

GRI Supplement

Background information on and assumptions for sustainability information presented in Systemair's annual report.

Systemair's sustainability report is presented annually as part of our annual report. This document supplements the information provided in the 2015/16 annual report. Our sustainability report has been adapted to the guidelines in the *Global Reporting Initiative (GRI)*, Core level. The report has not been audited by an independent third party. We evaluate the need for such scrutiny on an ongoing basis, but have not today reached any decision to change our current process.

In this document, we explain how we have chosen what our sustainability report should focus on and describe the sources of the assumptions and the conversion factors used.

Materiality analysis & stakeholder dialogue

Systemair has identified customers, owners, investors and employees who are our most important stakeholders, on the basis of how much they are affected by or affect Systemair.

In spring 2015, we conducted questionnaire-based surveys among selected representatives of our most important stakeholder groups. The respondents were selected such as to provide a broad view of our operations. Customers and employees were spread all over the world, and we engaged in a dialogue with our major shareholders and the analysts who follow the Company. The idea of the surveys

was to identify the most important sustainability issues to Systemair, that is, which aspects most affect and are most affected by our operations, and where we can make the biggest difference.

In addition to these specific surveys, we have many other forums in which we maintain regular dialogue on sustainability issues with our stakeholders. Shareholders have the opportunity to state their views to the management and board of directors at the annual general meeting. Systemair employees can comment and ask questions of management via the employee survey and the Company's intranet. Employees can also discuss and obtain information on work environment issues and company-related questions via work environment committees and their immediate superior. We also maintain continuous dialogue on sustainability issues with our customers, a forum that is becoming increasingly important to many of our customers.

In spring 2015, we performed a materiality analysis to identify our most important sustainability aspects. The aspects evaluated relate to the aspects we have identified through our external environment analysis and stakeholder dialogue. The table below shows the sustainability aspects we identified as important, along with the relevant sustainability issue in GRI G4.

GRI Supplement (continued)

SYSTEMAIR SUSTAINABILITY ASPECTS	GRI G4 ASPECT
Sustainable products	
Energy-efficient products	<i>Products and services</i>
Choosing safe materials for our products and compliance with legislation	<i>Product responsibility Product and service labelling</i>
Consumption of resources in our production	<i>Energy Materials</i>
Responsible transactions	
Financial return	<i>Economic performance</i>
Combating bribery and corruption	<i>Anti-corruption</i>
Attractive employer	
Fair working conditions and safe workplaces	<i>Equal opportunity Non-discrimination Health and safety</i>
Training and career opportunities for our employees	<i>Employment Training</i>
Supplier management & social development	
Evaluation of suppliers	<i>Supplier evaluation with regard to working conditions, the environment & human rights</i>
Local presence and social development in our markets	

The table shows the sustainability aspects that Systemair has judged to be important in terms of impact on the Company. It also indicates how relevant they are considered to be to our stakeholders and how they correlate to the aspects defined in GRI G4.

FOCUS & BOUNDARIES

The information in the sustainability report refers to all companies listed in Note 27. Any organisational boundaries are stated in conjunction with the information presented. Many of our sustainability aspects have impact

beyond Systemair's legal frameworks, for example, among our customers and suppliers and in local communities. In our sustainability report, we report continuously on areas where each of our sustainability aspects has direct impact, in and outside the Company's limits.

GRI Supplement (continued)

Background data for GRI indicators

In the following, we describe any assumptions and conversion factors used in the calculation of Systemair's GRI indicators. We also present certain supplementary information that does not appear in the annual report.

Product and service labelling

Customer satisfaction is a fundamental precondition for Systemair's continued expansion. We have therefore made the judgement that product and service labelling is a major sustainability aspect. We do not at present have a summary of customer satisfaction for the Group as a whole, but are reviewing the possibilities for reporting on G4-PR5.

Product responsibility

Taking responsibility for the products we sell and making sure that they comply with applicable laws and regulations are a natural part of what we do at Systemair. We have therefore made the judgement that product responsibility is a major sustainability aspect. We are unable to report on any related indicator this year, but are reviewing the possibility of reporting on G4-PR9.

Energy

We monitor energy consumption in our operations annually; for the particular fuels used, we apply the following conversion factors for energy content.

CONVERSION FACTORS	kWh/m ³
Oil	10,165
Diesel	10,165
Liquefied natural gas	6,654
Natural gas	11

The table shows the energy content of various fuels used in Systemair's operations. To convert energy consumption from MWh to GJ, use the conversion factor 3.6. The conversion factors are supplied by SEAI, the Sustainable Energy Authority of Ireland.

Discrimination

During the year, we received one report of discrimination. Systemair engaged an external party to conduct an investigation, which did not indicate any discriminatory behaviour on the part of the person accused. The employee, who is no longer employed by the company, has submitted a claim to local public authorities. The case is currently under investigation.

CONTACT

If you have any questions about our sustainability report, please contact Anders Ulff, CFO, at anders.ulff@systemair.se.