding the organisation's sustainability impacts are not taken into account at the present time.

All conflicts of interest, including board members' other duties, are described in the annual report. Evaluation of the board's work takes place annually by an external firm and is compiled in a report. Collection and compilation of information for this evaluation is conducted using digital tools or via in-depth interviews with board members.

Remuneration policy for the board and management team has not included ESG targets to date. However, this will be introduced in 2023 as part of Bure's short-term incentive programme. Independent consultants are not used to determine compensation levels.

- The annual compensation ratio of total compensation for the organisation's highest paid employee to the median compensation was 5.0x in 2022.
- The annual compensation ratio for percentage increase in total compensation for the organisation's highest paid to median increase in the organisation was 2.8x in 2022.

Compensation ratios are calculated using a fixed salary with an assumption of an outcome of 40 per cent for STI (bonus) and pension.

Governing documents

Our internal policy framework establishes guidelines for Bure's actions as a responsible company. This framework is based on the Global Compact's 10 principles and Agenda 2030 and is described in detail in our policies. Together with our policy for responsible ownership and responsible investment, our environmental policy, our GDPR policy and whistleblower policy, our code of conduct defines guidelines for how Bure should act as a responsible company, owner and employer. Employees and other Bure representatives have a responsibility to follow our governing documents and to have an understanding of what these mean in relevant contexts. The internal policy framework is reviewed and updated as necessary. All Bure employees have read the policy framework and it has been communicated to our portfolio companies. Employees are encouraged to report deviations from policies and incidents either internally to their immediate supervisor or via our anonymous whistleblower function, which is provided by an external law firm.

Business ethics and anti-corruption

Bure has zero tolerance for all forms of corruption. This includes the misuse of insider information. This is set out in our code of conduct, which all new employees are informed about and sign when they join Bure, together with our insider policy that regulates employees' trading in financial instruments. Bure employees are subject to restrictions in addition to current legislation regarding trading in listed financial instruments which are regulated by Bure's insider policy and which in some cases require the approval of the company's CEO. Employees are regularly trained by external lawyers about laws and regulations governing the capital markets, including market abuse. Work in this area is continuously evaluated and any suspicion of corruption or unethical behaviour are taken very seriously. An evaluation is also conducted every year in which policy documents and internal processes are reviewed and updated. In 2022, zero (0) incidents of corruption occurred. No (0) complaints regarding loss of customer data or other breaches of our customer privacy were reported in 2022.

Training and communication about anti-corruption

Number	Read policy	%	Received training in	%
Board and Executive team	6	100%	0	0%
Managers	2	100%	2	100%
Employees	7	100%	7	100%

** In addition to seven employees, Bure has a full-time consultant who also read the policy and participated in training.*

Bure: a long-term and responsible owner

From analysis to investment

Analysis of sustainability risks and opportunities forms a key part of Bure's investment process. In 2022, we worked on the implementation of our processes for ESG evaluation of potential investments. In the evaluation, we analyse how a company relates to the 10 principles of the UN Global Compact and to Bure's responsible investment policy, which includes Bure's exclusion criteria. Furthermore, potential sustainability risks are evaluated based on, among other things, the sector in which a company is active, its supply chain, geographical presence and ownership structure. Finally, a company's sustainability maturity is evaluated based on Bure's sustainability framework.

Long-term value creation

Our strategy is to be a responsible and long-term owner that creates value in our portfolio companies and builds successful companies. The integration of sustainability in our investment activities is necessary for long-term value creation in our companies.

Bure influences sustainability work in portfolio companies through corporate governance. The assignment of a board representative includes actively pursuing sustainability issues and working with the ownership agenda established for each company. The ownership agenda are the goals that Bure has for each of its companies and focuses on the most important issues in the next three to five years.

During the year, we completed the implementation of our sustainability framework and associated handbook for our portfolio companies. The framework is a governance structure that helps Bure to:

- identify portfolio companies and potential investments' sustainability maturity,
- determine requirements and expectations for how companies should develop their sustainability work,
- practical guidance to companies on meeting requirements,
- Follow up the companies' performance over time.

In May each year, Bure's portfolio company managers report on the progress of each company and in June the results are presented to the Bure board. In 2022, Bure was delighted to see that all companies made progress on sustainability and moved forward on the framework's sustainability scale.

In 2022, Bure collected sustainability data from all portfolio companies for the second year in a row. We raised the ambition for data collection in 2022 and chose to include more indicators than the previous year, including reporting on waste. The selection criteria for sustainability data are the aspects identified as most relevant in the materiality analysis, and to prepare as much as possible for the EU directive on sustainability reporting (CSRD).

Sustainability work in portfolio companies

It is via portfolio companies that Bure has the greatest opportunity to make a difference and contribute to a more sustainable society. In 2022, all companies developed their sustainability work positively.

Key sustainability activities in portfolio companies in 2022

MYCRONIC

- Mycronic set new long-term sustainability goals. The company has committed to reducing its emissions by 50 per cent by 2030, (compared to 2020), and is working to get this and other goals validated as science-based targets.
- Mycronic also continued work on taxonomy alignment and launched a review of policies and processes to ensure compliance with the EU various taxonomy criteria. In addition, Mycronic is now conducting an independent external life cycle assessment of one of the products covered by the taxonomy, which is necessary for compliance.

XVIVO

- Xvivo carried out its first materiality analysis and based on the results, defined three main sustainability focus areas: "Ethical and responsible operations", "Committed employees", and "Innovative, high-quality and accessible products".

YUBICO

- As part of its "Secure it forward" initiative, Yubico donates YubiKeys to vulnerable areas in the world to support democracy, human rights and freedom of expression. In 2022, 22,000 YubiKeys were donated to Ukraine following Russia's invasion to protect critical IT infrastructure.

ALLGON

- Allgon identified the company's most significant sustainability areas, which laid the foundations for its sustainability strategy that was adopted during the year. Focus areas in the strategy are emissions and engagement. The company's ambition is to establish a baseline for Scope 3 emissions in the coming years and to then set concrete reduction targets.

VITROLIFE

- Following the acquisition of Igenomix, Vitrolife conducted a renewed double materiality analysis. The company had previously identified four long-term guiding sustainability themes: Purpose-driven Growth, Ethical Profitability, Planet Accountability, and Inclusive Engagement. These remain and are strengthened with an additional focus on ethics, innovation and quality. The company's board has adopted long-term goals for 2030 with integrated KPIs for all four sustainability themes.

The table below shows energy use of the portfolio companies regarding company-owned buildings and vehicles. Electricity, heating and cooling in the table refers to purchased electricity and heating and cooling, while fuel refers to purchased fuel for use in company-owned cars for example

Energy consumption by portfolio companies

Energy (MWh)	Total 2022	Total 2021
Electricity	19,604	17,582
Heating	463	503
Cooling	64	7
Fuel**	4,769	2,710
Total	24,900	20,802*

* We have made a correction to previously communicated information due to an error in the 2021 calculations of electricity use. Data for 2021 electricity use has been corrected to 17,582 MWh from 31,022 MWh. This means that total energy use has been corrected to 20,802 MWh from 34,246 MWh.

** Of which 2 MWh was renewable in 2021.

Energy use includes extrapolated data for Cavotec, based on 2021 energy use and revenues in 2022. Scandinova sold 28 MWh own-produced electricity to third parties, which is not included in the total amount.

Energy intensity MWh/FTE = 8.2 MWh/FTE.

Energy intensity MWh/MSEK = 1.8 MWh/MSEK sales.

Greenhouse gas emissions from portfolio companies

Portfolio companies emissions	tCO ₂ e 2022	tCO ₂ e 2021	Change %	Share of total (2022)
Scope 1	1,990	1,291	+54.1%	1.3%
Scope 2	5,321	4,862	+9.4%	3.4%
Scope 3	148,478	155,981	-4.8%	95.3%
Total	155,789	162,134	-3.9%	100%

Greenhouse gas emissions have been calculated according to the GHG Protocol. Emission factors from DEFRA 2022, EPA 2022, IEA 2018 and Swedenergy 2022 have been used. The following categories have been compiled for Scope 3: business travel, production and distribution of energy, purchase of goods and services, waste, leased assets, transport and distribution and employee commuting, where data coverage varied depending on the portfolio company. For Cavotec, Scope 1 and 2 emissions data have been calculated by extrapolation based on 2021 energy use and revenues in 2022.

Scope 2 emissions refer to location-based emissions.

The increase in Scope 1 emissions is most likely due to a combination of improved data coverage compared to the previous year as well as increased activities in certain companies and regions following the lifting of Covid-19 restrictions.

Emissions intensity tCO₂e/FTE = 51,2 tCO₂e/FTE.

Emissions intensity tCO₂e/MSEK = 11,0 tCO₂e/MSEK sales.

Waste generated in portfolio companies

Portfolio companies' waste	Waste (tonnes)
Non-hazardous waste	320.6
Hazardous waste	50.0
Total*	370.6

* Not all companies were able to collect waste data as their waste disposal companies did not have such information. The waste data comes from seven of the portfolio companies.

Diversity in portfolio companies by gender and age distribution

Employee category	Gender			Age		
	Men	Women	Other	<30	30-50	>50
Board	80%	20%	0%	0%	20%	80%
Executive team	72%	28%	0%	0%	51%	49%
Managers	72%	28%	0%	3%	69%	28%
Employees	67%	33%	0%	22%	58%	20%

Anti-corruption training and communication in portfolio companies

Employee category	Read policy	%	Received training in	%
Board and Executive team	153	70%	44	20%
Employees and managers	4,456	96%	1,238	27%

Customer integrity in portfolio companies

Incidents	Total
Complaints from authorities	0
Complaints from customers/suppliers	0
Losses of customer data	0

Corruption incidents in portfolio companies

Incidents	Number
Confirmed incidents	0
Legal cases related to corruption	0

The way forward

Based on a new materiality analysis, Bure began the process of establishing a sustainability strategy and sustainability goals in 2022. As the owner company, Bure will set goals that partly affect our own company, and partly goals that affect the sustainability efforts of the portfolio companies.

Bure as a workplace

Employees, diversity and inclusion

Bure's current and future success is determined by its employees. Therefore, it is of the utmost importance to be able to attract people with the right skill sets and give employees opportunities to develop. A good example of

competence development is our “Executive Education Programme”, an external training in board work we offer employees. There are currently no formal structures or guidelines in place regarding further training, but all employees have the opportunity to seek relevant training on their own initiative. Bure has held skills training workshops for all employees on internal routines on sustainability frameworks and our sustainability handbook as well as on materiality analysis and future sustainability work.

To ensure the health and well-being of employees, we offer a generous fitness and wellness allowance that allows our employees to choose the type of activity they want to engage in. We also offer private healthcare insurance and an occupational pension. Bure evaluates its employees’ well-being and satisfaction on an annual basis as part of individual development interviews.

Respect is one of Bure’s core values and its code of conduct states that the Group shall be a workplace that offers all individuals equal opportunities in a corporate culture free from discrimination and harassment. There is awareness of the risk that an overly homogeneous workforce may result in one-sided perspectives of opportunities and risks. Bure increased the proportion of women in the organisation from 30 to 40 per cent in 2022, (from three to four employees). Today, the Bure board of directors consists of an equal number of women and men. Our employees are not bound by any collective agreements, but we nevertheless encourage dialogue regarding employment which occurs in conjunction with annual performance appraisals.

Bure employees

Employment contract	Men	Women	Total
Permanent	5	4	9
Temporary contracts	0	0	0
Of which full-time	5	4	9
Of which part-time	0	0	0
Total*	5	4	9

** Bure has a consultant who worked full-time at Bure in 2022 who is excluded from the above table. Therefore, in practice, Bure has 10 employees, of which six are men and four are women. Employment data is full-time equivalent (FTE).*

Bure had no employees without guaranteed hours in 2022.

Proportion of employees who had a performance review during 2021

Employee categories	Women	Men
Executives	n/a	100%
Employees	100%	100%

Diversity by gender and age distribution

Employee categories	Gender		Age		
	Men	Women	<30	30–50	>50
Board	50%	50%	0%	0%	100%
Management	100%	0%	0%	0%	100%
Employees	43%	57%	29%	57%	14%

Bure’s environmental impact

Bure’s environmental impact consists primarily of the indirect impacts of its holdings. Read more about how we work to reduce the impacts of our investment operations on pages 20–22 of this report. Given that we are a small organisation with 10 employees, our direct environmental impact is mainly related to carbon dioxide emissions from business travel and energy consumption at our office in Stockholm. A small proportion of these emissions relates to the purchase of electronics and materials for office use as well as waste generated by our offices.

In 2022, we updated our environmental policy to better define our requirements and commitments in terms of environmental sustainability. These updates were communicated to our colleagues and our portfolio companies. We strive to apply the precautionary principle in all decision-making that may have a negative environmental impact. For example, digital meetings reduce our amount of travel. We have also chosen to purchase 100 per cent renewable energy for our office in Stockholm. To understand, measure and monitor our environmental impact helps us to comply with Principle 8 of the Global Compact. We therefore collect environmental data in the form of our energy use and climate impact in the form of greenhouse gas emissions.

Energy consumption

Energy (MWh)	Total 2022	Total 2021	Change %	Energy-intensity, MWh/FTE
Electricity	21.1	30.4	-30.6%	2.4

Bure does not purchase district heating or district cooling and has no company-owned or leased cars.

Greenhouse gas emissions from Bure’s own operations

Bure	tCO _{2e} 2022	tCO _{2e} 2021	Change, %
Scope 1	0	0	n/m
Scope 2 market based	0	0	n/m
Scope 2 location based	0.2	0.4	-60%
Scope 3 (incl. portfolio)	7,346	6,170	+19%
Total	7,346	6,170	+19%

Scope 3 includes emissions from business travel, the production and distribution of energy, the purchase of goods and services, and investments. Emission factors from DEFRA 2022, EPA2022, IEA2018 and Swedenergy 2022 have been applied.