

The background of the image is a photograph of a modern building's exterior. It features a series of vertical glass panels interspersed with light-colored, possibly stone or concrete, panels. A prominent feature is a lush green wall or vertical garden that cascades down the side of the building, adding a natural element to the urban architecture. The overall tone is professional and eco-friendly.

Sustainability Report

2024

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About us

Adelis Equity Partners (“Adelis”) is a leading, growth-focused private equity firm based in the Nordics, with a mission to build sustainable, successful, and resilient companies.

We invest in companies with significant growth potential, focusing on those operating in fundamentally attractive market segments and holding leading market positions.

Adelis has a 100% on-shore (Swedish AB) structure with full transparency.

Founded in

2012

Number of employees

41

Assets under management

€4.5 bn

Investment strategy

Our target investments are primarily in the Nordic and DACH* middle markets, where we see substantial growth opportunities. We seek companies with revenues ranging from €10 million to €300 million, usually with meaningful operations in at least one country in the Nordics or the DACH region. Our key sectors of focus are:

- **Tech & Software:** Application Software, Combined Hardware & Software, Defence Software, ERP Software.
- **Business Services:** Financial Services, Installation & Renovation Services, IT Services, Logistics & Distribution Services, Marketing Support Services, Professional Services, Safety & Inspection Services.
- **Healthcare & Life Science:** Diagnostics, Healthcare Services, Pharma & Medtech Services, Research Tools & Reagents.

By sector



- Business Services 61%
- Tech & Software 17%
- Healthcare & Life Sciences 12%
- Other 10%

By geography



- Sweden 51%
- Denmark 22%
- Finland 18%
- Norway 7%
- Other 2%

*Germany, Austria, Switzerland.

Commitment to sustainability

Adelis is dedicated to promoting a sustainable future for business, society, and the environment. We acknowledge our institutional investors’ duty to act in the best long-term interests of their beneficiaries. As such, our core objective is to generate superior risk-adjusted returns through the strategic acquisition, development, and divestment of companies that meet our investment criteria.

Building resilient companies

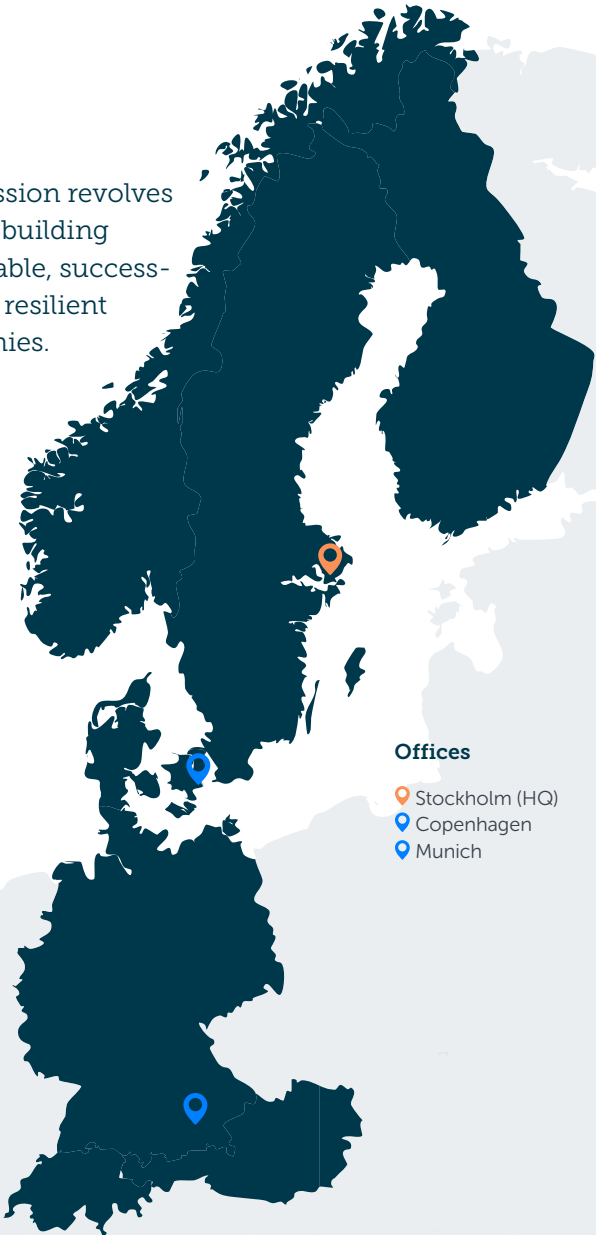
Our mission revolves around building sustainable, successful, and resilient companies. We believe that responsible investing is an integral part of achieving this. At Adelis, responsible investing means integrating Environmental, Social, and Governance (ESG) factors into our investment processes. This approach helps us manage risks more effectively and generate sustainable, long-term returns.

Responsible investment approach

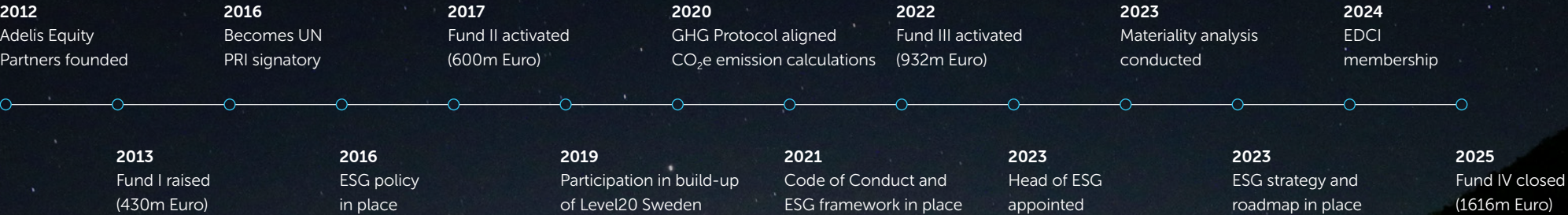
Adelis’ investment strategy is rooted in our commitment to responsible investing. We follow a comprehensive ESG framework that guides us during the pre-investment phase through ownership and until exit. This approach is aligned with the UN Principles for Responsible Investment (PRI), of which we became a formal member in 2016. The strategy is further aligned with the UN Sustainable Development Goals (SDGs), focusing specifically on climate action, transparency, decent work, and gender diversity. These focus areas are material within our industry as well as shared sustainability value drivers across our portfolio.



Our mission revolves around building sustainable, successful, and resilient companies.



Adelis' journey





ESG strategy

Adelis' ESG strategy is central to our investment philosophy and operations and is implemented through our ESG framework. It is designed to ensure that we incorporate ESG considerations at every stage of the investment process.

Development and integration

Our ESG strategy was updated in early 2023 following a materiality analysis based on stakeholder dialogues, market insights, and changes in the regulatory landscape for us as fund managers as well as from the perspective of our portfolio companies.

Sourcing and acquisition

Adelis applies exclusion criteria for companies in sectors with

adverse/negative ESG impacts. As such we do not source or invest in companies whose activities directly or indirectly involve pornography and the sex industry, gambling, controversial weapons or fossil fuel extraction, refining, and/or fossil fuel-based power generation.

As part of Adelis' investment analysis process, conducting an ESG due diligence covering

risks, improvement areas, and value creation opportunities is a mandatory component of any final investment recommendation brought to the Investment Committee for decision. The due diligence shall put particular emphasis on the direct impact of a company's activities, including the sustainability of its products and services as well as the potential indirect impacts within the company's value chain.

The ESG roadmap

The due diligence feeds into the ownership phase, where the new portfolio company is assigned an ESG maturity level based on Adelis' ESG framework. The core of this framework is the ESG roadmap, which is a step-by-step process designed to accommodate companies of various sizes, outlining what each company must achieve during our ownership as they grow. This roadmap provides a structured approach to governance, strategy, and reporting, ensuring that our portfolio companies progressively enhance their ESG maturity during our ownership. This includes:

- **Governance**-related requirements to build an effective management system.
- **Strategy**-related requirements to leverage value creation opportunities.
- **Communication**-related requirements to report on performance.



Our ESG framework is designed to ensure that we incorporate ESG considerations at every stage of the investment process.

Board involvement and partnership

The implementation of our ESG strategy is supported by the active involvement of each portfolio company's board of directors. The board is responsible for defining and executing ESG-related strategies and policies, with ongoing support and oversight from Adelis. This collaborative approach ensures that ESG considerations are embedded in the operational and strategic decisions of our portfolio companies, while building competency on sustainability matters in the companies.

Documented processes and continuous improvement

Our ESG framework includes documented processes and tools that guide our actions during pre-investment and ownership until exit. We provide detailed guidance and resources to our portfolio companies, helping them comply with ESG requirements and improve their ESG performance continuously. By focusing on material ESG issues and leveraging our industry expertise, we aim to create sustainable value for our investors and contribute positively to society and the environment.

UN PRI Scorecard	Adelis Score	
	2023	2024
Policy Governance & Strategy	60 ★★☆☆☆	67 ★★★★★
Private Equity	55 ★★☆☆☆	76 ★★★★★
Confidence-Building Measures	80 ★★★★★	80 ★★★★★

Adelis applies the following frameworks, standards and principles



Four focus areas to drive performance

In addition to our ESG roadmap, Adelis is monitoring performance in four focus areas, linked to the UN Sustainable Development Goals (SDGs): Climate Action (SDG 13), Responsible Consumption and Production (SDG 12), Decent Work (SDG 8), and Gender Equality (SDG 5).



Climate action

As a fund manager, climate action is crucial not only for mitigating environmental risks but also for ensuring the resilience of our investments and preventing potential stranded assets in a rapidly changing market landscape. Proactive engagement in climate initiatives helps mitigate transition risks such as regulatory changes, carbon tax, and shifts in customer requirements.

Moreover, climate action presents substantial opportunities for innovation and market expansion. Investments in green technologies and sustainable practices open new avenues for growth, particularly in sectors driven by energy savings, renewable energy and eco-friendly products or services enabling emission reductions. As investors, we recognize the dual benefit of climate action—it not only decreases the environmental and social risks associated with global climate change but also leverages these challenges as catalysts for business development and value creation.

**Adelis operational emissions,
excluding portfolio companies, tCO₂e 2024**

Scope 1	0
Scope 2	15
Scope 3	383

Transparency to build trust and accountability

SDG 12 “Responsible consumption and production” relates to transparency and highlights sustainability disclosures as an integral part of incentivizing responsible production and consumption. According to Adelis’s ESG roadmap, our portfolio companies are expected to develop a sustainability report, which we believe offers significant benefits. It enhances transparency and builds trust among stakeholders by disclosing ESG practices and impacts.

This transparency promotes accountability, compelling companies to set, pursue, and communicate progress on measurable sustainability goals. Additionally, sustainability reporting plays a critical role in risk management by identifying and addressing potential ESG risks, thus protecting the companies from reputational, operational, and financial vulnerabilities. It also boosts stakeholder confidence by attracting those who prioritize sustainability in their investment decisions. Furthermore, as the regulatory landscape evolves, sustainability reporting prepares companies for compliance with emerging standards and regulations, positioning them for strategic success in a competitive market.

Attractive workplaces and decent work throughout the value chain

The financial sector plays a crucial role in the transition towards a sustainable European economy, particularly by creating financial instruments to direct capital towards sustainable companies. In a corporate ESG setting, “sustainable growth” means sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work throughout the value chain.

SDG 8 aims to promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services. Building sustainable and resilient companies is at the core of Adelis’s business. Decent work in this context includes workplaces that promote health and wellbeing and provide competency development and equal opportunities. These are also important employer branding and value proposition perspectives beneficial to attracting and retaining talent. The commitment to decent work for our portfolio companies also extends to ensuring sustainable value chains where relevant to their sourcing models.

Diversity and inclusion

Adelis is a competence-driven company, which means that gender equality and competence development are natural parts of our employer value proposition. Our diversity commitment is grounded in a core belief: to attract, recruit, retain, and promote the best candidates based on merit we must tap into the full talent pool. Adelis will continue to promote an inclusive workplace based on merit and will foster increased representation of female applicants for positions in finance. Adelis uses the 40:40:20 principle (i.e., 40% women, 40% men, and 20% flexible at either men or women) as a benchmark to review long-term ambitions regarding internal gender distribution, subject to the development of the talent pool. During 2024, our total gender distribution was 61% male and 39% female. Among the investment staff, the gender distribution was as follows:

	Male	Female
Investment Partners	88%	13%
Senior Professionals	67%	33%
Junior Professionals	68%	32%



Highlights

Following the development of Adelis' ESG strategy in 2023, the focus in 2024 shifted to implementation across the portfolio. Efforts throughout the year have centred on operationalising the strategy by integrating the ESG roadmap and implementation toolbox into portfolio company processes and decision-making, including strengthening ownership and building ESG capabilities through trainings.

A key achievement during the year was the completion of a double materiality analysis, including stakeholder dialogues and management workshops in 14 portfolio companies. The process generated valuable insights into sustainability impacts as well as financial risks and opportunities for value creation. These findings inform the ongoing developments and refinement of the ESG strategies developed by the respective portfolio companies from 2025 onwards.

Furthermore, Adelis successfully raised Fund IV during late 2024*. As part of the fund's overall strategy, it is classified as an Article 8 fund under the Sustainable Finance Disclosure Regulation (SFDR), reflecting our commitment to promoting environmental and social characteristics in the investment process.

* Final closing held February 2025

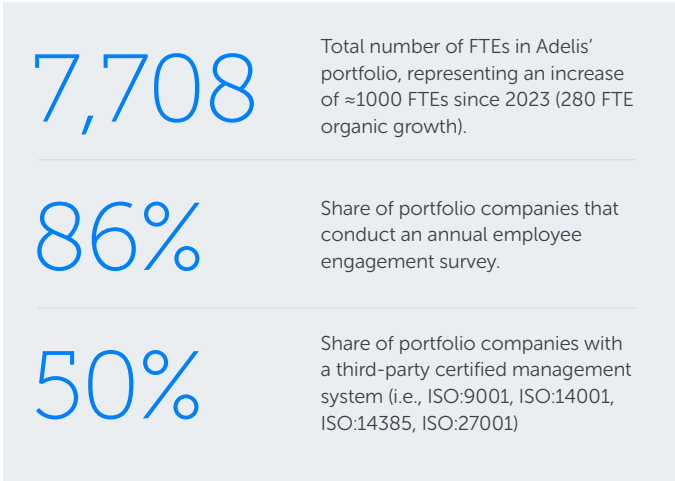
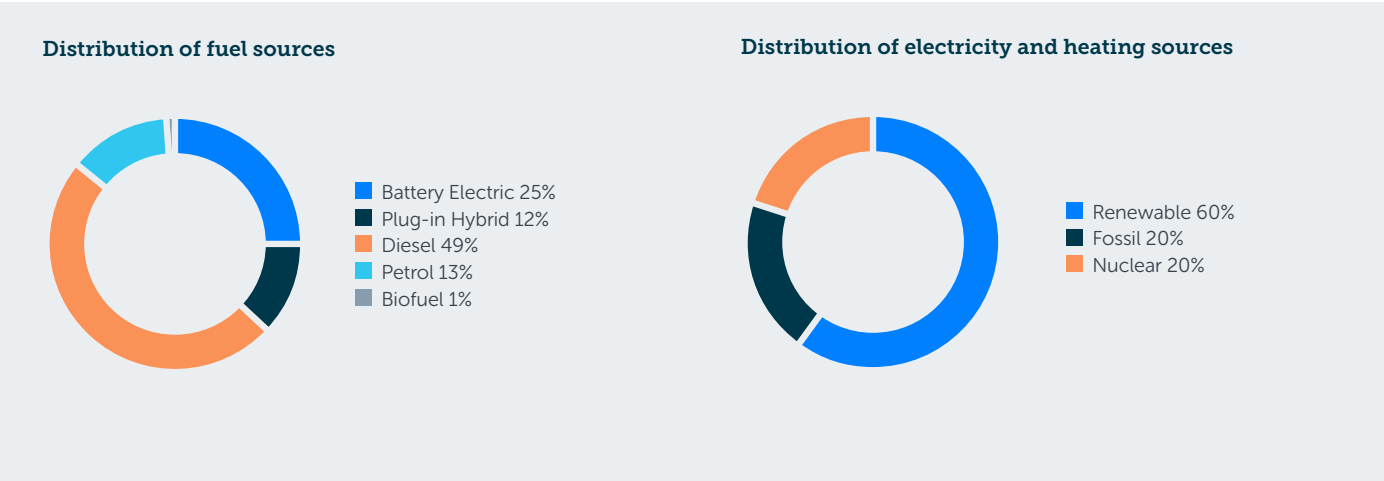
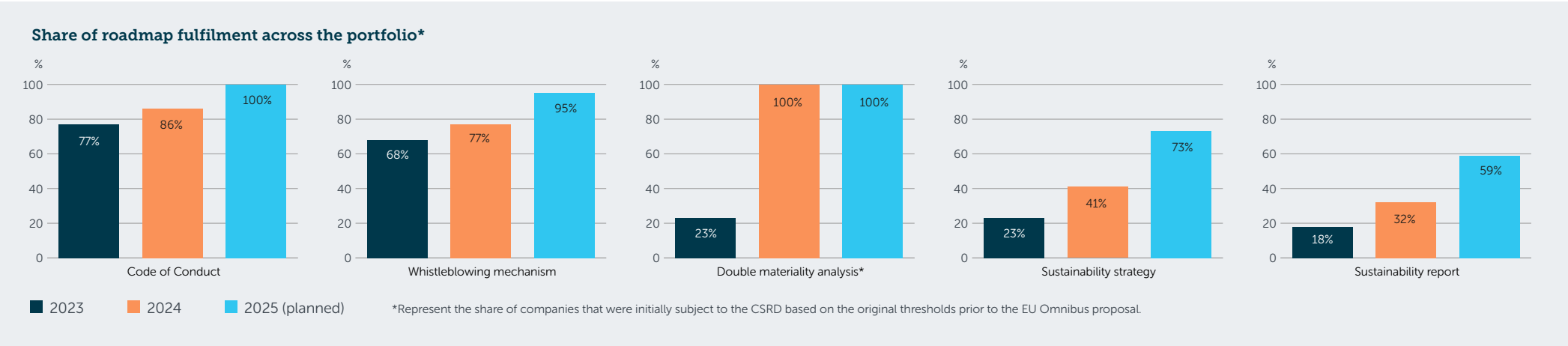
Principles of Adverse Impact (PAI)

Fund II Fund III

1,581 1,317 Scope 1 financed emissons (tCO ₂ e)	935 863 Scope 2 financed emissons (tCO ₂ e)	108,644 17,338 Scope 3 financed emissons (tCO ₂ e)	12 1.1 Carbon Footprint = Scope 1-3/ Mln Euro invested (tCO ₂ e)	188 117 GHG Intensity/Mln Euro Revenue (tCO ₂ e)	0% 0% Exposure to companies active in the fossil fuel sector
52% 41% Share of non-renewable energy consumption and production	26 110 Energy consumption intensity high impact climate sector – C Manufacturing (GWh)*	18 115 Energy consumption intensity high impact climate sector – F Construction (GWh)*	102 0 Energy consumption intensity high impact climate sector – G Wholesale & Retail (GWh)*	0 117 Energy consumption intensity high impact climate sector – L Real Estate (GWh)*	0% 0% Activities negatively affecting biodiversity-sensitive areas
0 0 Emissions to water (tonnes/Mln Euro invested)	4 5 Hazardous waste ratio (tonnes/ Mln Euro invested)	0% 6%** Violations of UNGC & OECD	2% 15% Lack of processes to monitor compliance with UNGC & OECD	10% 11% Average ratio board gender diversity	0% 0% Exposure to controversial weapons

*Defined as sectors listed in sections A-H & L in Annex I in Regulation 1893/2006.
**Relates to a minor Code of Conduct incident in one portfolio company.

Progress on ESG roadmap implementation



Our investments

To monitor performance, a structured data collection system was established in 2023 to systematically gather SFDR Principal Adverse Impact (PAI) indicators and ESG Data Convergence Initiative (EDCI) metrics across 22 portfolio companies and over 100 subsidiaries. Climate data is reported as financed emissions using the PCAF attribution factor. Scope 1 and 2 emissions are calculated based on activity-based input data, while Scope 3 emissions rely on spend-based input data. Social data is collected as of the financial year-end.

Number of platform investments

45

Number of add-on acquisitions

260

Investment overview

Our investments* reflect our focus on partnership – with founders, entrepreneurs and management teams – and growth.

Fund II

Fund raised (€m 600) in 2017.

Fund	Investment year
Didriksons	2018
Ropo	2019
Axentia	2020
Valamis	2021
Europa Biosite	2021
DLVRY	2021
Circura	2021
re:mount	2021
Westpack	2022
Vokstr	2022
Pixelz	2022

Fund III

Fund raised (€m 932) in 2021.

Fund	Investment year
Diakrit	2022
UniSea	2022
SSI Diagnostica Group	2022
netIP	2022
Avidly	2022
Aderian	2022
Hedvig	2023
Presto	2023
Aceve	2023
Evallic	2024
IonOpticks	2024

Fund IV

Fund held final closing of €1,616m in February 2025.

* Refers to portfolio companies held at the time of report publication.



Functional and sustainable jackets for everyday outdoor use

About Didriksons

- Didriksons was born by the Swedish coast in 1913 with a clear purpose: to protect fishermen from the harsh conditions at sea. Today, the company has evolved into one of Scandinavia’s leading everyday outdoor brands, still making jackets with the same passion and attention to detail.
- Didriksons’ products are sold in more than 25 countries, with 70% of sales generated from outside of Sweden.

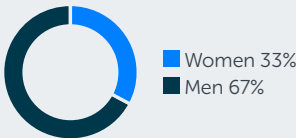
Fund	Fund II
Investment year	2018
Headquarters	Sweden
Sector	Other
Subsector	Consumer
Revenue (€m)	68
Employees (FTE)	120



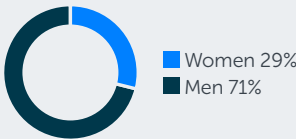
Making jackets with a meaningful purpose, for the people who wear it, make it and for our planet.

Gender distribution

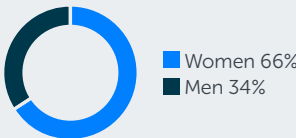
Board



Management (C-suite)



All employees



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	51	42	0.75	0.64
Scope 2	92	123	1.34	1.87
Scope 3	15,374	10,253	224.58	155.73
Total	15,518	10,418	226.67	158.24

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	6	1
Days lost due to injury (days)	0	60
Annual percent employee turnover (%)	10	8
Employee survey	Yes	Yes

Ropo

Pan-Nordic technology enabled invoice lifecycle management

About Ropo

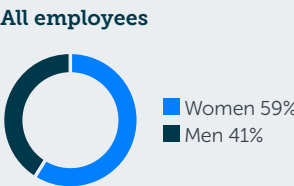
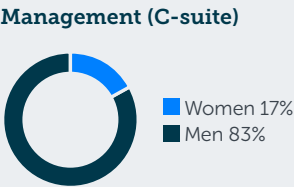
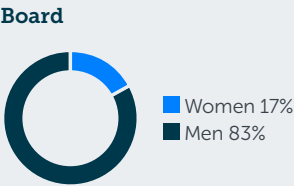
- Ropo Capital is the leading invoice lifecycle services provider in the Nordics. Ropo's service covers the full value chain of invoicing; information logistics, sales ledger accounting, reminders and debt collection, accounts receivables financing and BI services, all through a single fully integrated and automated IT platform.
- Ropo Capital was established in 2008 and is today active in Finland, Sweden and Norway.

Fund	Fund II
Investment year	2019
Headquarters	Finland
Sector	Business Services
Subsector	Financial Services
Revenue (€m)	108
Employees (FTE)	395



Make invoicing more digital, efficient and ethical. Free up capital for companies, ensure consumers are treated fairly and reduce climate footprint of invoicing.

Gender distribution



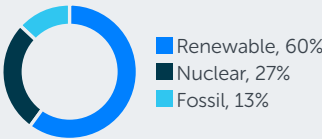
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	5	14	0.05	0.13
Scope 2	54	25	0.50	0.24
Scope 3	4,589	3,546	42.52	34.04
Total	4,648	3,682	43.06	35.34

Energy consumption (incl. fuel, electricity, heating and cooling)

327 MWh



Social impact

	2024	2023
Number of work-related injuries	0	3
Days lost due to injury (days)	0	102
Annual percent employee turnover (%)	21*	12
Employee survey	Yes	Yes

* Partly due to change negotiations and reorganisation, which have led to the discontinuation of some positions.



Cutting edge Display Systems for the public transport sector

About Axentia

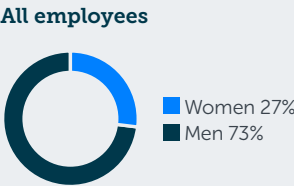
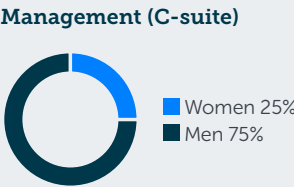
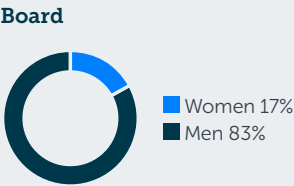
- Axentia creates and develops cutting edge Display Systems for the public transport sector. With over 15 years of experience and a dedicated staff, Axentia has become a major global player in these business areas.
- Axentia has a unique competence in low power electronics design, mobile network communication and FM data broadcasting which are corner stone technologies in its product portfolios.

Fund	Fund II
Investment year	2020
Headquarters	Sweden
Sector	Tech & Software
Subsector	Combined Hardware & Software
Revenue (€m)	28
Employees (FTE)	71



Enable a low-emission future by making public transportation the preferred choice for all.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	2	5	0.08	0.15
Scope 2	3	12	0.09	0.40
Scope 3	2,415*	4,072	85.23	134.78
Total	2,420	4,089	85.40	135.33

(*) Reduction in scope 3 driven by lower consumption of steel.

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	2	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	3	3
Employee survey	Yes	Yes

VALAMIS

Leading global corporate learning platform

About Valamis

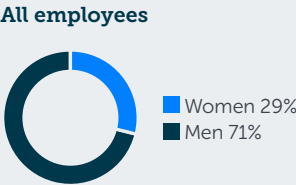
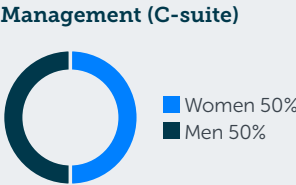
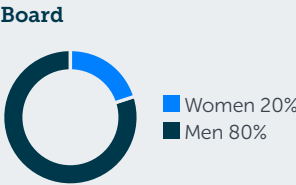
- Valamis is a digital learning company specializing in workforce development, and a Learning Experience Platform. Valamis’ customers are large organizations spanning all industries – predominantly finance and insurance, complex manufacturing, and professional services. Headquartered in Joensuu, Finland, Valamis operates internationally with offices in the US, the UK, Germany, the Netherlands and India.

Fund	Fund II
Investment year	2021
Headquarters	Finland
Sector	Tech & Software
Subsector	Application Software
Revenue (€m)	7
Employees (FTE)	90



Enabling learning and continued education among employees globally.

Gender distribution



Environmental impact

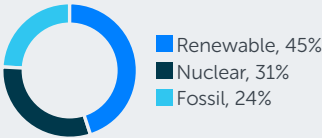
Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	2	8	0.24	1.12
Scope 2	20	29	2.78	3.98
Scope 3	361*	119	50.62	16.09
Total	383	157	53.64	21.20

(*) The reported Scope 3 emissions are higher in 2024 as a result of enhanced data quality.

Energy consumption (incl. fuel, electricity, heating and cooling)

74 MWh



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	33*	30*
Employee survey	Yes	No

(*) Due to cost reductions with implications on the workforce.



Pan-European life science research product distributor

About Europa Biosite Group

- Europa Biosite has been a leading supplier of products for life science research for over 20 years. Represented by local entities: Nordic BioSite (Nordics), Cambridge Bioscience (UK & Ireland), LubioScience (Switzerland), Sanbio (Benelux), BioMol (Germany) and Szabo Scandic (Austria) the company has a highly skilled employee base across Europe who provide products, expertise and support to thousands of researchers.

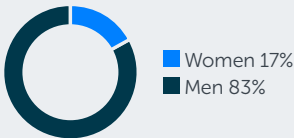
Fund	Fund II
Investment year	2021
Headquarters	Sweden
Sector	Healthcare & Life Science
Subsector	Research Tools & Reagents
Revenue (€m)	81
Employees (FTE)	131



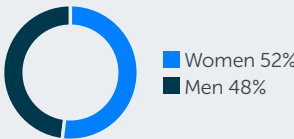
Support and speed-up life science research aiming to understand, prevent and cure disease.

Gender distribution

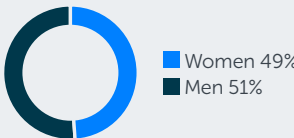
Board



Management (C-suite)



All employees



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	34	60	0.42	0.90
Scope 2	32	22	0.39	0.33
Scope 3	3,788	4,469	46.58	67.11
Total	3,853	4,551	47.38	68.34

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	20	14
Employee survey	Yes	Yes



Foodservice supplier focused on the local markets

About DLVRY

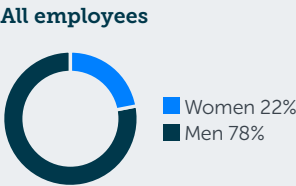
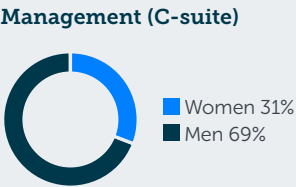
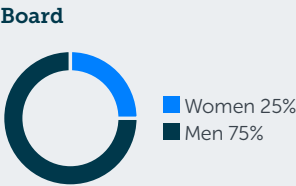
- DLVRY is a Norwegian foodservice company focused on the local part of the market, where the company can leverage its strengths in logistics, flexibility, and high service level to local clients. The company was created in 2021 by combining five regional players that service local and regional HORECA clients in Norway. Headquartered in Oslo, Norway, and with local branches all over Norway.

Fund	Fund II
Investment year	2021
Headquarters	Norway
Sector	Business Services
Subsector	Logistics & Distribution Services
Revenue (€m)	292
Employees (FTE)	459



Be a leader in local, short-travelled and climate-friendly deliveries to the foodservice market in Norway.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	537	1,436	1.84	4.67
Scope 2	307	407	1.05	1.37
Scope 3	17,708	64,784	60.74	210.40
Total	18,552	66,268	63.64	215.22

(*) The decrease in Scope 1 and 3 emissions is due to the divestment of two subsidiaries and a reduction in purchasing volumes.

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	3	4
Days lost due to injury (days)	186	109
Annual percent employee turnover (%)	11	1
Employee survey	Yes	No



Building rehabilitation services in Sweden

About Circura

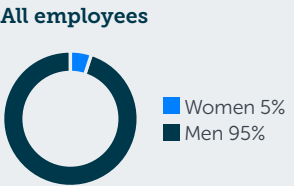
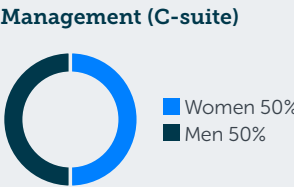
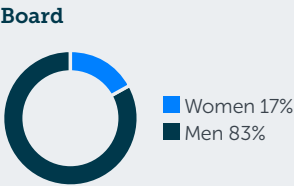
- Circura is the market-leading provider of building rehabilitation services in Sweden. We operate a decentralized and customer-oriented business model, whilst having benefits and strength of a larger group, to rehabilitate and renew buildings with modern and sustainable methods.

Fund	Fund II
Investment year	2021
Headquarters	Sweden
Sector	Business Services
Subsector	Installation & Renovation Services
Revenue (€m)	356
Employees (FTE)	941



Rehabilitate and renew the Swedish building stock in a sustainable and modern way.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	586	552	1.65	1.93
Scope 2	38	22	0.11	0.08
Scope 3	24,254*	43,989	68.15	153.83
Total	24,878	44,564	69.91	155.84

(*) The reported Scope 3 emissions are lower in 2024 as a result of enhanced data quality.

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	36	33
Days lost due to injury (days)	155	134
Annual percent employee turnover (%)	11	8
Employee survey	Yes	Yes

re:mount

Renovation services for buildings in Finland

About re:mount

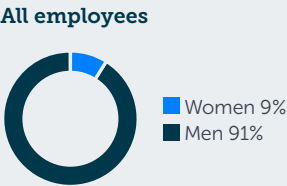
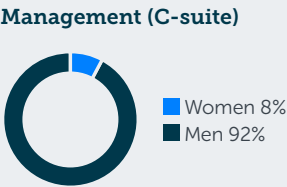
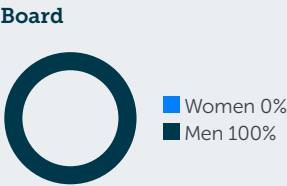
- re:mount provides comprehensive renovation services for apartment and commercial buildings in Finland. Customers range from prominent real estate owners to housing cooperatives whose properties require anything from extensive basic renovations to smaller rehabilitation services.

Fund	Fund II
Investment year	2021
Headquarters	Finland
Sector	Business Services
Subsector	Installation & Renovation Services
Revenue (€m)	160
Employees (FTE)	324



Sustainably improving the quality of the renovation, the conditions for users and the value of property assets by prolonging the longevity of the Finnish building stock.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	204	235	1.28	2.00
Scope 2	123	51	0.77	0.43
Scope 3	17,285	19,983	108.3	169.91
Total	17,613	20,269	110.4	172.34

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	5	9
Days lost due to injury (days)	100	64
Annual percent employee turnover (%)	10	10
Employee survey	Yes	Yes



Custom made packaging solutions for the jewelry, watch and eyewear market

About Westpack

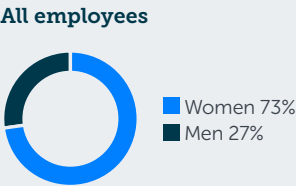
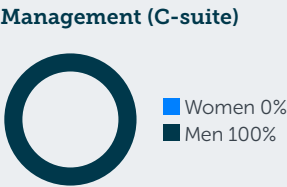
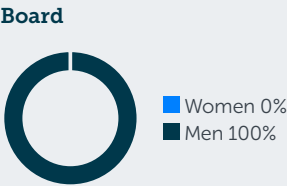
- Westpack designs, develops, manufactures and sells special packaging and display solutions to more than 28,000 jeweler, watch- and glass retailers across Europe. Furthermore, Westpack provides tailor-made solutions to more than 300 jewelry, watch and glass brands globally.
- The company was founded in 1953 and is headquartered in Holstebro in Denmark with its administration, sales and production. Westpack also has its own sourcing setup in China and Indonesia.

Fund	Fund II
Investment year	2022
Headquarters	Denmark
Sector	Other
Subsector	Niche Industrials
Revenue (€m)	46
Employees (FTE)	192



To be the natural sustainable choice when customers purchase their packaging solutions.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	9	9	0.20	0.18
Scope 2	135	86	2.90	1.83
Scope 3	965	816	20.75	17.42
Total	1,109	911	23.85	19.43

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	1	7
Days lost due to injury (days)	1	94
Annual percent employee turnover (%)	13	16
Employee survey	Yes	Yes



Building rehabilitation services in Norway

About Vokstr

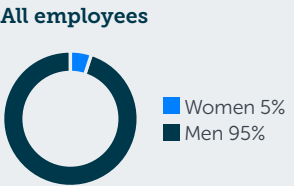
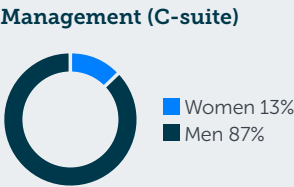
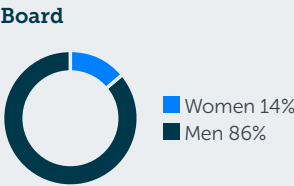
- Vokstr is a group of market-leading building rehabilitation services companies in the Oslo area and South of Norway for public and commercial customers.
- The company operates a decentralized and customer-oriented business model, whilst having benefits and strength of a larger group.

Fund	Fund II
Investment year	2022
Headquarters	Norway
Sector	Business Services
Subsector	Installation & Renovation Services
Revenue (€m)	153
Employees (FTE)	368



We rehabilitate and renew the Norwegian building stock in a sustainable and modern way.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	150	256	0.98	1.80
Scope 2	80	50	0.52	0.35
Scope 3	21,507	12,823	140.99	89.95
Total	21,737	13,129	142.50	92.09

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	15	12
Days lost due to injury (days)	192	12
Annual percent employee turnover (%)	5	2
Employee survey	No	No



AI-powered image editing and retouching for the fashion industry

About Pixelz

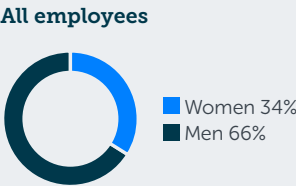
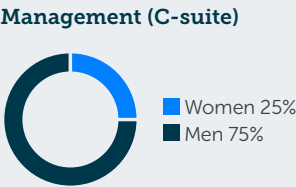
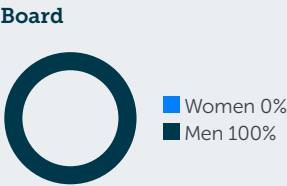
- Pixelz is a leading provider of postproduction image editing and retouching services. Customers are predominantly global brand owners, online retailers, and photo studios mainly within the fashion industry.
- Headquartered in Copenhagen, Denmark, Pixelz operates internationally with offices in the US, Germany, Spain, Netherlands, and production in Vietnam as well as an outsourcing center in Bangladesh.

Fund	Fund II
Investment year	2022
Headquarters	Denmark
Sector	Business Services
Subsector	Marketing Support Services
Revenue (€m)	13
Employees (FTE)	459



Contribute to our global customer base’s efforts in optimizing environmental impact (via e.g. minimizing e-commerce parcel returns).

Gender distribution



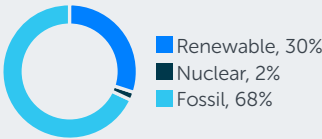
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	0	0	0.00	0.00
Scope 2	52	31	3.90	2.29
Scope 3	398	429	29.90	31.97
Total	450	460	33.80	34.26

Energy consumption (incl. fuel, electricity, heating and cooling)

499 MWh



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	11	14
Employee survey	Yes	Yes

DIAKRIT

Global provider of digital property marketing content

About Diakrit

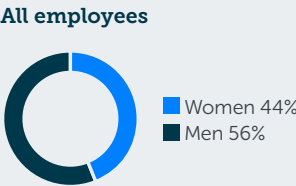
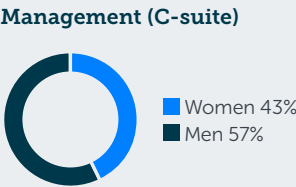
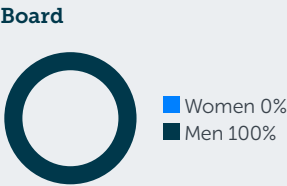
- With over 20 years of experience globally, Diakrit provides real estate brokers with a strategic advantage in their markets. Founded in Sweden, Diakrit is proud to work with over 2,000 leading real estate brokerages across the world and help them successfully win more business and grow their brand through high-quality marketing content including magazine-quality photography, 2D and 3D floor plans, virtual tours, digital renovating and decorating tools, and video.

Fund	Fund III
Investment year	2022
Headquarters	Sweden
Sector	Business Services
Subsector	Marketing Support Services
Revenue (€m)	34
Employees (FTE)	404



Enabling more efficient and inclusive housing markets worldwide.

Gender distribution



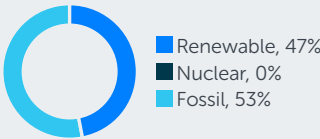
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	0	0	0.00	0.00
Scope 2	13	13	0.38	0.38
Scope 3	489	634	14.40	19.06
Total	502	646	14.78	19.45

Energy consumption (incl. fuel, electricity, heating and cooling)

55 MWh



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	6	9
Employee survey	Yes	Yes



Leading provider of HSEQ SaaS supporting maritime customers worldwide

About UniSea

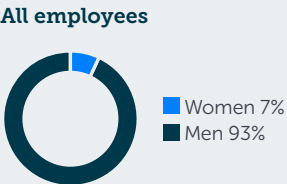
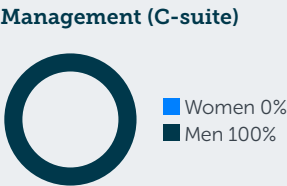
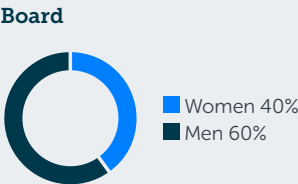
- With over 25 years of experience as a global maritime software provider, UniSea supports its customers with regulatory compliance and optimising internal work processes through a modern and user friendly HSEQ SaaS. Moreover, UniSea is also an IT services partner for key customers. The company has a world leading position in its niche.
- Today, UniSea serves over 90 customers with 1,500 vessels across the Nordics, Europe, and North America, including some of the largest shipping companies in the world.

Fund	Fund III
Investment year	2022
Headquarters	Norway
Sector	Tech & Software
Subsector	Application Software
Revenue (€m)	12
Employees (FTE)	60



By improved connectivity and digitization, our mission is to help our customers reach and maintain a safer working environment.

Gender distribution



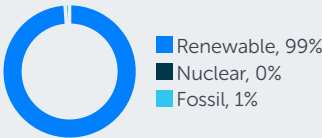
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	0	1	0.00	0.13
Scope 2	1	0	0.09	0.00
Scope 3	500	372	40.63	35.07
Total	502	374	40.76	35.21

Energy consumption (incl. fuel, electricity, heating and cooling)

224 MWh



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	2	5
Employee survey	No	No



Infectious disease IVD company focused on gastrointestinal, respiratory and bloodborne disease diagnostics and vaccine

About SSI Diagnostica Group

- Specialty infectious disease IVD company focused on gas-trointestinal, respiratory and bloodborne disease diagnos-tics and vaccines.
- The company specializes in rapid diagnostic tests, quality control testing for vaccine products, antisera, and other IVD products.
- The SSID group operates internationally with sites in Denmark, the US, and China.

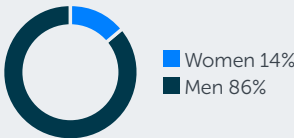
Fund	Fund III
Investment year	2022
Headquarters	Denmark
Sector	Healthcare & Life Science
Subsector	Diagnostics
Revenue (€m)	99
Employees (FTE)	520



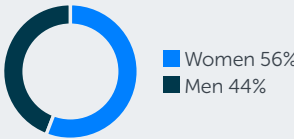
Enable widely available affordable, faster, and better treatment decisions for patients through proper infectious disease diagnostics.

Gender distribution

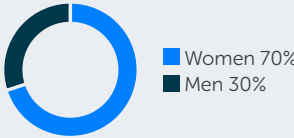
Board



Management (C-suite)



All employees



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	19	30	0.20	0.32
Scope 2	193	194	1.94	2.07
Scope 3	1,032	1,187	10.40	12.69
Total	1,244	1,412	12.54	15.08

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	11	8
Days lost due to injury (days)	58	215
Annual percent employee turnover (%)	23*	16
Employee survey	Yes	Yes

* Partly due to personnel restructuring between two sites.



Leading provider of managed IT services in Denmark

About netIP

- netIP is a leading provider of IT outsourcing services, specializing in small and medium-sized businesses in Denmark.
- The service offering includes IT infrastructure outsourcing (both on-premises and cloud-based solutions), IT security, SharePoint, consultancy, and hardware solutions.

Fund	Fund III
Investment year	2022
Headquarters	Denmark
Sector	Business Services
Subsector	IT Services
Revenue (€m)	49
Employees (FTE)	200



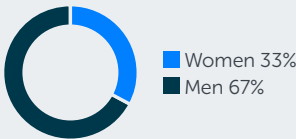
Create the most meaningful workplace for people – and in doing so, the best foundation for a healthy, sustainable, and responsible business.

Gender distribution

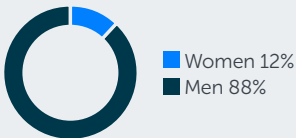
Board



Management (C-suite)



All employees



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	213	210	4.32	5.03
Scope 2	168	76	3.40	1.83
Scope 3	497*	1,484	10.05	35.50
Total	879	1,771	17.76	42.35

(*) Scope 3 in 2023 included emissions-intensive capital goods, affecting year-on-year comparability.

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	1	1
Days lost due to injury (days)	1	0
Annual percent employee turnover (%)	12	10
Employee survey	Yes	Yes



Global provider of marketing technology services

About Avidly

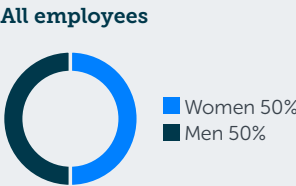
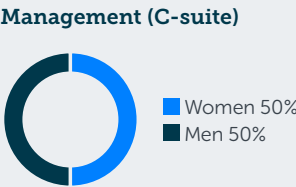
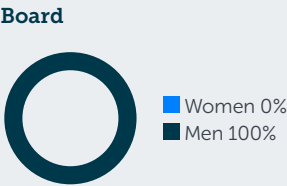
- Avidly is a leading provider of marketing technology (MarTech) and digital marketing services, renowned as the industry leader within the HubSpot CRM global partner network. Their services encompass digital strategy roadmaps, system integrations, migrations, and content creation.
- Partnering with organizations of all sizes—from start-ups to Fortune 500 companies—Avidly is dedicated to crafting solutions that drive growth. Avidly has operations spanning the Nordics, Germany, the UK, and Canada.

Fund	Fund III
Investment year	2022
Headquarters	Finland
Sector	Business Services
Subsector	Professional Services
Revenue (€m)	40
Employees (FTE)	225



We create positive impact by reimagining businesses.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	4	N/A	0.09	0.00
Scope 2	86	N/A*	2.14	0.00
Scope 3	432	655	10.71	17.36
Total	522	655	12.95	17.36

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	35	25
Employee survey	Yes	No

(*) Data missing due to new energy reporing structure that was established during 2024.



Leading provider of IT services to SME customers in Sweden

About Aderian

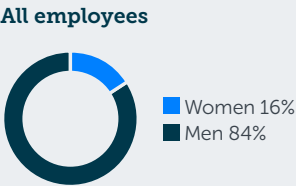
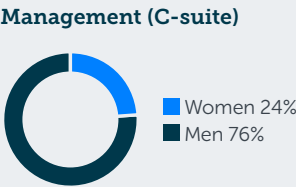
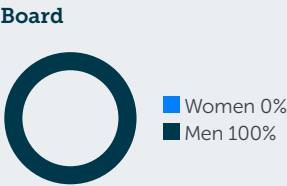
- Aderian comprises locally prominent IT specialists dedicated to delivering customized, customer-oriented IT services to small and mid-sized businesses in Sweden.
- Operating under a decentralized model, the group harnesses the unique strengths of each company to offer a comprehensive service portfolio encompassing IT and application operations, infrastructure, cloud services, and digitalization.

Fund	Fund III
Investment year	2023
Headquarters	Sweden
Sector	Business Services
Subsector	IT Services
Revenue (€m)	123
Employees (FTE)	596



We enable sustainable digital transformation.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	106	63	0.86	0.76
Scope 2	25	2	0.20	0.02
Scope 3	2,304	2,481	18.75	29.74
Total	2,435	2,546	19.81	30.51

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	1	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	10	7
Employee survey	Yes	Yes

Hedvig®

Fast-growing digital insurance company

About Hedvig

- Hedvig is a digital challenger to incumbents in the Swedish insurance industry. The company offers customers a simple and intuitive digital interface for signing new insurance policies and handling claims, providing exceptional and efficient service.

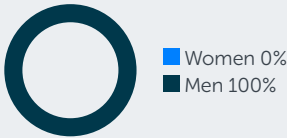
Fund	Fund III
Investment year	2023
Headquarters	Sweden
Sector	Business Services
Subsector	Financial Services
Revenue (€m)	29
Employees (FTE)	91



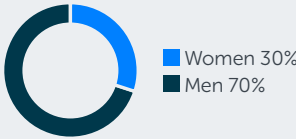
Here to help people spend less time on troubles.

Gender distribution

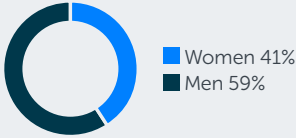
Board



Management (C-suite)



All employees



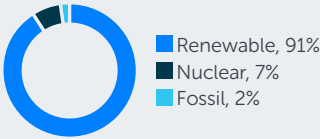
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	3	–	0.10	–
Scope 2	2	–	0.07	–
Scope 3	361	–	12.31	–
Total	366	–	12.48	–

Energy consumption (incl. fuel, electricity, heating and cooling)

113 MWh



Social impact

	2024	2023
Number of work-related injuries	0	0
Days lost due to injury (days)	0	0
Annual percent employee turnover (%)	21	24
Employee survey	Yes	Yes



The leading fire safety and training provider in Europe

About Presto

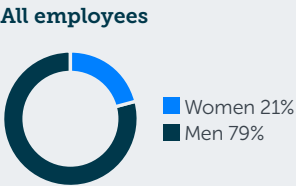
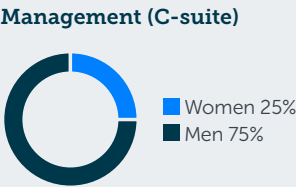
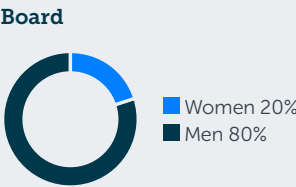
- Presto is a leading safety services group in Europe, providing fire safety training, site visits, and products to effectively reduce fire risks and accidents to over 80,000 companies ensuring workplace safety and streamlined protection for businesses and their staff.
- Presto has operations in Sweden, Finland, Norway, Denmark and Germany.

Fund	Fund III
Investment year	2023
Headquarters	Sweden
Sector	Business Services
Subsector	Safety & Inspection Services
Revenue (€m)	267
Employees (FTE)	1,747



Together we save lives! Creating a safer and more sustainable everyday life for businesses and people.

Gender distribution



Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	953	1,832	3.57	7.61
Scope 2	309	654	1.16	2.72
Scope 3	8,593	17,905	32.19	74.39
Total	9,855*	20,391	36.91	84.72

(*) The decrease in emissions in 2024 was driven by both improved data quality and reduction initiatives.

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	58	69
Days lost due to injury (days)	713	218
Annual percent employee turnover (%)	17	25
Employee survey	Yes	Yes



Application software for building service industries

About Aceve

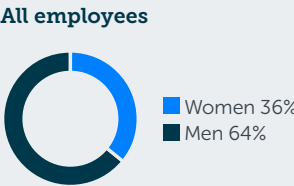
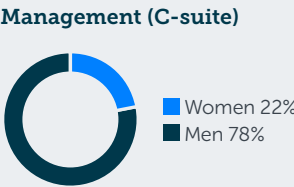
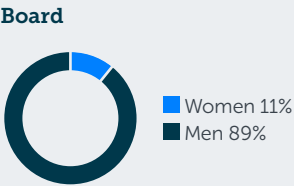
- Aceve has over 50 years of experience in developing and marketing ERP systems to the craftsman trades and building services industry.
- Aceve operates in Sweden, Finland, Norway, Denmark, and Germany, serving more than 9,000 corporate customers and over 90,000 users.

Fund	Fund III
Investment year	2023
Headquarters	Sweden
Sector	Tech & Software
Subsector	Enterprise Software
Revenue (€m)	75
Employees (FTE)	480



To contribute to increased effectiveness and elimination of waste for the whole construction industry.

Gender distribution



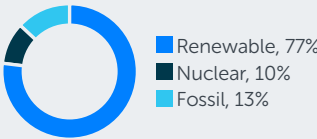
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	7	23	0.09	0.50
Scope 2	2	48	0.03	1.04
Scope 3	2,273	966	30.43	20.90
Total	2,282	1,038	30.55	22.45

Energy consumption (incl. fuel, electricity, heating and cooling)

500 MWh



Social impact

	2024	2023
Number of work-related injuries	1	2
Days lost due to injury (days)	3	0
Annual percent employee turnover (%)	18	11
Employee survey	Yes	Yes

Evallic

Home to Leading European Defence Technologies

About Evallic

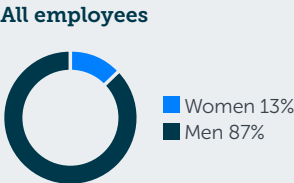
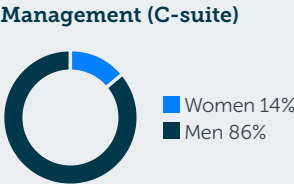
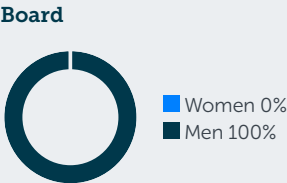
- Evallic, headquartered in Sweden, is home to critical European defence technologies. Evallic was founded by Adelis and entrepreneurs to establish a European defence technology powerhouse, with the purpose of increasing the protection of people and society.
- Evallic offers category leading solutions, trusted by NATO members and public safety institutions worldwide, that enhance critical defence capabilities.

Fund	Fund III
Investment year	2024
Headquarters	Sweden
Sector	Tech & Software
Subsector	Defence Software
Revenue (€m)	12
Employees (FTE)	36



Advance tech solutions that protect what matters most: people’s lives, safety and freedom.

Gender distribution



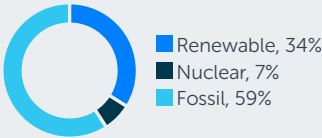
Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	11	–	0.93	–
Scope 2	2	–	0.15	–
Scope 3	403	–	34.36	–
Total	416	–	35.44	–

Energy consumption (incl. fuel, electricity, heating and cooling)

84 MWh



Social impact

	2024	2023
Number of work-related injuries	0	–
Days lost due to injury (days)	0	–
Annual percent employee turnover (%)	8	–
Employee survey	No	–



Leading provider of HPLC columns, primarily for proteomics research

About IonOpticks

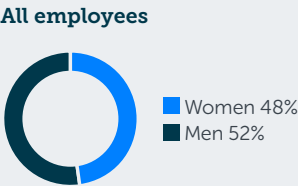
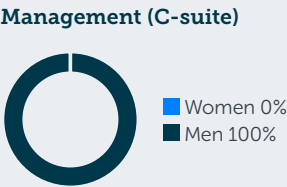
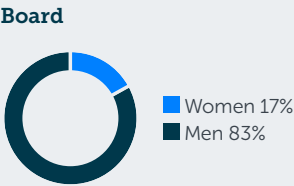
- IonOpticks is a leader in ultra-high precision chromatography for proteomics research using LC-MS methods.
- The company's innovative product range is used by academia and commercial customers globally, increasing sensitivity and contributing to the advancement of scientific research and discovery.

Fund	Fund III
Investment year	2024
Headquarters	Australia
Sector	Healthcare & Life Sciences
Subsector	Research Tools & Reagents
Revenue (€m)	7
Employees (FTE)	29



Our mission is to inspire a revolution in human health.

Gender distribution

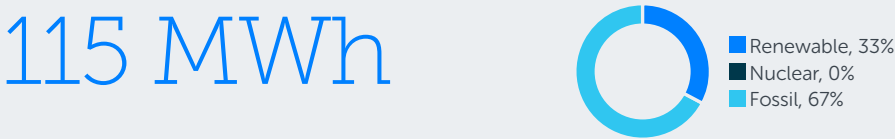


Environmental impact

Greenhouse gas emissions, Tonnes CO₂e

	tCO ₂ e		tCO ₂ e/€m/revenue	
	2024	2023	2024	2023
Scope 1	0	–	0	–
Scope 2	62	–	8.61	–
Scope 3	454	–	63.45	–
Total	515	–	72.07	–

Energy consumption (incl. fuel, electricity, heating and cooling)



Social impact

	2024	2023
Number of work-related injuries	4	–
Days lost due to injury (days)	1	–
Annual percent employee turnover (%)	27	–
Employee survey	No	–

vokstr

The achievement of environmental objectives was made possible by the expertise of experienced project managers, through:

1. Smart technology and detailed project planning*

- Solar panels on the roof
- Heating pumps that recirculate heat
- Ventilation that recirculates heat
- Building Management System (BMS) to optimize lighting, temperature and energy usage.
- Temperature regulation based on weather forecast

2. Circularity principles during project execution*

- 95% of the material was sorted
- 85% of the material was reused or recycled
- 0.02% waste to landfill

*Examples. List not exhaustive.

ESG Case

Vokstr: Circular Renovation Driving the Green Transition

A practical example of how the green transition can be achieved in practice is illustrated by Vokstr, a company specialized in renovation and rehabilitation projects that preserve embodied emissions.

Buildings account for approximately 40% of Europe's total energy consumption and 35% of energy-related carbon emissions. Despite this, an estimated 75% of the building stock is energy inefficient, with only 1% undergoing energy-efficiency renovations annually. As a renovation company, Vokstr is well-positioned to address these gaps through its service offering. The renovation business model is built around detailed customer specifications. To demonstrate best practice, one such project was a circular renovation initiative aimed at achieving a 60% reduction in energy use and to certify the

building under a high-standard environmental certification. The project surpassed expectations, reaching a 62% energy reduction through detailed project planning and utilization of smart and green technology.

The project also integrated circularity principles into the construction process. Approximately 95% of materials were sorted, and 85% were either reused or recycled. For instance, materials such as tiles, glass, and toilet bowls were cleaned, crushed, and transformed into new flooring, highlighting a tangible shift towards material circularity.

Environmental Objectives

- 60% energy savings
- Energy classification from D to B
- EU Taxonomy Aligned
- BREEM In-Use Excellent
- FutureBuilt: Circular Buildings

ESG Case

Circura: Reuse Hub Facilitates Local Material Flows

Another great example of the circular economy is Teknikbyggarna i Linköping AB, part of the Circura group, which has been at the forefront of circular construction practices in its region since 2023 through its involvement in reuse initiatives and the establishment of a regional reuse hub, "Bygghubben".



Developed in close collaboration with property owners and industry peers, this platform enables the repurposing of building components that would otherwise be treated as waste in line with Sweden's roadmap for fossil-free construction, aiming for net-zero greenhouse gas emissions by 2045.

The products and materials sold by the reuse hub are not only reclaimed but also sourced regionally. This regional approach reduces the environmental footprint by minimising transport-related emissions, while also supporting regional

resource cycles and strengthening the local circular economy. A cornerstone of this work is the commitment from clients to reduce climate impact. While the concept is straightforward, meaningful impact requires early and active engagement from all stakeholders throughout the project lifecycle.

Pilot study in residential refurbishment

To quantify the environmental savings, one apartment in a residential building with ten units was selected for a pilot reuse project. The objective was to furnish the unit exclusively with

reclaimed materials, testing what elements are most practical to reuse and which yield the greatest CO₂e savings. Reused materials included are:

- Apartment entrance door.
- Kitchen appliances: refrigerator, freezer, stove, and dishwasher.
- Kitchen fittings: sink, countertop, and cabinetry.
- Bathroom fixtures: washbasin mixer, toilet, washbasin, basin mixer, and shower mixer.
- Interior elements: several interior doors and wardrobes were retained and refinished with paint instead of being replaced.

Due to the uniqueness of each building project, some materials can be difficult to source in reusable condition. Nevertheless, the project has maintained a clear ambition to work with components that had previously been installed elsewhere and could be carefully dismantled and reinstalled. The project is scheduled for completion in 2025, after which Circura will be able to gather insights and quantifiable data on the sustainability value proposition of material reuse.



ESG Case

Presto: Closing the loop with the “green factory”

Apart from the core task of saving lives, Presto is helping its customers shift to non-toxic (PFAS-free) fire protection. Presto has established a circular fire extinguisher factory in Katrineholm, Sweden, focusing on the entire lifecycle of its fire extinguishers to mitigate climate change and reduce chemicals hazardous to human health and the environment.

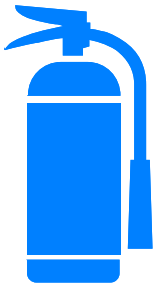
Non-toxic fire-extinguishers

PFAS, also known as ‘forever chemicals,’ are synthetic substances that pose significant risks to environmental and human health due to their high persistence in the environment. Presto’s primary focus for a successful phase-out of PFAS is through its adapted liquid fire extinguishers. The company’s proprietary water extinguisher contains only pure deionized water, making it a

highly suitable option in most environments from both a risk and a user perspective.

Circular take-back system

The main environmental impact of fire extinguishers occurs during the production and use of raw materials such as minerals and metals. Presto places a strong emphasis on material reuse, particularly in components such as containers and valves.



The take-back system, where returned extinguishers are refurbished with reused components, significantly reduces the climate impact of extinguishers—by up to 47%* in CO₂e emissions—and reduces the consumption of raw materials by up to 63%.

(*) Based on life cycle analysis with the functional unit “fire protection for 30 years”.

63%

Reuse of components reduces resource consumption of minerals and metals by up to 63%.

47%

Reduces climate impact by up to 47%.



Reuse of extinguishing agents:

Presto has further innovated in the reuse of liquid CO₂ and powdered extinguishing agents, achieving significant environmental savings. For instance, in 2023, 47% of liquid CO₂ and

83% of ABC powder (commonly used in extinguishers) were reused. This saved around 50–60 tonnes of new powder annually, an important saving considering that it is made from mono-ammonium phosphate, a finite natural resource.

Long-term ambitions for the green factory is 100%:

- PFAS-free* production
- Recycled water
- Recycled powders in ABC extinguishers
- Recycled CO₂ in CO₂ extinguishers
- Sustainable disposal of non-reusable powders

(*) Defined as no added PFAS, compliant with current legislation.

Product life cycle of Presto's fire extinguishers





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