Munters

Annual & Sustainability Report 2025

For customer success and a healthier planet

Contents

01 Introduction

This is Munters 2
How Munters creates value in society 3
Our value-chain 4
The year in brief 5
CEO and Chairman in conversation 6
Targets for long-term growth 9
Munters as an investment 10

02 Strategy

Megatrends 12
Focus areas for sustainability 13
Our sustainability framework 14
Strategy for long-term growth 16
Strategy – Market 17
– Customers 19
– Innovation 21
– Excellence 23
– People 25

03 Operations

Our business areas 28
AirTech 29
Data Center Technologies 35
FoodTech 40

04 Corporate Governance

Corporate Governance in Munters Group 46
Corporate Governance Report 2025 47
– Internal control 51
– Board of Directors 54
– Group Management 56
Risks and risk management 58

05 Board of Directors' report

Board of Directors' report 63
Sustainability statement, contents 68
– General disclosures 69
– EU taxonomy report 84
– Climate change 96
– Circularity and resource use 108
– Own workforce 113
– Workers in the value chain 121
- Business conduct 125
- ESRS-index 130

06 Financial reports

Contents, Financial reports 133
Financial statements, Group 134
Financial statements, Parent Company 138
Notes 141
The Board's assurance 164
Auditor's report 165
Auditor's report on statutory sustainability statement and corporate governance statement 168
Five-year summary 170
Definitions 171

07 Other

Share and shareholders 173
70 years of innovation 175
Shareholder information 176

During 2025, the divestment of the FoodTech Equipment offering was completed. Unless otherwise stated, comments and figures in this report refer to continuing operations.

The audited annual report for Munters Group AB (publ), corporate registration number 556819-2321, refers to pages 62-66 and 133-164.

The statutory sustainability report and the sustainability statement are presented on pages 67-132.

This report is also Munters Communication on Progress (CoP) report in accordance with the UN Global Compact

Munters Remuneration Report is available online at www.munters.com.

Every care has been taken in the translation of this annual and sustainability report. In the event of discrepancies, the Swedish original will supersede the English translation.

The addition of the total amounts reported can lead to rounding differences

Contents

01

Introduction

Introduction
- This is Munters
- How Munters creates value
- Our value-chain
- Year in brief
- CEO & Chairman in conversation
- Targets for long-term growth
- Munters as an investment

Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Our purpose – for customer success and a healthier planet – guides us in developing innovations that increase customer value and reduce environmental impact

01 Introduction

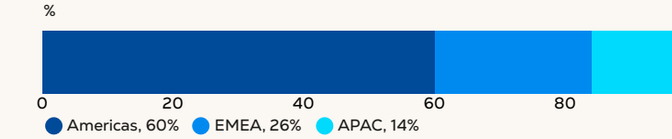
Introduction
→ This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

A global leader in technologies that optimize climate – improving customers' productivity, quality and resource efficiency

We offer solutions that control humidity, air- and liquid-based cooling systems, as well as intelligent controllers and software – products that provide precise control over mission-critical processes and help our customers do more with less.

Regions, percent of net sales 2025



14,712
net sales 2025, MSEK

>25
production sites

>50%
Munters vitality index*
Share of sales generated from products or solutions launched in the last five year's

~5,000
employees

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

How Munters creates value in society

Munters collaborates with customers across a broad range of segments, from digital infrastructure and industrial manufacturing to the global food system. Through its solutions, Munters contributes to reliable operations, high resource efficiency and long-term value creation, thereby enabling businesses, people and societies to develop sustainably.

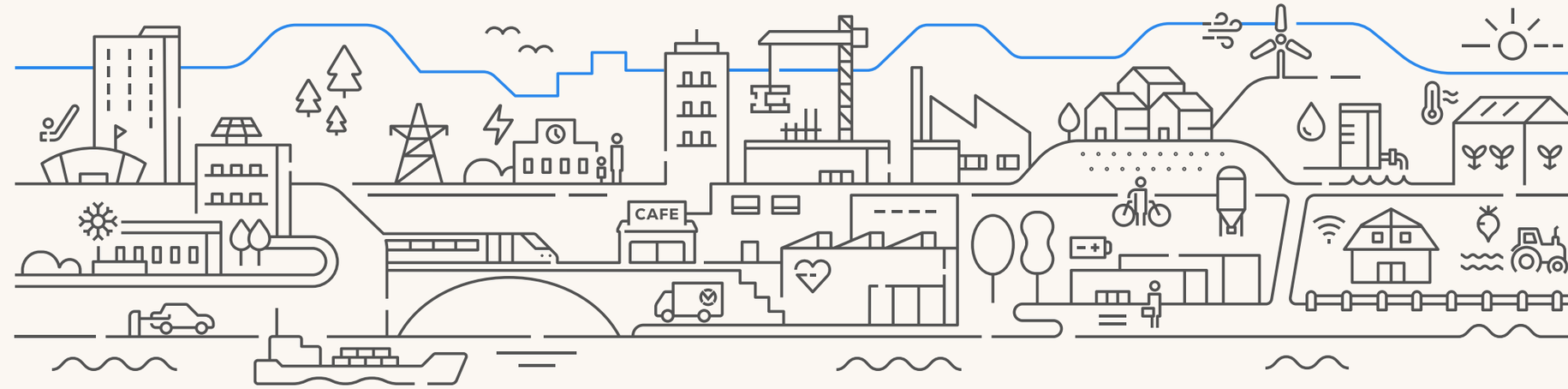
Innovative and energy-efficient cooling solutions for data centers

Stable and ultra-dry air for battery production

Climate and hygiene control for the food industry

Dehumidification for wind turbines and infrastructure

Controllers and sensors for optimizing livestock, cultivation, and crop storage



Leading supplier of rotors and other components

Solutions in Clean Technologies for cleaner air

Service offering for a wide range of customers

Humidity control for the pharmaceutical industry

Leaders in data-driven optimization of the global food supply chain

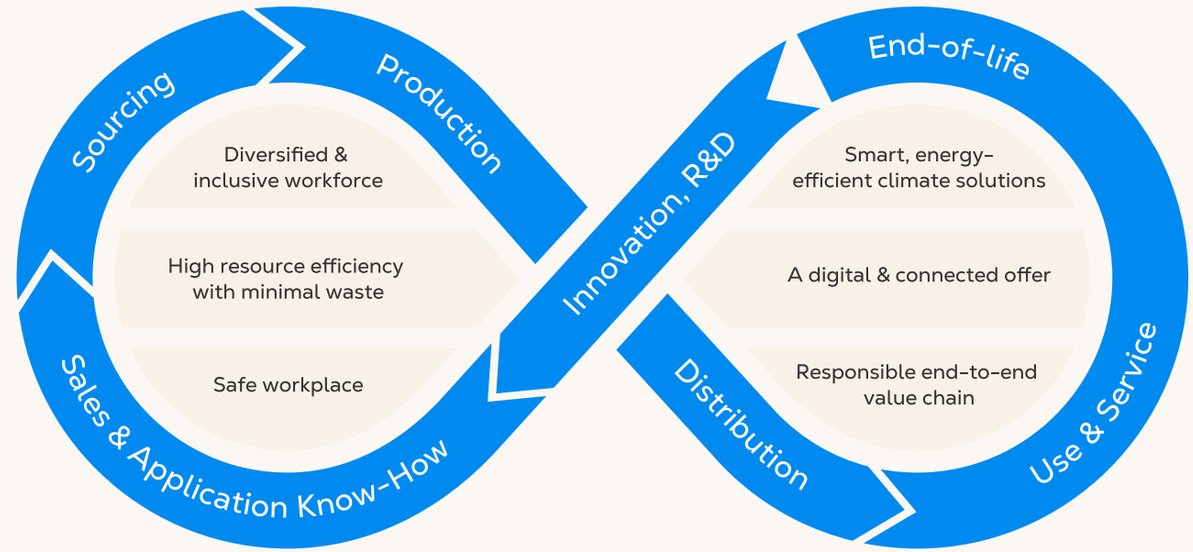
AirTech Data Center Technologies FoodTech

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Our value-chain

Munters offers smart, energy-efficient climate solutions and a digital, connected offering. We have integrated sustainability into every aspect of our business strategy and illustrate our impact across the value chain from both an internal and external perspective.



Innovation, R&D
Through innovation and continuous product development, we address market demand for increasingly resource-efficient products with lower environmental impact.

Sales & Application Engineering
Our products and expertise enable us to offer customized solutions that reduce costs and environmental impact.

Sourcing
We use materials and suppliers that meet our standards, promoting respect for human rights and reduced environmental impact.

Production
Health and safety are our highest priority. We reduce emissions and improve efficiency. We also strive to increase diversity and inclusion.

Distribution
We reduce transportation and environmental impact through optimization and regionalization, strengthening the supply chain and increasing resilience within each region.

Use & service
Our services optimize performance and extend product lifetime, ensuring resource efficiency throughout the entire life cycle.

End-of-Life
Our products and services extend product lifetime. We strengthen our focus on circularity and work to enable responsible recycling.

Read more about how we work with our value chain on pages 75–81.

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

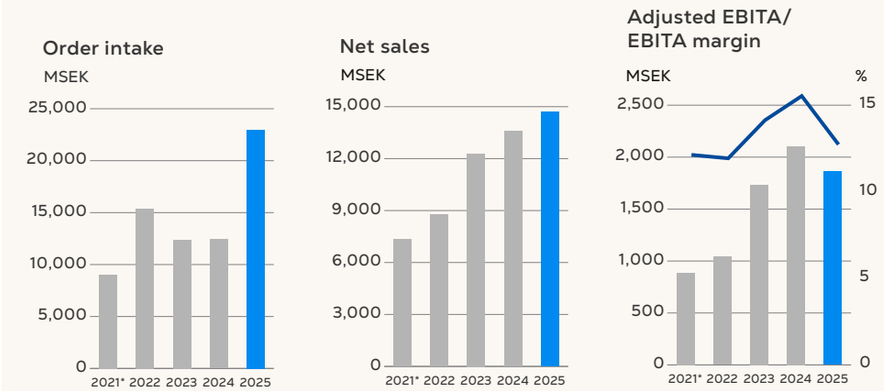
The year in brief

In 2025, we strengthened our market position through record-high order intake and a significantly increased order backlog. Strong demand, particularly within Data Center Technologies and FoodTech, resulted in a book-to-bill ratio of 1.6x and laid the foundation for continued net sales growth. Cash flow from operating activities was strong, supported by efficient capital and working capital management. At the same time, measures were implemented to enhance flexibility and cost efficiency, contributing to financial stability despite temporary external headwinds.

Order intake
Organic order intake increased by +83%, while structural growth contributed +13%. Data Center Technologies (DCT) reported strong growth, and FoodTech also reported growth, while AirTech's performance in line with the previous year for AirTech.

Net sales
Net sales increased by +8%, of which organic growth amounted to +6%. Growth was driven by FoodTech and DCT, while AirTech declined. Service and Components accounted for 25% of total net sales.

Adjusted EBITA
The adjusted EBITA margin, 12.7%, decreased compared with the previous year, primarily impacted by lower volumes, costs related to dual US production facilities and underutilization within AirTech, as well as temporary tariff effects within DCT. Within DCT, product mix had a slightly negative impact, which was more than offset by high volumes, strong capacity utilization, price increases and continued efficiency improvements. In FoodTech, the margin remained at a strong level despite continued investments to support future growth.



Key figures

MSEK unless otherwise stated	2025	2024	2023	2022	2021*
Order intake	22,984	12,431	12,388	15,366	9,013
Net sales	14,712	13,587	12,286	8,755	7,348
Adjusted EBITA	1,862	2,104	1,730	1,041	889
Adjusted EBITA margin, %	12.7	15.5	14.1	11.9	12.1
Operating profit (EBIT)	1,228	1,746	1,536	940	753
Operating margin, %	8.3	12.9	12.5	10.7	10.2
Net income	118	1,020	792	577	515
Earnings per share after dilution, SEK	0.58	5.33	4.30	3.17	2.81
Net debt	6,714	6,346	4,620	3,825	2,389
OWC/net sales LTM, %	7.3	11.6	16.1	15.1	13.1
Service & Components as a percentage of net sales, %	25	27	27	30	27
Average number of employees	5,389	5,351	4,516	4,013	3,350

* Figures refer to total operations. No restatement has been made with regard to discontinued operations.

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
→ CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

CEO & Chairman conversation

2025 was marked by macroeconomic turbulence, heightened geopolitical tensions and rapid technological advancement, particularly in AI, while significant investments created new growth opportunities in several of Munters' end markets. In this environment, Munters strengthened its adaptability through targeted capacity investments, strong customer focus and continued innovation. Looking ahead to 2026, President and CEO Klas Forsström and Chairman Magnus Nicolin emphasize adaptability, operational discipline and ongoing business development as key drivers of long-term value creation.

How would you describe the current external business climate?

Magnus: We are entering 2026 in a turbulent and, in some respects, dramatic business climate, with uncertainty around economic development, trade policy and geopolitics affecting investment decisions. At the same time, such conditions can create opportunities for agile companies with strong flexibility and a clear strategic direction.

In the US, we see substantial investments by industrial and technology players, driving market growth and demand. With our established and expanding position in DCT – combining application expertise, a leading portfolio and scalable capacity – we have a strong platform for continued profitable growth. Structural market trends and our well-adapted offering position Munters to capture these opportunities.

Klas: To complement that perspective, I would say that perhaps the most important success factor in today's business climate is the ability to adapt. Companies that stay close to their customers and respond quickly to changing conditions are the ones that will succeed.

With this as our starting point, we have for some time pursued a structured effort to build an organization with high adaptability, clear determination and strong execution. In 2025, this has delivered tangible results, with strong growth in both DCT and FoodTech, confirming that our strategic direction and operational discipline work in practice.

While the global macroeconomic environment remains uncertain, it also creates significant business opportunities. Our employees have been central to this progress, and their engagement and expertise enable us to both manage challenges and deliver on our long-term growth ambitions.

How does Munters ensure development and value creation in an uncertain environment?

Magnus: The macroeconomic landscape has become increasingly complex. Following the US presidential election, the pace of change in the global economy accelerated, further confirming our expectation that this period would be turbulent. As these trends continue to evolve, we see a clear impact on industry at large.

The positive aspect is that we have been strategically well prepared. During the year, we continued to strengthen the business, invest in new technology and ensure that we remain at the forefront of meeting market needs. In parallel, we intensified our work to implement AI, both internally to streamline processes and strengthen decision-making, and externally by integrating new digital solutions into our offering. This development enhances our competitiveness and enables us to translate innovation into tangible customer value and improved business performance more quickly.

Klas: Despite the uncertainty, we have continued to develop our business. During the year, we broadened our product portfolio, further developed our service offering and continued to drive innovation. A clear example of this is our Vitality Index. One year ago, it was around 40 percent. For 2025, it exceeds 50 percent,

Events during the year

Record year for Data Center Technologies (DCT)

In 2025, Munters business area DCT delivered a record year, driven by strong demand and focused work in close partnership with customers. Through co-development of solutions and an expanded offering, DCT has evolved from a niche player into a globally competitive provider. The success is also built on increased scalability in delivery capabilities. With a focus on quality, standardized ways of working and efficiency, DCT has strengthened its capacity to deliver higher volumes with greater flexibility. In parallel, innovation efforts have advanced energy-efficient products and solutions tailored to different types of data centers.

FoodTech in focus through portfolio optimization and a strengthened digital position

The divestment of FoodTech's Equipment product offering represents an important step in FoodTech's strategic focus on its core business in control systems, sensors and software. The transaction releases resources for targeted investments in innovation and high-margin segments with a strong sustainability profile. At the same time, it contributes to a more focused and efficient portfolio and improves the conditions for a structured integration and increased value creation from completed acquisitions, which altogether supports continued growth.

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
→ CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

meaning that more than half of our revenue comes from products and solutions developed in the past five years. This is strong evidence of our long-term and consistent focus on innovation, research and development, as well as our ability to convert these investments into concrete and commercially successful solutions.

My view of what drives industrial success is fundamentally pragmatic. It is about sustained and continuous innovation, close and solution-oriented collaboration with our customers, and an efficient and scalable industrial footprint. The investments we have made in our global production and delivery structure provide robustness, flexibility and high delivery precision. At the same time, it is the speed of innovation – our ability to rapidly develop, industrialize and commercialize new solutions – that increasingly differentiates Munters and strengthens our competitiveness.

"It is the speed of innovation – our ability to rapidly develop and commercialize new solutions – that increasingly differentiates Munters and strengthens our competitiveness."

Klas Forsström

What have been the most important growth areas and strategic expansion steps during the year?

Klas: With the support of the Board, we have in recent years carried out significant capacity and upgrade investments across our global footprint. During the year, we inaugurated the new AirTech facility in Amesbury, and the new DCT facility in Virginia continues to deliver strongly to the data center market. In 2026, we look forward to additional capacity upgrades in Virginia to produce chillers for the US market. In addition to factory investments, we continuously invest in building strong Business areas, with reinforced service, R&D and sales functions. Altogether, this means we are entering 2026 well prepared for continued growth.

Our portfolio optimization work is a very important part of our strategy. It includes both the ongoing development of the product portfolio and larger strategic decisions over time. Our increased focus on data centers was one such decision. Another is our transformation within FoodTech toward digital and software-based solutions. During the year, we also implemented structural measures within AirTech, reducing costs and strengthening the cost base in order to create a more competitive and robust Business area going forward. We will continue to make these types of decisions – prioritizing growth areas while ensuring an efficient and scalable cost structure.

How well did developments in 2025 meet your expectations?

Klas: I am very pleased with how our focused investments within DCT, combined with a gradually expanded offering, aligned well with the strong and structural growth in the global data center market. This positioning enabled us to effectively meet customers' increasing demands for energy-efficient and reliable solutions, resulting in a record year.

Capacity expansion in Virginia

In 2025, Munters took the next step in expanding the facility in Virginia, US, to meet growing demand in the data center segment. The expansion includes a significant increase in production space and investments in modern testing and manufacturing capacity, further strengthening Munters industrial presence in the US. The expansion aims to increase overall capacity, enable regionalized production of chillers to enhance delivery flexibility, and establish a test laboratory to strengthen validation, quality assurance and faster development of new and customized solutions. Production of chillers is planned to scale up during the second quarter of 2026.

State-of-the-art factory inaugurated in Amesbury

In 2025, Munters inaugurated a new state-of-the-art production facility in Amesbury, Massachusetts. The facility strengthens AirTech operations in North America and increases production capacity to meet demand for advanced climate solutions across all subsegments. The factory is energy-efficient and built in line with high sustainability standards, enabling net-zero emissions, while creating enhanced opportunities for innovation, customization and technology development.

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
→ CEO & Chairman in conversation
Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

"The combination of structural market trends, our market presence and a well-adapted offering means that Munters is well positioned to capitalize on this development."

Magnus Nicolin

Klas: We have, in practice, carried out a comprehensive transformation of FoodTech, with a clear focus on a more competitive and differentiated offering. Particularly positive is that FoodTech is now positioned within a niche but strategically very important market with strong underlying growth drivers, not least related to sustainable food production, energy efficiency and increasing quality requirements. Feedback from our customers confirms that this is an area with clear long-term growth potential, where Munters has good opportunities to gradually strengthen its market position and create value going forward.

Ahead of 2025, we expected a more cautious development within the battery market in AirTech. In addition, industrial development in the US at the beginning of 2025 was more subdued than normal following a presidential election. This contributed to our decision to adjust the cost base within AirTech to ensure stability, maintained competitiveness and continued development. The transformation has been implemented according to plan, and we are satisfied with the measures taken, providing us with a stronger and more resilient platform to build on as the market recovers.

Which sustainability-related strategic initiatives are you most proud of?

Klas: With the Board's support, we have fully integrated sustainability into our business strategy, covering both our own operations and the solutions we offer. The Amesbury facility exemplifies our net zero ambition and how we translate targets into concrete investments. Our climate targets are validated by the Science Based Targets initiative and aligned with the Paris Agreement, providing a clear framework to systematically reduce emissions across the value chain through energy efficiency, electrification and renewable energy.

We have also established a green bond framework and issued bonds with strong market demand, strengthening financial flexibility while linking financing to climate-related investments. Sustainability further encompasses our employees, with a clear priority on occupational health and safety, supported by structured processes, continuous follow-up and strong local leadership to ensure a safe working environment.

Magnus: Our sustainability work creates tangible customer value. Through energy-efficient solutions, we help customers reduce their electricity consumption. In practice, we contribute to addressing their Scope 3 challenges. When business strategy and sustainability strategy align in this way, it creates a clear win-win situation.

At the same time, we continuously strengthen our sustainability efforts from a governance and reporting perspective. During the year, we continued our work to ensure full compliance with CSRD and further developed our processes to meet increased requirements for transparency, data quality and follow-up. In parallel, we are preparing for upcoming regulations, including CSDDD, by further developing our work on due diligence, risk management and responsible supply chains.

Finally – what message would you like to send to shareholders and employees?

Magnus: 2025 has been a challenging but also highly developmental year for Munters. During the year, we took necessary measures to adapt and strengthen AirTech for the future, while continuing to invest purposefully in growth areas. These priorities reflect our long-term strategy of combining financial discipline with a clear focus on structural growth markets. The development we have achieved would simply not have been possible without the commitment, expertise and perseverance of our employees.

Klas: Munters should be an outstanding company to work for, to partner with and ultimately to own. This means creating value for our customers, offering an attractive and safe workplace for our employees and delivering long-term value creation to our shareholders. Last year, we described Munters as a good company. Today, we can confidently say that Munters is a very strong company, with a clear strategy and a solid platform for continued development. The best days for Munters still lie ahead.

Green bonds under the MTN program

During the year, Munters issued its first green bonds under the newly established MTN program and the company's Green Finance Framework. The MTN program contributes to increased diversification of funding sources, while the framework ensures that capital is allocated to projects that support reduced climate impact and energy efficiency in line with ICMA's* Green Bond Principles. The issuance strengthens the company's financial flexibility and sustainability profile.

*International Capital Market Association

Climate targets validated by SBTi

In 2025, Munters climate targets were validated by the Science Based Targets initiative (SBTi). The targets are aligned with the 1.5°C pathway and represent a clear commitment to reducing emissions both in our own operations and across the entire value chain. The validation confirms that Munters strategy and offering of energy- and resource-efficient technologies contribute in a measurable way to the global transition toward net-zero emissions.

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
→ Targets for long-term growth
Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Targets for long-term growth

A responsible business with stable finances and efficient resource utilization is the foundation for successfully executing Munters strategy. Through clear targets, we steer the organization and make priorities that support our 2023 to 2030 ambition: to double in size while halving our carbon footprint.

Financial targets

Growth
An average annual currency-adjusted net sales growth of over 14%.

Outcome 2025
15% (12)

Operating working capital
Average (LTM) operating working capital (OWC) in the range of 13–10% of net sales.

Outcome 2025
7.3% (11.6)

Profitability
An adjusted EBITA margin above 14%.

Outcome 2025
12.7% (15.5)

Dividend payout ratio
53%

Dividend 2025
→ The Board of Directors proposes a dividend for 2025 of SEK 1.60 per share, representing 53% of net income from continuing operations in 2025.

Dividend policy
The ambition is to distribute an annual dividend of 30–50% of net income after tax. The decision on dividends takes into account the company's financial position, investment needs, acquisitions and liquidity. There can be no guarantee that a dividend will be proposed or paid in any given year. For historical information, see page 173.

Sustainability targets

CO_2 emissions*

Scope 1 & 2: 42.0% absolute reduction from 2023 to 2030.

Outcome 2025
+3% (3)

Scope 3: 51.6% reduction in emissions from the use of our products per unit of sold products, from 2023 to 2030.

Outcome 2025
+19% (37)

* Compared to base year set at 2023.

Inclusion & diversity
30% women in workforce by 2030

Outcome 2025
23% (22)

30% women in leadership positions* by 2030

Outcome 2025
21% (21)

* salary-setting

Code of Conduct
100% of employees must complete Code of Conduct training every two years

Outcome 2025
90% (83)

100% of key suppliers must sign the Supplier Code of Conduct

Outcome 2025
92% (99)

Introduction
This is Munters
How Munters creates value
Our value-chain
Year in brief
CEO & Chairman in conversation
Targets for long-term growth
→ Munters as an investment
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Munters as an investment

We are a global company with strong market positions in our niches, customer-driven innovation and a clear sustainability agenda. We operate in industries with strong demand and are well positioned for continued expansion. With a proven strategy and a commitment to value-creating growth, we unlock opportunities that deliver long-term value.

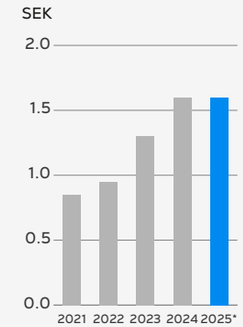
A global leader in energy-efficient climate solutions
We are a global leader within our specific niches, supported by a strong local presence.

Pioneering and innovative technology
We remain at the forefront with solutions that help customers control, digitalize and improve the efficiency of their operations.

Sustainable solutions for the industry of the future
We support our customers by offering products and solutions that help reduce the use of energy, water and other resources.

Well-proven and diversified portfolio
Our solutions give customers greater control over critical processes, from food production and supply to industrial manufacturing and data centers.

Dividend



* The Board of Directors proposes a dividend for 2025 of SEK 1.60 per share, representing 53% of net income from continuing operations in 2025.

02

Strategy

Introduction
Strategy
- Megatrends
- Focus areas for sustainability
- Our sustainability framework
- Strategy for long-term growth
  - Market
  - Customers
  - Innovation
  - Excellence
  - People

Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Munters creates long-term value through customer-driven innovation and a clear focus on markets supported by strong structural growth drivers

02 Strategy

Introduction
Strategy
→ Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Megatrends

Megatrends: Our strategic priorities address key megatrends that shape market development, drive demand for our solutions and create new challenges and growth opportunities.

Accelerating digitalization and the use of AI
Accelerating digitalization and the implementation of AI are transforming operations and business models, making data-driven, connected and secure solutions essential for competitiveness.

Demographic changes
Demographic changes are increasing demand for food, infrastructure and healthcare, driving the need for controlled and efficient production environments.

Global market transformation
Geopolitical volatility, climate-related risks and shifting global value chains reinforce the importance of resilience and adaptability across industry and society.

Climate change and resource scarcity
Increased awareness of climate change and resource scarcity is raising demands for energy efficiency and circularity, while also creating opportunities for innovation and sustainable growth.

Munters positioning: Munters is positioned to address these trends with relevant offerings that drive profitable growth and support a more resilient and sustainable world.

02
Strategy

Introduction
Strategy
Megatrends
→ Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Focus areas for sustainability

Sustainability is at the core of everything we do and an integrated part of our strategy and governance. Acting ethically and taking social and environmental responsibility throughout our value chain is essential. We work purposefully to develop and offer the most energy-efficient solutions on the market, while setting ambitious targets to reduce emissions, promote diversity and uphold ethical business practices. Our purpose, For Customer Success and a Healthier Planet, guides both our long-term direction and our daily work.

We embed sustainability into our business strategy through structured follow-up of defined key focus areas

- Climate actions & circularity
- Sustainability across the value-chain
- People & Society
- Engagement & Knowledge
- Transparency & Compliance

These areas provide a structured framework for activating our sustainability agenda. They are shaped by our shared business ambitions, our core values and the insights derived from our double materiality assessment. By actively and systematically monitoring how we advance sustainability within these prioritized areas, we create direction, clarity and momentum. This enables us to set ambitious targets, mobilize the right resources and translate strategy into tangible actions and measurable results – across each Business Area and at Group level. Through this approach, we build not only structure, but also momentum to create and drive business value through our sustainability focus.

02
Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
→ Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Our sustainability framework

Environment and resource efficiency

We develop and deliver sustainable products, solutions and services that help our customers improve their resource and energy efficiency. We reduce emissions from our own operations and strive to lower our climate footprint across the entire value chain by integrating circular principles and optimizing efficiency.

Read more from page 96

Overall sustainability ambitions

We are working towards halving our emissions from 2023 to 2030, continuously increasing the share of renewable energy in our production sites and offices, and adhering to the waste hierarchy. We also strive to expand our service offering to extend the lifespan of our products and ensure optimal performance and energy efficiency.

Read more about our targets on pages 105 and 111.

Key events and progress during the year

Carbon reduction

- SBTi validation of our carbon reduction targets for 2030 in line with the 1.5°C scenario of the Paris Agreement
- Aligned our transition plans for Scope 1, 2 and 3 emissions with the updated target. Read more on pages 101 and 103.
- Inaugurated the new large-scale factory in Amesbury, US, designed for net-zero emissions
- Intensified the dialogue with customers regarding the use of renewable energy to operate our products
- Implemented geothermal heating at our factory in Tobo, Sweden to eliminate fossil fuel

Circularity

- Established new and updated existing governing documents related to circularity
- Participated in the circularity project with Combient Pure and conducted a pilot project in APAC with a rental business model for standalone dehumidifiers
- Set a target to halve the amount of landfill waste from production between 2024 and 2030
- Initiated a collaboration with NOAH for the reuse of salt waste from the production unit in Tobo, Sweden, reducing the site's landfill waste by approximately 75%

People and society

The health and well-being of our employees are fundamental prerequisites. We strive for high employee engagement and innovation through fairness, diversity, and an inclusive culture. We contribute to improving our local communities through close collaboration with stakeholders in the locations where we operate.

Read more from page 113

Overall sustainability ambitions

We are working to increase diversity and inclusion at all levels and have set a target of 30% women representation among employees and managers with salary-setting responsibility by 2030. We have an ambition to eliminate all workplace accidents, and in the communities where we operate around the world, we aim to contribute to a better society.

Read more about our targets on pages 118 and 124.

Key events and progress during the year

- Established new and updated existing governing documents related to human rights
- Continued the development of the Munters in Society framework, which guides and governs how we engage with and drive initiatives to improve the local communities where we operate
- Introduced new sustainability KPIs in the long-term incentive program (LTIP), in line with Munters overall sustainability ambitions. Read more on page 72
- Participated in Climate Week, events hosted by the International Energy Agency (IEA), and COP 30
- Drove key issues within the industry organization Eurovent and the Energy Efficiency Movement
- Delivered lectures at universities, participated in career days, and engaged in direct collaboration with students and other companies through various projects focused on climate and circularity
- Continued the rollout of the Munters Job Framework in 2025, a framework that enables role-level benchmarking linked to equal pay for equal work and clarifies career paths
- Reduced TRIR (Total Recordable Incident Rate) across our production sites, achieving a level below the industry average

02
Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
→ Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Governance and ethical business practices

Responsible business conduct is one of our core values and essential to earning the trust of our investors, customers, suppliers and employees. We uphold high ethical standards and expect the same from our business partners. Through our Code of Conduct and policies, we create clarity. We strive to ensure transparency through clear targets and the reporting of results and progress.

Read more from page 125

Overall sustainability ambitions

We ensure that 100% of our employees and business partners comply with our Code of Conduct through clear requirements, training and follow-up across the value chain. We are progressing towards triple ISO certification of our production sites to establish a common standard for quality, environment and occupational health and safety. We continue to strengthen our governance model and internal control to enhance transparency, ensure compliance and build stakeholder trust.

Read more about our targets on page 129.

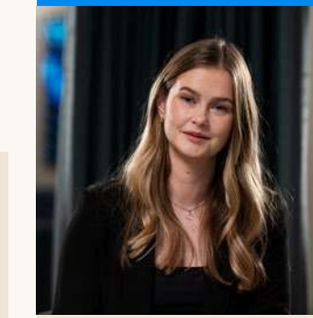
Key events and progress during the year

- Improved Group-wide routines and processes for governance and follow-up of the Business areas' sustainability agendas and performance
- Rolled out additional training programs at various levels on anti-corruption and business ethics for risk functions, complementing existing programs
- Initiated a CS3D gap analysis and invested in a new supplier monitoring tool, strengthening our due diligence process
- Updated processes, documentation and reporting to meet CSRD requirements ahead of the Annual and Sustainability Report 2025
- Updated our double materiality assessment and deepened our climate risk analysis
- Issued Munters first green bonds under the established Green Finance Framework and updated our sustainability-linked loans

91% (81)
% renewable electricity in our production sites

52% (64)
% renewable electricity in non-production sites

49% (43)
% renewable energy



28% (50)
% waste to landfill

0 (0)
number of workplace fatalities

0 (0)
environmental fines (SEK)

54% (31)
Triple ISO certification of sites existing in 2020

58% (43)
% waste reused or recycled

0.8 (1.2)
Workplace accidents, measured as TRIR, at production sites

25% (27)
Service and components as a share of total net sales

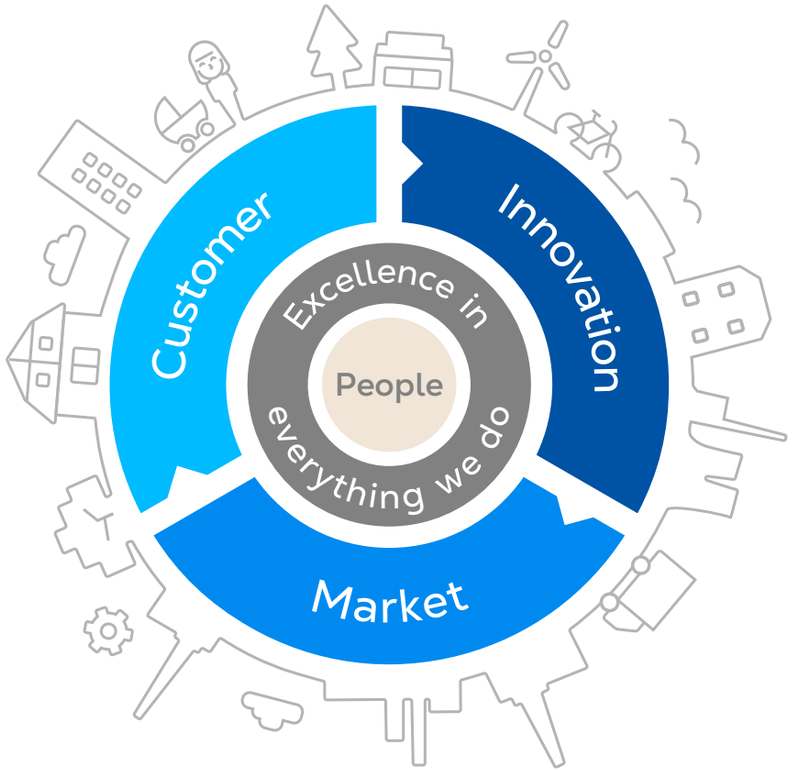
02
Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy for long-term and sustainable growth

We create sustainable value growth through a strategy built on close customer relationships and a clear understanding of their needs and drivers. These insights guide our innovation process, enabling us to launch relevant products in the right markets and segments. To optimize our processes, we work systematically with continuous improvements, with employee development at the core of value creation.



Customers

We work closely with our customers to ensure optimal climate and resource utilization in their mission-critical applications.

Our expertise is built on unique insight into our customers' operations and a clear understanding of their current and future needs. We strive to be a committed and proactive partner in climate solutions.

Market

We focus on strengthening our position in prioritized areas where we can be a market leader and further develop our service offering. Through high-quality, resource-efficient solutions, we contribute to more sustainable development.

Innovation

Curiosity and the ambition to create pioneering technologies are part of our DNA. To remain at the forefront, we continuously evaluate and enhance our offering.

Employees

Our employees are central to our success. Their health and safety are therefore our highest priority, while leadership development remains a key focus area. We continuously strive to be the most attractive employer.

Excellence in everything we do

We follow up, learn, adapt and improve to increase efficiency and quality in everything we do. We work purposefully to reduce our climate impact across the entire value chain.

02
Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy
Market

Munters is a global leader in industrial technologies that optimize climate control and contribute to productivity, quality and resource efficiency. Significant global trends, such as climate change and digitalization, create favorable growth conditions in our prioritized markets and customer segments.

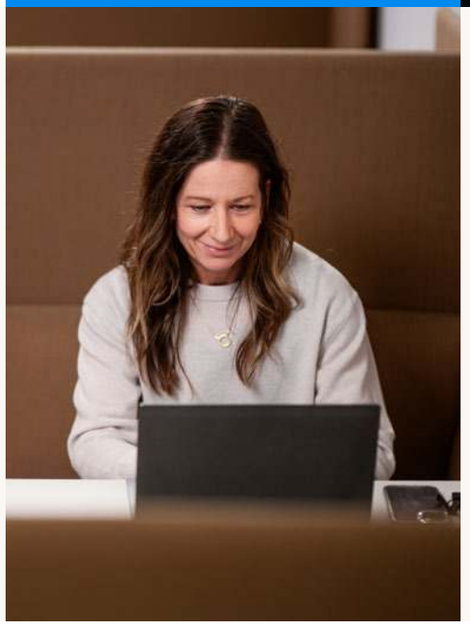
Strategy

We aim to be a market leader in prioritized markets and prioritized segments

For us, being a market leader means being one of the top three suppliers in the market.

Prioritized growth areas
- Data center cooling
- The global food supply chain
- Industrial dehumidification
- Service and components
- Clean Technologies

How we work
- We continuously develop and refine our offering with the ambition to remain at the forefront of technological and market development
- Our products and solutions are designed to meet specific demand in local markets
- Acquisitions and strategic partnerships are an integral part of our long-term growth strategy
- We focus on increasing the share of data-driven products and digital solutions



Sustainability focus

Munters offers energy-efficient climate control systems that reduce customers' use of electricity and water. We optimize design and operating conditions for each specific market and application. Through our global service network, we maintain our products and solutions to ensure optimal performance and lifetime.

We operate a business that is profitable over the long term and creates jobs in multiple locations around the world. It is essential that we provide an inclusive workplace with appropriate working conditions for everyone in the markets where we operate.

UN global goals

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Driving growth through close market alignment

Americas
North, Central and South America

All business areas operate in the Americas, which is Munters largest region. The region is characterized by broad industrial exposure and strong structural demand, with the US, Brazil and Canada as the largest markets.

Share of Group sales
60%

EMEA
Europe, Middle East and Africa

All business areas operate in the region. A broad proprietary sales network enables us to offer our services and products across large parts of the region. The largest markets in EMEA are Germany, Italy and the Netherlands.

Share of Group sales
26%

APAC
Asia-Pacific

All Business areas operate in the region. Sales across the region are currently managed through several sales offices covering key markets. China, India and Japan are the largest markets.

Share of Group sales
14%

→ Highlights in 2025

- We have strengthened our position in selected areas through our long experience, innovation capability and strong market presence.
- Our system solutions, deep application expertise and close customer collaborations continue to create high barriers to entry in our key markets.
- Organic growth combined with the successful integration of completed acquisitions has further strengthened our market position.
- Investments in innovative companies contribute to accelerating our innovation capabilities and open up new business opportunities.
- By broadening our markets, segments and regions – supported by strategic acquisitions and the ability to deliver customized solutions – we have continued to develop our global presence and customer base.

Leading market position through innovation and customer collaboration
With long industrial experience and a strong culture of innovation, we have established a central position within our prioritized areas. Through advanced technology, deep application expertise and close customer collaboration, we develop solutions tailored to specific needs.

We face competition from local and regional niche players as well as global competitors. The competitive landscape varies across industries and applications. Our advanced systems, extensive experience and ability to deliver integrated solutions create high barriers to entry and strengthen our long-term competitiveness.

Full ownership and synergies drive development
Through a combination of organic growth and several strategic acquisitions in recent years, we have expanded our operations and strengthened our market position.

Four strategic focus areas in acquisitions
- Core business/consolidation – larger acquisitions to increase market presence and/or broaden the product offering.
- Technology/digital – companies with technology that strengthens our offering.
- Service/"string of pearls" – local companies that enhance market presence.
- New growth areas.

During the year, Munters acquired the remaining shares in MTech and Inobram, enabling a clearer strategic direction and strengthened development of digital solutions to increase productivity and sustainability. We also continued the integration of the 2024 acquisitions – Airprotech, Geoclima, Hotraco and AEI – where synergies, more efficient processes and joint product development were prioritized during the year. This has broadened our offering and strengthened the foundation for continued profitable growth.

Continued collaboration and expanded minority investments
During the year, we strengthened our focus on innovation by increasing our investment in Capsol, a company with leading technology for carbon capture. Together with our acquisitions and partnerships, we continue to drive development in digitalization, technology and sustainability. Our partnerships help identify new business opportunities and strengthen our long-term innovation capabilities.
Previously established partnerships have progressed according to plan, with different areas of attention during the year, thereby complementing the Group's strategic development.

Divestment creates focus on digital growth
The divestment of FoodTech's Equipment product offering marks a strategic shift toward a more focused and digital offering. FoodTech now concentrates on controllers and software solutions that enhance efficiency, sustainability and digitalization in global food systems.

02
Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy
Customers

Since its founding, Munters has built its operations on close and long-term customer partnerships. Over the years, we have developed unique application expertise within our niches, enabling us to deliver customized climate solutions to a wide range of industries and applications.

Our ambition
We aim to be the customers' first choice of partner

Our starting point
- By acting as a strategic partner, we help strengthen our customers' competitiveness and create long-term value across the entire value chain
- We continue to deepen our customer insight and leverage our extensive expertise in applications, technology and components to deliver attractive, efficient and sustainable solutions with high service quality
- Our success is built on close and long-term customer relationships, combined with a deep understanding of our customers' operations and future needs

How we work
- Build close and long-term customer relationships to understand customers' operations and future needs
- Offer customized solutions that meet specific application requirements and quality standards
- Contribute to customers' success through solutions that make their operations more sustainable and cost-efficient
- Maintain a local presence close to customers, reducing lead times, streamlining logistics and lowering environmental impact
- Develop the service offering to ensure optimal utilization and maximum lifetime of equipment
- Conduct business with high ethical standards, integrity and accountability

Sustainability focus

Collaboration with our customers is central to us, and we place strong emphasis on supporting them in achieving their sustainability targets through efficient use of resources such as freshwater and energy, as well as by considering animal health in food production.

Our Supplier Code of Conduct is aligned with the ten principles of the UN Global Compact and outlines our position on environmental, social and ethical business practices, as well as human rights.

UN global goals

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Technology driving efficiency and sustainable growth
Our customers demand solutions that enhance productivity, energy efficiency and sustainability in their operations. Within AirTech, our technologies enable precision control of humidity, climate and air quality in industrial processes, improving quality, energy efficiency and operational stability. Within Data Center Technologies, we deliver advanced cooling systems that enable energy-efficient operation of data centers. Within FoodTech, we focus on software solutions and controllers that strengthen efficiency, productivity, and sustainability, while improving animal health and reducing waste. Across segments, our systems often represent a small share of customers' total investment, yet play a critical role in efficiency, quality and sustainability in their operations.

Trust built on ethics and accountability
Trust is the foundation of our customer relationships, and we safeguard it by consistently acting with high ethical standards and integrity. Our Code of Conduct defines the principles and minimum standards that guide our daily work and all business relationships. We have zero tolerance for bribery, unethical incentives and any form of improper influence. Our values guide our decision-making and collaboration, forming the basis for the long-term and trust-based relationships we have built with our customers and other partners.

Driven by customer insight
Through close collaboration between our sales teams, our customers' production engineers and our R&D departments, we develop solutions that meet specific requirements and contribute to high energy efficiency as well as stable, secure and sustainable value chains.

We strive to gain a deep understanding of our customers' needs and processes to deliver value beyond expectations. The insights gained through these collaborations are used to develop solutions that benefit our entire customer base in a cost-efficient manner.

From installation to innovation
We continue to drive growth through a strengthened focus on service, components and digital offerings. The ambition is for these areas to account for more than one-third of Munters net sales over time.

Within AirTech, we expand our global installed base through continuous innovation – including energy efficiency projects, upgrades, spare parts and digital control systems based on AI and connectivity. The components business, comprising dehumidification rotors and humidification pads, contributes to high operational reliability and long lifetime in customers' facilities.

Within Data Center Technologies, we offer installation, commissioning and modernization of control systems, heat exchangers and cooling units. We also develop remote support and system monitoring to maximize availability and performance.

Within FoodTech, we continue to broaden and develop our digital offering, with an increased investments in software, AI solutions and connected control systems that enhance customers' efficiency and sustainability throughout the value chain.

Highlights in 2025

- Deepened customer collaborations to develop energy-efficient and sustainable solutions.
- Joint development projects with customers that have resulted in reduced energy consumption and operating costs.
- Strengthened the Service and Components offering with additional digital services to increase operational reliability.
- Enhanced customer trust through transparency, ethical conduct and strong technical expertise.

Ambition:
Service & Components

>1/3

of net sales over the long term

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy
Innovation

Munters innovation is driven by customer focus and the ambition to remain at the forefront of market development. Through close collaboration and deep insight into our customers' operations, we develop solutions that optimize resource use and strengthen both sustainability and competitiveness.

Our ambition

We aim to offer pioneering technology that delivers significant customer value.

R&D expenses as a percentage of net sales

3.8%

Our starting point

- Approximately 500 employees worldwide are dedicated to R&D within our product areas
- Innovation is driven by customer needs and long-term value creation
- Digitalization and AI enhance decision support and competitiveness
- Energy efficiency and sustainability are central drivers
- Prioritized technologies build scalable and robust solutions
- A structured innovation process ensures quality and compliance

How we work

- Conduct global R&D with dedicated teams close to product areas and applications
- Together with customers, develop efficient and sustainable solutions that optimize performance and resource use
- Integrate AI into product development, simulation and digital customer-facing tools
- Apply the Munters Product Development Model to ensure structured and efficient development
- Develop modular platforms that enable customization and shorter lead times, while meeting high requirements for performance, reliability and sustainability

Sustainability focus

With our technology, we not only operate responsibly as a company but also help customers reduce resource use through our products and solutions. Our hardware and software also enable lower emissions further along the value chain, for example in battery manufacturing and food production.

The energy use of our products represents the largest share of life-cycle carbon emissions. Reducing energy consumption is therefore a continuous priority in our application and product development. Through life cycle assessments (LCAs) and the application of Eco-design principles, we work to lower the overall climate footprint of our products – including through material selection and transport – supporting customers in achieving their resource and environmental targets.

UN global goals

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Strengthened innovation capabilities through broader use of AI

In recent years, Munters has intensified its innovation efforts and strengthened its research and development capabilities. Today, approximately 500 employees worldwide are dedicated to R&D within their respective product areas, providing a strong platform for continued technological development.

AI is now an integrated part of both our customer offering and our internal product and efficiency development. We apply advanced AI methods for computational optimization and use generative AI to develop solutions that enhance customer value, in addition, we have integrated AI into our software development process within FoodTech. Applications range from digitalizing application expertise and optimizing products to developing new support tools and strengthening customer service.

Flexible solutions through collaboration and innovation

We continue to develop our offering to be a strategic partner in smart, energy-efficient and digitally connected climate solutions. Through close customer collaboration, we ensure that our innovations address real needs and support customers' business and sustainability targets.

To increase flexibility and shorten lead times, we harmonize our product portfolio and develop modular solutions that can be adapted to different markets and applications. We also collaborate with external partners – from technology startups to research institutes – to strengthen our capabilities, accelerate innovation and broaden our technological ecosystem.

Selected R&D areas

- Energy and resource efficiency
- Materials for dehumidification and cooling
- Digitalization through optimized software and hardware for connected solutions, including AI-based development that increases efficiency across the food system
- Carbon capture
- Design

Patents

Munters conducts structured and strategic patent work to protect technological innovations and strengthen long-term competitiveness. Through active management of intellectual property rights, we ensure that new solutions and technologies can be commercialized effectively and create sustainable value over time.

In 2025, focus areas included patents related to carbon capture, AI solutions for our dehumidifiers, and Munters new portable dehumidifier, M300.

MPD – our product development model

In the Munters Product Development Model (MPD), sustainability factors are integrated early in the product development process, together with a structured assessment of customer value, technical feasibility and financial conditions. The model also ensures that relevant sustainability aspects, including changes in regulatory directives, are considered throughout the development process.

Strengthened environmental transparency through LCA and PCR

Through the extensive life cycle assessment work initiated in 2022 and continued since, we have established a clear and robust understanding of the environmental impact of our products. The results enable us to prioritize development initiatives with the greatest potential to reduce the environmental footprint within each product category.

To provide customers with better conditions for selecting solutions with lower environmental impact, we are leading the development of an industry-wide Product Category Rule (PCR). This will serve as the basis for harmonized and comparable environmental product declarations across industrial climate control.

As a significant share of our deliveries are customized, we have also initiated the development within AirTech of a tool that enables automated generation of customer-specific environmental product declarations. This provides customers with more detailed decision support and facilitates the selection of solutions that reduce climate impact.

Highlights in 2025

- Several AI solutions that enhance our offering while also contributing to greater internal efficiency and improved ways of working
- Continued development of digital solutions to strengthen control, enhance service and deliver measurable efficiency gains
- Broadened product portfolio developed in close collaboration with customers and through acquisitions to address needs and increase customer value
- Application of Nobel Prize-winning MOF technology (metal-organic frameworks) to enhance energy efficiency in our AirTech products

02

Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy

Excellence in everything we do

We continuously evaluate our work to increase efficiency and quality across all parts of the organization. Through continuous improvements, particularly in automation and digitalization, we enhance performance, strengthen competitiveness and create value for our customers.

Our ambition

We continuously strive to increase efficiency and productivity in everything we do, while reducing our climate footprint.

Our starting point

- A competitive and scalable production system that supports profitable growth
- Digitalization and automation as strategic enablers of efficiency and quality
- Responsible business practices and high ethical standards across the entire value chain
- A robust and resilient supplier base to ensure access and continuity
- Clear targets and structured follow-up as the foundation for long-term value creation
- Ambitious climate targets with a focus on reduced emissions and resource-efficient production

How we work

- Develop the production system to increase productivity and scalability
- Drive progress in automation, digitalization and data-driven ways of working
- Use AI to improve processes
- Roll out a common ERP system to strengthen follow-up and business development
- Develop the supplier network to secure critical components and competencies
- Optimize working capital to maintain stable cash flow

Sustainability focus

We continuously work to increase efficiency and quality in everything we do while reducing our environmental impact. The sustainability perspective is integrated throughout our operations. Key attention areas include responsible business conduct, increased diversity, health and safety, reduced carbon emissions, waste reduction and contributing positively to the communities in which we operate.

UN global goals

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Common ERP system
During the year, work continued on implementing a new ERP system for the Business areas AirTech and Data Center Technologies. The new system supports faster information sharing, improved data quality, repeatable processes and getting a modern digital foundation to enable future growth. During the year, the solution was gradually refined and adapted to the specific needs of the two Business areas as well as establishing the data analytics solutions to underpin the solution.

For AirTech, the work included incorporating lessons learned from pilot projects, implementation at our factory in the Czech Republic and our sales company in Italy, as well as the initiation of the project for our sales companies in the Nordics and the factory in Sweden. For Data Center Technologies, the main focus has been establishing the common business template and start of projects to implement in US & Ireland.

Efficient and scalable production system
To maximize customer value and minimize resource use, Munters applies the Munters Production System (MPS). The system is based on the principles of Lean Production and World Class Manufacturing (WCM).

A core element of MPS is continuous improvement through optimized processes, efficiency enhancements and the elimination of activities that do not add customer value. One key driver is the development of scalable standards that can be applied across multiple production facilities.

A critical success factor is that employees are well-versed in MPS and operate in line with its principles. Lean training is conducted not only in production units but also in certain cross-functional units, such as IT and Finance. During 2025, extensive work was carried out to update and further develop the MPS framework to include additional processes.

Accelerated digitalization within MPS
The work to digitalize and automate flows is ongoing across all parts of the organization. Digitalization creates opportunities related to internal efficiency, our offering and the customer experience.

Our Business areas drive initiatives linked to, among other things, smart factories, generative AI and connected devices.

Service drives growth and customer satisfaction
Munters service offering is an important driver of profitable growth and customer satisfaction. The Business areas continue to develop both their capabilities and their Service offering to support customers throughout the product life cycle.

Within AirTech, tailored service agreements, upgrades and preventive maintenance are offered to ensure optimal operation and energy efficiency of climate solutions.

Data Center Technologies focuses on optimizing cooling system performance through upgrades and retrofits to enable predictive maintenance.

Within FoodTech, software is continuously developed to optimize processes across the global food supply chain, including ongoing innovation and further development of control systems. Through these efforts, Munters strengthens its Service business and ensures long-term customer relationships across all Business areas.

Digital service is becoming increasingly central. We work with remote monitoring, data analytics and digital tools that give customers better control of their facilities. In the coming years, we will continue to expand these solutions to provide more advanced insights, stronger predictive capabilities and higher availability – further strengthening our service business and long-term customer relationships.

Responsible sourcing and a strong supply chain
Responsible sourcing requires a strong supplier base. To improve procurement, our objective is to optimize the number of suppliers and leverage synergies across the Group. At the same time, we ensure sufficient sourcing of critical components. Through regionalization in recent years, we have strengthened supply networks within each region and reduced vulnerability. In total, we source goods from approximately 1,900 suppliers in over 35 countries. The 25 largest suppliers by volume for direct materials accounted for 37 (38) percent of the total purchasing volume in 2025.

Well-established processes are in place to evaluate suppliers, and a Supplier Code of Conduct must be signed to qualify as a supplier to Munters.

Material selection is an important factor in the procurement process. We involve suppliers early in the design phase when selecting materials and components, enabling us to secure availability and other critical factors before new products are launched.

Efficient planning through improved forecasting
In 2025, we strengthened the integration between sales and production planning. By combining order data with sales forecasts, production predictability has improved. The phased implementation has resulted in shorter lead times and lower inventory levels.

Strong capital discipline and project governance
In 2025, Munters continued to prioritize efficient use of working capital and stable cash flow. Project business is to be as cash flow neutral as possible through a well-functioning end-to-end process throughout the project life cycle.

We also continued to develop our Supply Chain Financing program for the largest suppliers to further strengthen liquidity and flow optimization. Training for managers and other key personnel in working capital optimization is conducted on an ongoing basis, with emphasis on how different functions can contribute and collaborate.

Highlights during 2025

- Further developed and adapted the ERP system for AirTech and Data Center Technologies.
- Strengthened MPS and driven continuous improvements in production.
- Conducted Lean training and further developed the MPS framework.
- Advanced digitalization and automation of operational flows.
- Developed the Service offering and strengthened digital service (e.g., remote monitoring and data analytics).
- Improved forecasting and planning, and reinforced capital discipline and project governance.
- Conducted financial training within Global Operations and the sales organization.

Distribution of raw materials

Steel	22%
Copper	17%
Aluminum	10%
Polystyrene & Polypropylen	7%
Paper	4%
Other	40%

Other includes a diversified mix of materials, components and electrical parts, representing several smaller items that together account for a significant share of the total.

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Strategy
People

Employee engagement is a prerequisite for strong customer relationships, an efficient organization and continuous innovation. We promote engagement through an inclusive culture characterized by diversity, collaboration and good opportunities for development and accountability.

Our ambition

We aim to be the first choice for current and potential employees

Our starting point

- We strive to be an inclusive, modern and attractive workplace where everyone feels welcome and can contribute fully
- Strong and present leadership is the foundation for engaged and high-performing teams
- We promote a learning culture where employees can continuously develop their skills and grow in their roles
- We actively work to increase the share of women in the organization and ensure broad representation at all levels
- Our values and Code of Conduct guide how we act – both in collaboration with each other and in our relationships with customers and other stakeholders

How we work

- Our culture is characterized by inclusion, openness and transparency, and is followed up through regular employee surveys
- We offer a sustainable work environment with work–life balance and flexibility in how and where work is performed
- A comprehensive work environment program ensures a safe, secure and healthy workplace
- We encourage continuous learning and regularly develop digital courses and conduct internal training initiatives across various areas
- The remuneration system for senior executives and key employees is linked to both financial and sustainability-related targets to support long-term value creation

Sustainability focus

Our employees' health and well-being are always at the forefront, and we have zero tolerance for discrimination, harassment and workplace accidents. We are convinced that diversity is key to unlocking greater innovation potential. An inclusive work environment where different ideas and perspectives are welcomed enhances creativity and creates opportunities for personal development and career progression.

Munters provides an external, independent whistleblowing channel for reporting potential violations of our Code of Conduct.

UN global goals

02

Strategy

Introduction
Strategy
Megatrends
Focus areas for sustainability
Our sustainability framework
Strategy for long-term growth
– Market
– Customers
– Innovation
– Excellence
– People
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Highlights during 2025

- Integrated newly acquired companies into the Munters culture and the Human Capital Management (HCM) system Workday, enabling common processes across the employment life cycle.
- Launched a new digital onboarding program for new managers.
- Successfully reported in line with CSRD requirements and ensured transparent sustainability and ESG reporting.
- Further developed the global Learn to Learn program to strengthen continuous learning and build the capabilities needed for self-directed development.
- Carried out a global initiative to clarify Munters employer brand through a new People Promise, to be rolled out in 2026.
- Developed a new digital toolbox with practical tools as part of the I ACT leadership framework.
- Delivered the internal hands-on development program MovE, where participants lead strategic projects combined with personal development and cross-functional networking

Code of Conduct (CoC)

Our e-learning program on the Code of Conduct helps us maintain high ethical standards. Every employee is required to complete the training at least every two years. This ensures that all employees have the appropriate knowledge and guidance, strengthens awareness and promotes a culture of integrity. By prioritizing this initiative, we reinforce our shared accountability in everything we do.

Diversity and inclusion

Our success is built on diversity and inclusion at all levels, where different perspectives drive creativity and innovation. By valuing each individual, we unlock potential and strengthen growth.

In 2025, women represented 21% (22) of managers with salary-setting responsibility and 23% (22) of the workforce. The development was negatively impacted by acquisitions. At the same time, women represented 50% of the Group Management Team in 2025.

Our target is 30% women representation among employees and managers with salary-setting responsibility by 2030. We work to achieve this target through concrete actions and an inclusive culture.

A modern and attractive workplace

We aim to create a workplace where employees feel heard and appreciated. Through employee surveys and follow-up actions, we continuously work to improve the work environment. Our global HCM system supports the entire employment life cycle and promotes transparency and trust. In 2025, a People Promise playbook was developed to strengthen our communication as an attractive employer that fosters development and well-being.

Development and career paths

We support employees' career development by encouraging ownership and new challenges. Our Performance Management (PDA) process includes goal setting, feedback and development. In 2025, the rollout of Munters Job Framework continued – a role framework that clarifies career paths and strengthens our readiness for future reporting requirements and regulations. We also developed a strategy for self-directed learning within our successful Learn to Learn program. Through mentoring, leadership training, coaching and external education, we continue to support talent development.

Leadership

Our leadership philosophy is based on I ACT (Innovation, Accountability, Collaboration and Trust). As a complement to our global leadership program, Lead with I ACT, a digital I ACT toolbox was launched with practical leadership tools to strengthen both leadership and self-leadership.

We also continue to train new managers on the expectations of the managerial role through the appreciated manager@munters program. In addition, a digital onboarding program for managers has been launched.

Incentive programs

The long-term incentive program (LTIP) measures our success beyond financial performance and evaluates how effectively we advance key priorities, such as increasing the share of renewable electricity in our factories, reducing carbon emissions, increasing the representation of women in leadership roles and driving growth in our Service offering.

Preparation for CSRD reporting

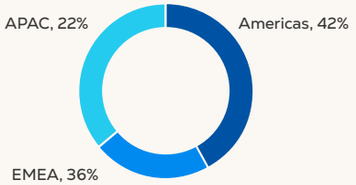
During the year, we continued to strengthen our readiness for CSRD reporting. We further developed processes for data collection, transparency and data quality. This work contributes to a robust reporting framework and ensures that we meet requirements in a structured and efficient manner.

Health and well-being

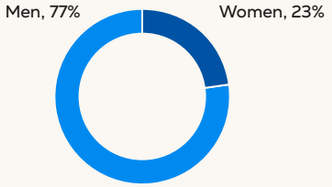
Our STOP work environment program aims to minimize risks of injury and environmental impact, while ensuring compliance with local and regional regulations. The program covers all processes, roles, subcontractors and visitors at our production facilities and focuses on analysis, preventive measures and training.

Footnote:
Statistics on the number of employees and full-time equivalents (FTEs) are retrieved from the Group's financial consolidation system. All other employee data include all Munters entities and are sourced from the Group's HCM system.

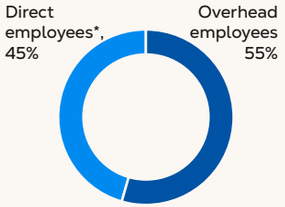
Regional distribution



Gender diversity

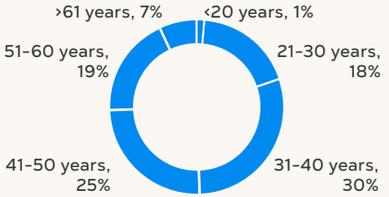


Category



*Including service technichians

Age distribution



03

Operations

Introduction
Strategy
Operations
- Our business areas
- AirTech
- Data Center Technologies
- FoodTech

Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

We are driven by a strong commitment to a more sustainable world through impactful technologies that use fewer resources

03 Operations

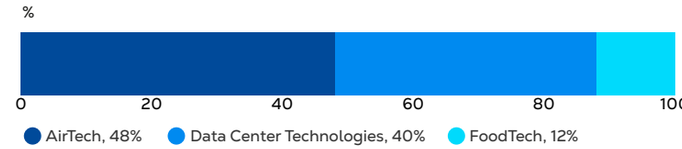
Introduction
Strategy
Operations
→ Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Our business areas

Munters operations are organized into three business areas, all of which share the objective of delivering products and solutions that secure customers' most critical production processes and value chains.

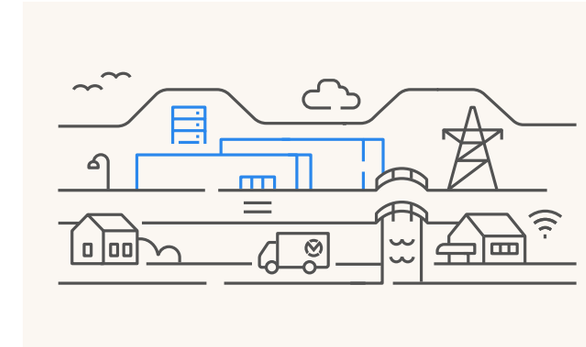
Business areas, per cent of net sales 2025



AirTech

AirTech is a global leader in energy-efficient air treatment. The offering includes climate solutions, components, and services for processes that require precise control of humidity and air quality. Clean Technologies provides advanced purification and gas treatment systems that reduce emissions, improve air quality, and increase energy efficiency.

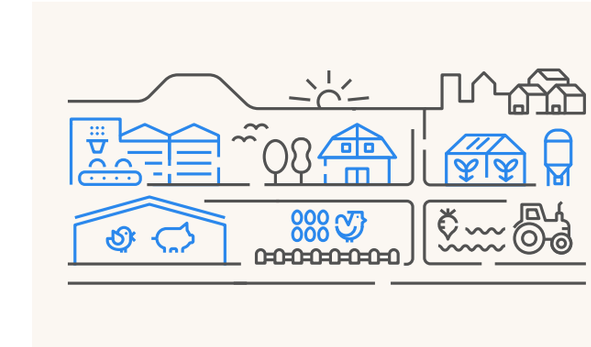
Read more from page 29, click here →



Data Center Technologies

Data Center Technologies is a technology-leading innovator of advanced climate solutions for data center cooling. With a diversified product portfolio and extensive application expertise, we create long-term climate solutions for data center operators worldwide.

Read more from page 35, click here →



FoodTech

FoodTech's portfolio consists of contollers, sensors, supply chain optimization software, and advanced analytics that strengthen efficiency, productivity, and sustainability across the global food supply chain. Together with customers and partners, FoodTech is driving the transition toward more efficient and sustainable food production.

Read more from page 40, click here →

Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

AirTech

Global leader in industrial air treatment

The AirTech business area is a global leader in energy-efficient air treatment for industrial applications. We deliver solutions for critical processes where precise climate control is required, improving air quality and production reliability. The offering also includes purification and gas treatment systems that reduce emissions and optimize energy use.

Mission

A leading provider of humidity, climate, and air quality control for mission-critical applications

→ Growth areas

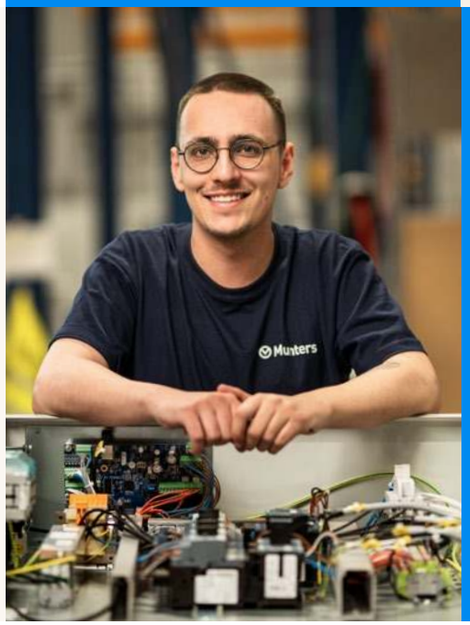
- Food industry
- Service
- Components
- Clean Technologies
- Preservation/defense

Strategic priorities

- Accelerate innovation and digitalization to enable increased energy efficiency and sustainability in our solutions, while meeting future customer needs and strengthening our market position
- Further develop technologies to create new business and growth opportunities
- Maximize the potential of existing growth segments
- Strengthen and expand the service and components business
- Continue to harmonize and modularize the product portfolio to increase efficiency
- Lead the development of emission reduction and carbon capture through Clean Technologies

Key events during the year

- Opened the new net-zero facility in Amesbury, US, increasing production capacity and strengthening the North American presence
- Previously announced cost-saving measures from 2024 have been implemented according to plan. Additional initiatives were launched during the third quarter and are expected to contribute to improved profitability and strengthened competitiveness in 2026
- Implemented AI Control, a predictive control technology to optimize climate conditions and reduce energy consumption
- Launched the portable and modular M300 dehumidifier, a compact and energy-efficient solution
- Expanded the product portfolio within humidification and climate control
- Increased investment and strengthened the collaboration with Capsol Technologies



Share of Group net sales

48%

(2024: 60)

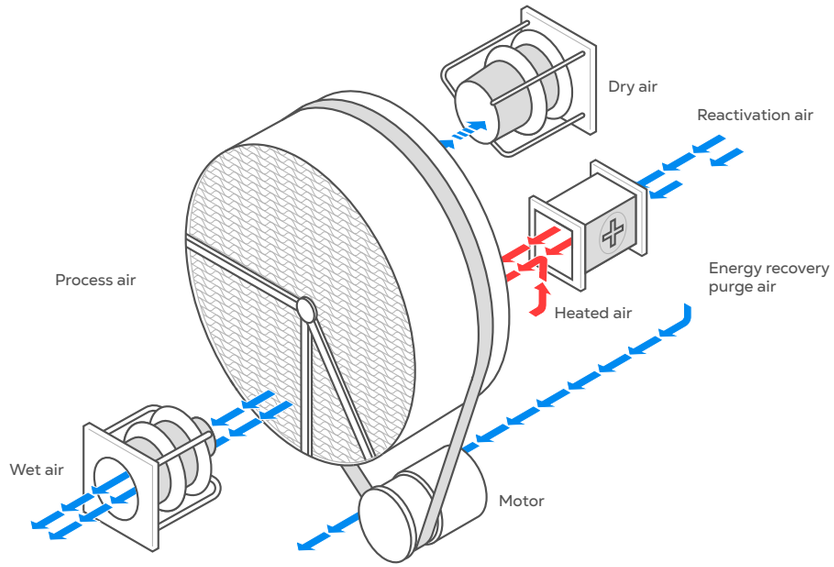
Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

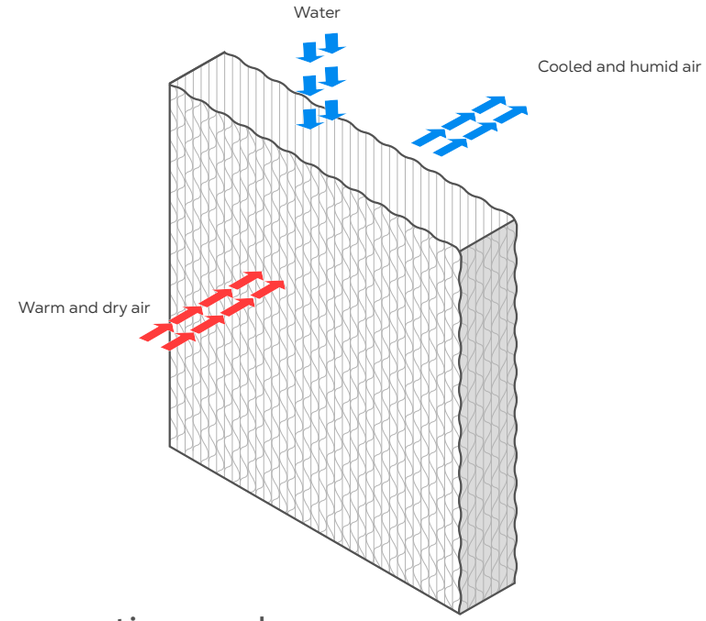
Contents

AirTech

The foundation of the AirTech business

AirTech's dehumidification systems are based on the patented desiccant rotor invented by Carl Munters in 1948, which forms the foundation of the company. The rotor is sold both as a component and integrated into products and systems. Evaporative humidification and cooling pads are the other key technology and are offered in a corresponding way.





The desiccant rotor

The desiccant rotor is used to control humidity levels by attracting and retaining moisture, making it possible to achieve very low humidity levels. Up to 99.9% of the moisture can be removed by drying the rotor with hot air. The rotor is made of a ceramic composite material impregnated with moisture-absorbing agents and features air channels in a honeycomb structure. The process air is dehumidified as it passes through the rotor, and the dried material is rotated to absorb moisture again.

Evaporative pads

Pads add moisture and provide cooling through evaporative humidification, where water evaporates via passive pads. The method is used in large facilities such as server halls and storage due to its low operating cost and its ability to combine humidification and cooling. GLASdek™ is fire-resistant and uses standard tap water without the need for water treatment. CELdek™ is made from sustainable cellulose paper that resists degradation, and the pads improve air quality for people and animals.

03

Operations

Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

STRATEGY

Market

The prioritized growth areas, as outlined on page 29, are the key drivers of our long-term development. AirTech's ambition is to establish and strengthen a position as one of the three leading players within each defined niche. We see varying demand patterns across regions, with differences in investment levels. At the same time, we have a strong position in both ongoing and upcoming projects and are well positioned to capture opportunities as investments increase.

Stable growth drivers and a strengthened market position

Development within AirTech is driven by demand across several key segments. The food industry benefits from global population growth, increasing sustainability requirements, and stricter food safety standards. The pharmaceutical segment is growing through technological advancements, higher healthcare needs, and increased requirements for controlled production environments. Our products remain relevant across several customer segments, including infrastructure, wind power, preservation, and defense. In these applications, requirements for operational reliability, energy efficiency, and long service life are high, positioning our offering well.

Clean Technologies represents an additional growth area, where investments in sectors such as semiconductors, electronics, and the automotive industry are driving demand for advanced solutions in air purification and carbon capture, which are expected to become increasingly important going forward. With stricter climate targets and growing industrial initiatives, we see rising demand for energy-efficient solutions, where AirTech's technology is well positioned to meet future requirements.

The large installed base also provides strong conditions for continued growth within service, with increasing demand for upgrades, energy savings, digital services, and continous optimization of customer facilities. Demand for components, including evaporative cooling pads, is driven by higher requirements for energy efficiency and performance, with applications across several segments, including data centers.

Continued challenging battery market – increased flexibility and strong competitiveness going forward

Within AirTech, the subdued demand in the battery market is expected to be partly offset by improvements in other industrial segments such as defense, food, and pharmaceuticals. The battery market has remained challenging globally, with reduced investments and increased competition, closely linked to developments in electric vehicles. Over the longer term, a recovery is expected, driven by global electrification trends and structural demand. Munters flexible production structure and broad industrial exposure enable reallocation between segments, while strong regional presence and project expertise enhance competitiveness when the investment activity increases.

AirTech's key competitive advantages

- High product quality and performance with long service life
- Long-term customer relationships
- Ability to understand customer needs
- Deep application expertise
- Sustainable and energy-efficient solutions
- Global service offering with a local service organization

Munters takes the next step in AI-based climate control

At Unaro Nordic, a leading player in beauty, hygiene, and chem-tech, controlled humidity is a critical factor in ensuring high and consistent product quality. The company is now the first in the world to put Munters new AI Control into operation—an innovative control technology that changes how industrial dehumidifiers are monitored, controlled, and optimized in real time.

Unaro has long faced challenges related to humidity in its warehouse facilities, particularly in environments where doors and loading bays are frequently open, allowing moist outdoor air to enter.

"When I started here just over two years ago, it was obvious to contact Munters. I already had strong experience with their dehumidification solutions and service," says Fredrik Mannerfjord, Facilities Manager.

Munters installed dehumidifiers in the warehouse facilities two years ago. The system has now been upgraded with two key digital solutions: AirC Connect, which enables continuous monitoring of system status and proactive alarm management, and AI Control—a predictive control technology that analyzes the interaction between the dehumidifiers and the surrounding environment and automatically optimizes operation.

"It's like having a small assistant working around the clock," says Daniel Elfving, Head of Technical Operations at Unaro.

The implementation of AI Control has resulted in energy savings of up to 30 percent, in line with results previously verified in Munters test laboratories. As the first customer in full-scale operation, Unaro demonstrates the commercial potential of the technology and provides a clear reference case for broader implementation. Munters therefore sees significant opportunities to scale the solution to both new and existing customers.

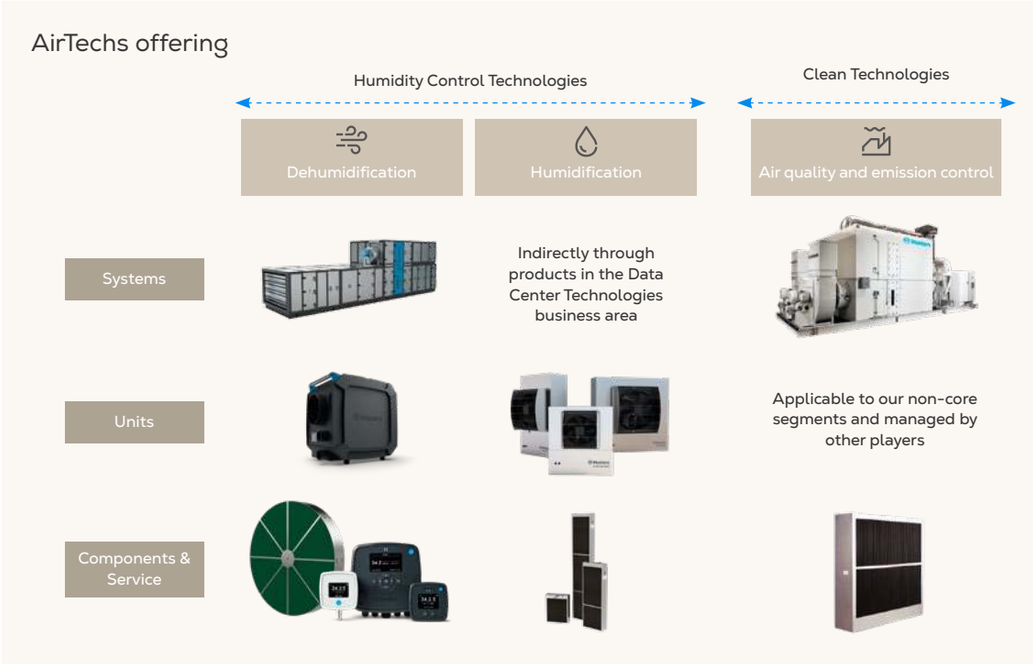
Read more about the work on our website

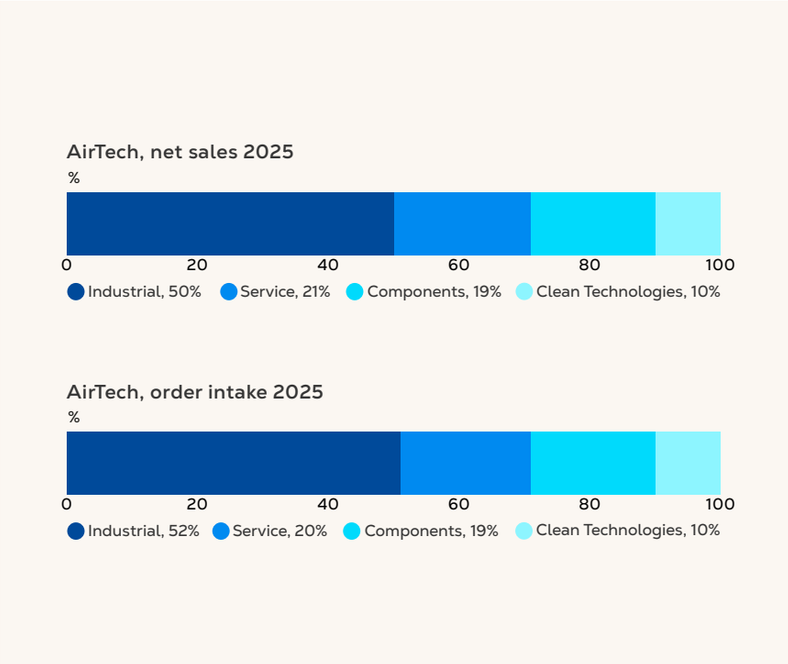
03

Operations

Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents





Strategic collaborations drive development
During the year, Munters deepened its minority investment and partnership with Capsol Technologies within carbon capture, while the integration of Airprotech continued according to plan. By combining Capsol's process solutions with Munters expertise in mass transfer and separation technology, and by integrating Airprotech's VOC purification solutions into the Clean Technologies offering, and strengthening our position in emerging climate technologies, energy-efficient industrial production, and attractive growth segments.

In our production facility Tobo, Sweden, a new industrial collaboration has enabled residual material from production to be reused as input material in other industrial processes, strengthening circularity.

STRATEGY

Customers

AirTech has its own local and regional sales offices around the world, complemented by an extensive network of resellers and distributors in selected markets. Through this network, components are also sold to other system suppliers within climate control.

Industrial

AirTechs solutions are widely used across industry to create stable and energy-efficient climate conditions, with a particular focus on advanced humidity control. Within infrastructure applications, the systems contribute to increased operational reliability, lower resource consumption, and longer asset lifetimes. Precisely controlled humidity is especially critical in battery, pharmaceutical, and food production to protect sensitive materials, prevent microbial growth, and ensure reliable operations as well as high and consistent production quality.

Clean Technologies (CT)

CT is driven by the transition toward more sustainable industrial processes and offers solutions for air separation, purification, and capture of harmful particles and gases. The segment is well positioned for growth and is developing through research, innovation, and strategic collaborations. During the year, the partnership with Capsol Technologies was further strengthened, and the integration of Airprotech enhanced the offering within VOC purification in EMEA.

Components

Many customers use AirTech's dehumidification rotors and cooling pads as core components in their systems, which are sold globally in large volumes. Strong growth in the data center market continued during the year and drove an increasing share of sales through evaporative humidification pads for temperature control. At the same time, sales of dehumidification rotors were affected by the weak development in the battery sector.

Service

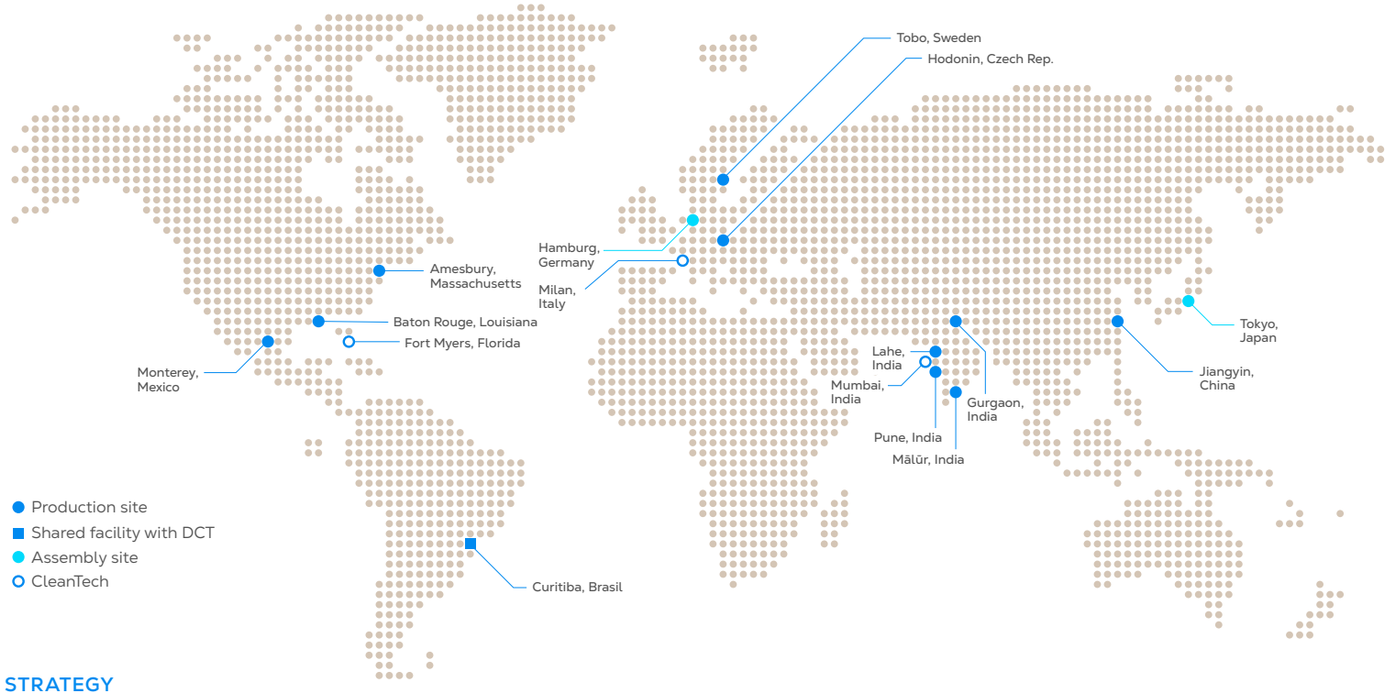
AirTech's large installed base makes service and upgrades increasingly important. Through our local service centers, we provide fast and qualified support that strengthens customer relationships. In addition, we are developing digital services for proactive operational optimization and carrying out energy upgrades to improve performance and reduce emissions from installed equipment.

03

Operations

Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents



STRATEGY

Excellence in everything we do

AirTech continued to regionalize its operations in 2025. During the year, several projects were completed and operations in the US were consolidated and production was transferred from other sites to the Amesbury site. In China, manufacturing has been consolidated to Jiangyin, where the new facility was completed in 2025. At the same time, capacity has been expanded through an expansion in Monterrey, Mexico.

Investments and preparations for future demand

During the year, AirTech made strategic investments to strengthen its long-term market position and prepare for future demand growth. More cautious developments in selected market segments created challenges in capacity utilization, but the investments are important to ensure competitiveness and delivery capability over time. AirTech is well positioned for a normalization of demand, supported by a continued focus on operational efficiency.

Strengthened cost efficiency and operational performance

AirTech maintained strong focus on cost adjustments and increased flexibility during the year. Measures initiated at the end of 2024 were implemented according to plan and delivered more than the targeted MSEK 100 in cost savings during 2025. Additional initiatives launched in the third quarter of 2025 are progressing as planned and are expected to generate further savings of MSEK 250–300, with full effect by the end of 2026.

At the same time, continuous improvement efforts within the Munters Production System (MPS) have continued to strengthen operational ways of working and the level of industrialization, with several factories achieving a higher level of MPS maturity during the year.

Sustainability initiatives

AirTech works continuously to reduce climate impact through increased circularity, reduced waste and scrap, lower energy use, and a gradual transition to renewable energy sources. During the year, operational energy efficiency was strengthened, including an investment in geothermal heating in Tobo and preparations to operate the new factory in Amesbury with 100 percent renewable energy. At the same time, transparency in sourcing processes was enhanced through clearer criteria aimed at reducing emissions across the value chain.

Integration of acquisitions

In late 2023, the Indian company ZECO was acquired, followed by the acquisition of the Italian company Airprotech in 2024. During 2025, both businesses were fully integrated into Munters. The focus is now on realizing synergies through coordinated processes and sourcing, strengthened collaboration between teams, and accelerated commercialization of a more integrated offering.

STRATEGY

Innovation

AirTech works closely with its customers to develop solutions that optimize performance and support their sustainability goals. In parallel, we are working toward a more unified and modularized offering that simplifies global adaptation

Continous product innovation

During the year, AirTech strengthened its offering through a continuous pace of innovation and product launches, introducing several new products and technological enhancements. Among the highlights is the award-winning M300 dehumidifier, which received the Red Dot Award 2025 for its energy efficiency, robust design, and advanced control system. Through this platform, several previous products are consolidated into a common, scalable solution, creating increased efficiency in both the offering and production.

In addition, AI Control was further developed – an AI-based system that optimizes the dehumidification process through automatic adjustments based on sensor data.

Number of employees

3,245

(2024: 3,380)

03

Operations

Introduction
Strategy
Operations
Our business areas
→ AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Market development and financial performance 2025

Order intake

Order intake decreased by -1%, with an organic growth of +2%. The development was affected by a continued weaker battery market, mainly in EMEA. In contrast, developments across several other industrial segments were stable during the year.

Net sales

Net sales declined during the year, with an organic decrease of -10%, primarily due to lower battery volumes in EMEA and the Americas. Service and components accounted for 40% (36) of AirTech's net sales.

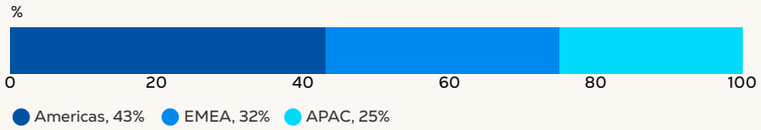
Adjusted EBITA

The adjusted EBITA margin 6,.3% declined, impacted by lower volumes and reduced capacity utilization. Additional pressure came from costs related to dual production sites in the US and an unfavorable product and regional mix. Cost-saving measures announced during 2024 delivered savings exceeding the plan of MSEK 100.

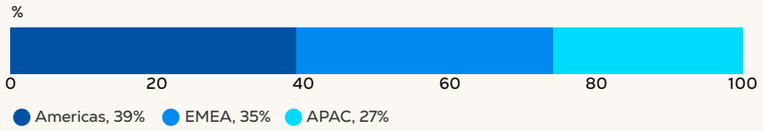
Key figures

MSEK if nothing else is specified	2025	2024	2023	2022	2021
External order backlog	2,782	2,986	3,250	4,698	2,796
Order intake	7,300	7,365	6,796	8,399	5,842
Net sales	7,191	8,204	8,226	6,830	4,664
Adjusted EBITA	453	1,113	1,278	1,014	682
Adjusted EBITA margin, %	6.3	13.6	15.5	14.8	14.6
Operating profit (EBIT)	301	949	1,190	976	635

Regional distribution, share of order intake 2025



Regional distribution, share of net sales 2025

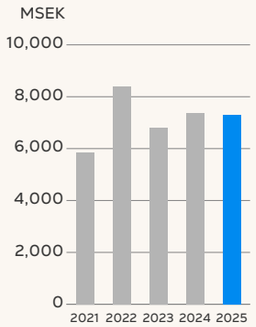


7,300
Order intake 2025, MSEK

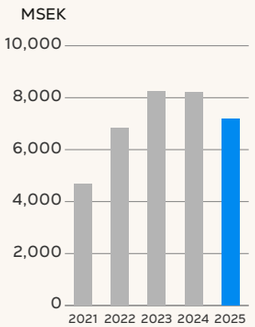
7,191
Net sales 2025, MSEK

6.3%
Adjusted EBITA margin 2025, %

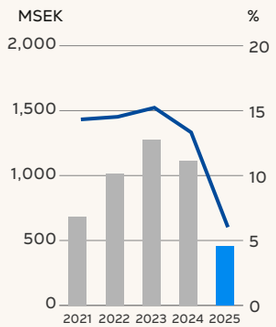
Order intake



Net sales



Adjusted EBITA/ EBITA margin



Introduction
Strategy
Operations
Our business areas
AirTech
→ Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Data Center Technologies

Cooling for next-generation data centers

Data Center Tecnologies (DCT) is a technology-leading provider of advanced cooling systems for data centers. Built on specialized expertise, the business has grown into a global innovation leader. Through a broad technology base, scalable solutions, and long-term partnerships, we are driving progress and advancing the data center industry.

Strategic priorities

- Drive organic growth through customer focus, a comprehensive offering, and customer-centric launches
- Influence the market toward more efficient cooling and climate solutions where our technology provides differentiation
- Expand capacity in growth regions, including domestic chiller production in the US
- Expand in APAC through Geoclima's sales and manufacturing platform to increase market share

Key events during 2025

- Secured several major customer orders, including significant volumes of customized CRAH units and chillers for leading hyperscalers and colocators
- Implemented the LCX platform (CDU) with key customers to enable scalable liquid cooling
- Continued expansion in Virginia, US, with local production and testing of chillers
- Customer deployment of chillers now fully integrated into our product portfolio
- Drove innovation in energy efficiency, liquid cooling, and advanced control
- Increased standardization and modularization to shorten lead times and enhance scalability
- Strengthened presence in the Americas, EMEA, and APAC through expanded sales and service teams

Mission

With a diversified product portfolio and leading application expertise, we create sustainable climate solutions for data centers worldwide

DCT growth areas

- Continuous innovation to meet increasing demands for capacity, energy efficiency, consumption, and technical performance
- Offer our full product portfolio, including Geoclima chillers, to deliver complete solutions for both liquid and air cooling
- Continued expansion of our geographical presence in fast-growing regions such as APAC
- Deepen customer collaboration and industry partnerships through joint programs that strengthen development and expand market reach

Share of Group net sales

40%

(2024: 32)

Introduction
Strategy
Operations
Our business areas
AirTech
→ Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

STRATEGY

Market

Rapid digitalization and the growth of AI-driven applications characterized 2025 and drove strong demand for digital infrastructure. As a result, data centers became even more critical to the global digital economy. At the same time, power density in data halls increased, placing higher demands on efficient cooling and heat rejection systems—key factors for both cost efficiency and climate impact. The growing heat load made resource and energy efficiency increasingly important and heightened the need for innovative and sustainable cooling technologies. Data usage continues to grow rapidly; around 90% of the world's data has been created over the past two years, further reinforcing the need for scalable and energy-efficient solutions.

Data centers are expanding and evolving rapidly

Underlying demand remained strong in 2025, driven by global growth in digital services, AI, and cloud infrastructure. Increased connectivity and more data-intensive applications further supported market development. Hyperscalers continued to invest heavily in both owned facilities and colocation capacity, while capital inflows from governments and institutional investors accelerated the build-out of new infrastructure.

Data centers are evolving toward greater technical complexity, with a rapid shift toward liquid cooling as power density increases and AI-related requirements grow. Rising demand for advanced technologies across the value chain also drove further innovation, with more players strengthening their presence to meet the need for modern and energy-efficient solutions.

Air and liquid cooling for AI

The continued global expansion of digital infrastructure is driving growth in the data center market and accelerating a technology shift toward more advanced thermal management. In certain applications, rising heat loads are contributing to a gradual transition toward liquid cooling closer to the server, where Munters' portfolio can be integrated with both existing and future systems to ensure efficient heat rejection and stable operations.

At the same time, a large and growing need for air cooling remains, as many types of data centers are still best suited for air-based solutions. Munters broad technology portfolio supports the full spectrum of data center architectures—from advanced liquid cooling to energy-efficient air cooling systems—positioning DCT well in a market where hybrid environments are becoming increasingly common.

Global expansion

During 2025, North America remained the largest and most concentrated data center market, driven by a strong infrastructure base, proximity to leading technology companies, and continued high demand for both hyperscale and colocation capacity.

In Europe, the market in 2025 was characterized by extensive regulations that extended project timelines for new data centers. Despite this, demand remained stable and continued to drive investments in the region.

Asia continued to grow rapidly, with increased investments in digitalization, cloud services, and regional connectivity, driving new data center developments.

Global presence

During 2025, Munters strengthened its position across all regions. Through the acquisition of Geoclima in Italy, the presence in the EMEA region was further reinforced. Geoclima also operates a manufacturing facility in Thailand, serving customer needs in the APAC region. As DCT's first manufacturing site in the region, this establishment represents a clear commitment to expanding the presence in APAC. With a sharpened customer focus and a fully integrated offering, we are well positioned to develop and expand the business over the long term. This complements our existing operations in the Americas and EMEA and provides a well-balanced global presence.

DCT's key competitive advantages

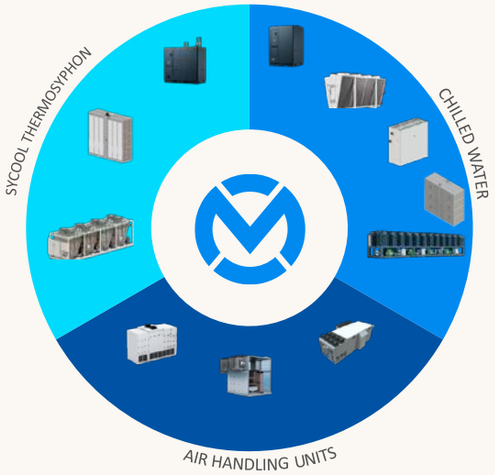
- Broad technology portfolio with patented, leading solutions
- Deep application expertise with a clear focus on advanced solution customization
- Strong customer relationships and partnerships with several of the world's leading data center operators
- A customer-driven, project-oriented approach that enables successful and scalable customer solutions

From niche player to global technology leader

DCT has undergone a significant strategic development since its establishment, evolving from a niche player in traditional air handling solutions into a leading global provider of advanced cooling systems for data centers.

Initially, Munters built its offering around efficient air-cooling technologies, with a focus on robust operations and energy-efficient temperature and humidity control in critical IT environments. Early solutions included air handling units as well as direct and indirect evaporative cooling, which remain core technologies within the portfolio.

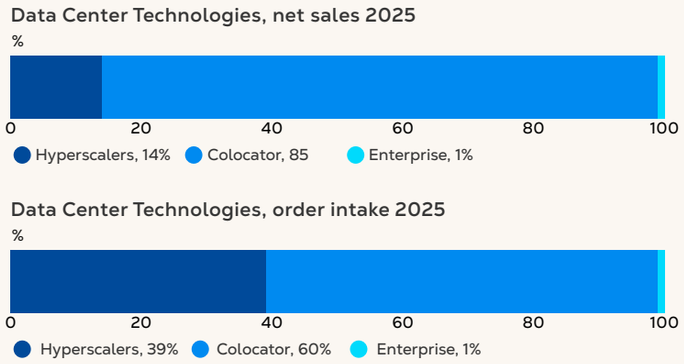
A strategic technology shift took place with the development of the SyCool platform, which became a differentiating cooling media solution. SyCool is designed to deliver high energy efficiency through a patented two-phase thermosiphon solution, enabling flexible integration of both air and liquid cooling within the same system. This platform has helped position Munters as an innovator in the transition toward more advanced hybrid and liquid-based cooling concepts.



In parallel with its technological development, Munters has broadened its technology base through acquisitions and expanded product development, strengthening the offering within chilled water and liquid cooling. Through the integration of Geoclima technology, DCT is now able to offer chillers and complete chilled water systems as part of a cohesive solution, complementing and expanding the DCT product portfolio.

Introduction
Strategy
Operations
Our business areas
AirTech
→ Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

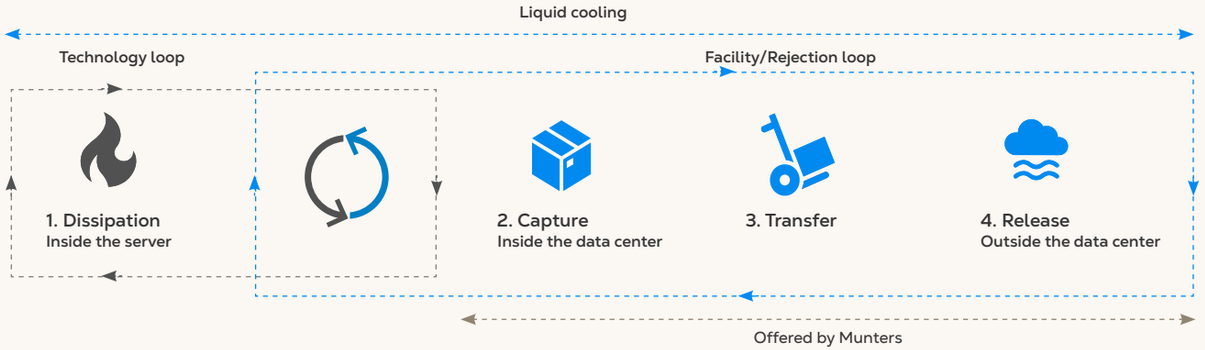


STRATEGY

Customers

Whether for hyperscalers, colocation facilities, or enterprise data centers, energy-efficient and reliable cooling is critical to meeting the specific requirements of each operating environment. The choice of cooling strategy is influenced by several factors, including climate, facility design, power density, access to water and electricity, local regulations, and the customer's operational and investment horizon. Munters offers a technology-agnostic approach that enables the right combination of air and liquid cooling to deliver optimal performance and cost efficiency based on the conditions of each facility. During 2025, technical complexity increased further as higher power densities and more advanced chips drove the need for new thermal management solutions. To meet these requirements, we continued to support customers through service and upgrade projects that improve energy efficiency, capacity, and operational reliability in existing installations—regardless of data center type. This is delivered through predictive maintenance, modernizations, optimization, spare parts, and technical services.

→ Two loops that together enable efficient data center cooling



Regardless of cooling technology, modern data center systems are built around two interacting thermal management loops—one that captures heat close to the source and one that transports it out of the facility.

The technology loop close to the chip captures heat directly at the source through technologies positioned near the components with the highest heat generation. The purpose is to rapidly absorb heat and ensure that system performance is not affected.

The heat rejection loop then takes over, transporting the heat away from the technology loop to the facility's overall cooling system. This involves capturing, transferring, and ultimately releasing the heat, for example to chillers or external cooling water circuits.

Coolant distribution units (CDU) and liquid cooling evaporators (LCE) serve as the interface between the two loops. They enable the combination of different types of liquid cooling solutions and create a plug-and-play connection between heat capture at the chip level and the facility's cooling distribution.

Together, the technology loop close to the chip and the heat rejection loop form a flexible and scalable solution that enables integration of new technologies and efficient, controlled management of increasing heat loads.

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Number of employees

987

(2024: 903)

STRATEGY

Excellence in everything we do

DCT is one of the market's most specialized players, fully focused exclusively on cooling for data centers. This clear focus has resulted in leading expertise in both technology and application knowledge. Our organization is built around cross-functional teams with a unique depth of experience—several employees have more than 30 years of expertise in advanced climate solutions for data centers. This combined competence ensures that customer projects are executed efficiently from the early design phase through to completed installation. After commissioning, our service organization continues to provide support, maintenance, and optimization to maximize performance and operational reliability throughout the entire lifecycle.

An integrated portfolio strengthens our offering

During the year, Munters introduced Geoclima's portfolio of air- and water-cooled chillers into the DCT offering. The work has progressed according to plan, with a focus on combining technologies to deliver complete cooling systems that cover the entire value chain together with the rest of the portfolio. At the same time, commercial cross-implementation has begun, where Geoclima's reach, production, and products are offered through Munters established customer networks, while Munters products are gradually being introduced into Geoclima's offering and sales channels.

In parallel, cross-functional training initiatives have been carried out to strengthen organizational capabilities. Efforts have also been made to align financial reporting processes and establish common frameworks.

Focus on safety and sustainability

During the year, comprehensive safety training was conducted for managers and supervisors, and the STOP observation program was expanded to include team leaders. To strengthen accountability and continuous improvement, we introduced monthly management reviews with site managers and safety representatives, where incidents, actions, and risks are followed up. Work on ISO certification within environment, health, and safety continued during the year. The facility in Ireland was certified in accordance with ISO 14001 and ISO 45001.

STRATEGY

Innovation

The rapid development of AI and high-performance computing is fundamentally changing the thermal conditions in data centers. New generations of processors generate significantly more heat in smaller spaces, increasing power density and making cooling an increasingly critical part of the infrastructure. To meet these changing requirements, flexible solutions are needed that combine traditional air cooling with more advanced liquid-based technologies.

A key part of the approach is to bring R&D, application experts, design, and customer teams together early in joint development projects. The focus is on translating existing technologies into solutions for real customer challenges—where innovation takes place both in the product itself and in how the technology is applied through application expertise, design choices, and targeted adaptations. Through iteration and refinement, solutions are developed that manage high thermal loads, enable rapid deployment, and deliver long-term energy efficiency.

This way of working supports long-term partner relationships through continuous dialogue and recurring joint development efforts, where co-development typically emerges and can be driven effectively over time.

Introduction
Strategy
Operations
Our business areas
AirTech
→ Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Market development and financial performance 2025

Order intake
Organic order intake increased by +247%, driven by strong demand for CDUs, CRAHs, and chillers. Growth was particularly strong in the Americas, with orders from both colocators and hyperscalers, reflecting a strengthened market position and an expanded offering during the year, supported by continued strong underlying demand.

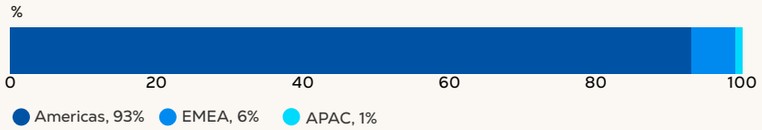
Net sales
Net sales increased by +34%, with organic growth of +37%, driven by strong delivery performance and continued efficiency improvements. Service developed in line with total net sales growth for the year and accounted for 6% of DCT's net sales.

Adjusted EBITA
The adjusted EBITA margin, 19.5%, remained at a strong level despite negative effects toward the end of the year, mainly from a temporary tariff impact on chillers imported from Italy to the US. Although the product mix had a slightly negative impact toward year-end, this was more than offset by high volumes, strong capacity utilization, net price increases, and continued efficiency gains from lean initiatives.

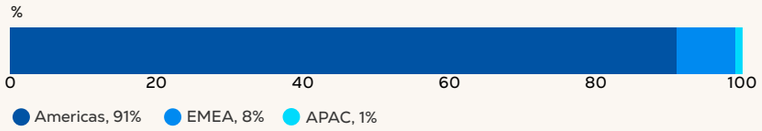
Key figures

MSEK if nothing else is specified	2025	2024	2023	2022	2021
External order backlog	13,787	7,604	7,206	5 937	703
Order intake	13,889	4,088	4,948	6 245	1 051
Net sales	5,906	4,392	3,408	1 401	702
Adjusted EBITA	1,149	920	519	84	92
Adjusted EBITA margin, %	19.5	20.9	15.2	6.0	13.2
Operating profit (EBIT)	1,118	884	497	71	148

Regional distribution, share of order intake 2025



Regional distribution, share of net sales 2025

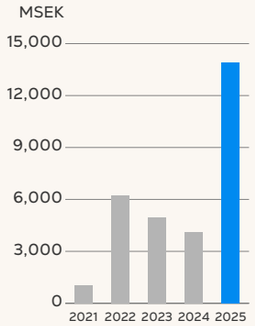


13,889
Order intake 2025, MSEK

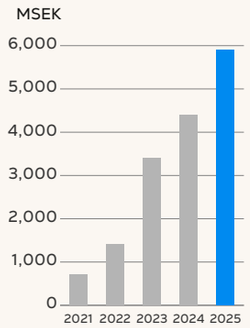
5,906
Net sales 2025, MSEK

19.5%
Adjusted EBITA margin 2025, %

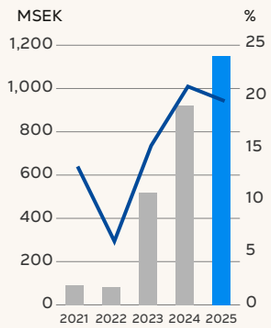
Order intake



Net sales



Adjusted EBITA/ EBITA margin



03
Operations

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

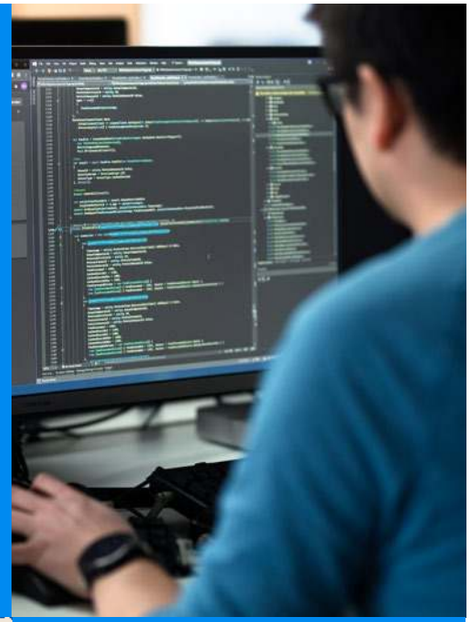
Contents

FoodTech

Transforming the future of food systems with digital solutions

FoodTech is spearheading data-driven optimization of the global food supply chain. With its focused portfolio of digital solutions, FoodTech enables increased productivity, improved resource efficiency, and enhanced sustainability and resilience across critical parts of the value chain.

MISSION
We turn data to insight and insight to impact



Strategic priorities
- Develop existing segments by growing with current customers, acquiring new customers, and expanding geographically
- Establish a data ecosystem for the global food supply chain through in-house development and partnerships
- Invest to future-proof the business
- Strengthen the foundation to enable continued fast-paced growth

Key events during the year
- Expanded geographical presence, including strategically important new customers in both new and established markets
- Several successful product launches within controllers across multiple regions
- Investments to support future growth, including innovation and expansion into new regions and customer segments
- Continued development and launch of software offerings in close collaboration with global customers
- Strengthened market position in egg production and crop storage through a broader offering and cross-selling
- Continued implementation of AI agents in internal processes and parts of the offering
- Acquisition of the remaining shares in MTech Systems
- Successful integration of acquisitions

2025 – a strategically important year
During the year, the divestment of FoodTech's Equipment offering was completed. This step sharpens our focus on digital solutions and services that have been a core part of our offering for many years.

Through the acquisitions of MTech Systems, Hotraco, AEI, InoBram, and Rotem, we have built strong capabilities in software, controllers, sensors, and data, supported by established professional services.

With a more focused portfolio, we strengthen our ability to deliver, improve product quality, and support our customers with solutions that create measurable value.

Share of Group net sales
12%
(2024: 7)

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

FoodTech's market

Market trends

Climate change and resource scarcity | Growing population | Digitalization and AI | Geopolitical tensions | Globalisation

Expectations – the value chain

Harvest → Genetics → Feeding → Breeding → Hatching → Growth → Processing → Commerce → Consumer

Expectations – consumers and retail

Food safety and transparency | Predictability and standardization | Health and well-being | Animal welfare | Sustainability

Our offering

Software

Controllers

IoT and sensors

Global food challenges

Food systems around the world face major challenges: today, the global food system is one of the largest sources of CO_2 emissions, a significant share of all food produced is wasted – much of it within the value chain – and at the same time, hundreds of millions of people go hungry every day. This forms the foundation of FoodTech's strategic ambition to drive digitalization and AI across the global food system, with the objective of being the leading provider of solutions that optimize food production through comprehensive digital solutions and data-driven expertise and analytics across the entire value chain.

Drivers

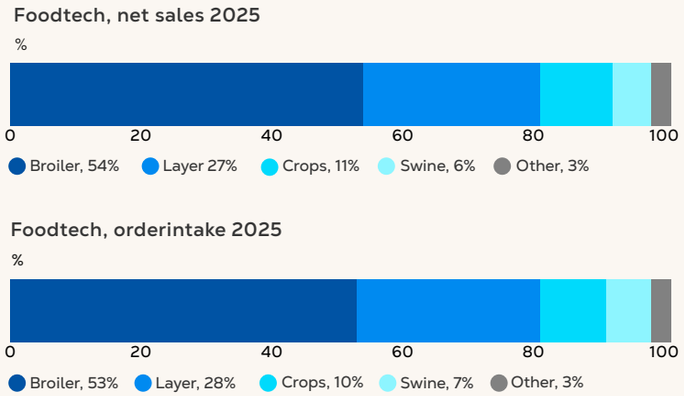
- Rising global food demand
- Need for productivity and efficiency gains
- Climate change and increasing sustainability requirements
- Requirements for transparency and traceability across the value chain
- Labor shortages
- Increased investments and policy support
- Expansion of digital infrastructure
- Consumer demand for ethically and responsibly produced food

STRATEGY

Market

The global food industry is one of the least digitalized sectors in the world. At the same time, the use of – and need for – data across food systems has increased significantly over the past decade. In recent years alone, more operational data has been generated than in all previous years combined. This highlights the growing need for innovative digital solutions that turn data into insight, which in turn supports critical decisions with business-critical impact.

At the same time, actors across the food supply chain continue to face pressure from volatility, rising resource costs, and increasing demands for efficiency and sustainability. Large parts of the value chain still operate in silos. FoodTech is a global leader in the transformation of these food systems, leading market development in technological innovation.



Food systems in digital transformation

The food industry is still at an early stage of its digital transformation, but the pace is accelerating as producers seek higher efficiency and more resilient and sustainable production. AI and digitalization are driving demand for software, data, and connected systems that support better decision-making and more predictable outcomes. As the value chain adopts sensors, IoT, automation, and real-time monitoring, data volumes increase, along with the need for robust digital infrastructure and operating layers. This enables higher productivity and precision, while traceability, animal welfare, and sustainability continue to drive investments. FoodTech is well positioned, with established digital capabilities at scale and the ability to act quickly as customer needs evolve.

FoodTechs offering

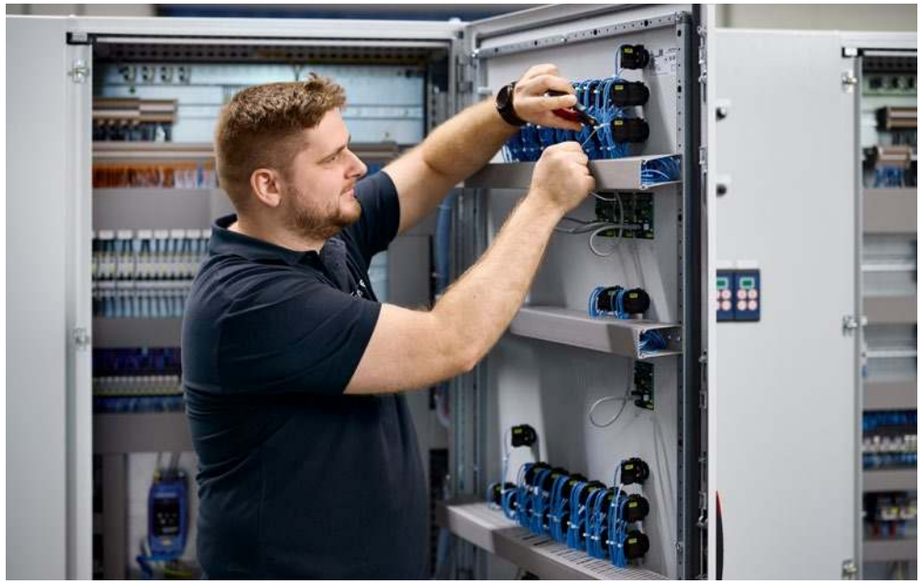
Over the past five years, FoodTech has built a strong global digital offering that connects the entire food system and improves efficiency, productivity, and resilience across the value chain. Today, the offering comprises advanced software for the optimization and analysis of critical business flows within the food supply chain. In addition, it includes controllers, IoT and sensors that optimize resource utilization at the producer level. The offering is built on a strong foundation of acquired companies with established product brands in their respective segments and geographies.

03

Operations

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
→ FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents



FoodTech's key competitive advantages

- Driving digital innovation in the food industry through industry-tailored software and complete systems across the entire value chain
- Munters Academy, an AI-based platform for training and operational support, available in 20 languages
- Established brands, global delivery and service capabilities, and strong application and implementation expertise
- Approximately one quarter of employees work within Engineering and R&D, with a clear digital and AI-first mindset

Integration of acquisitions

Following the acquisitions of AEI in the US and Hotraco in the Netherlands, conducted in 2024, FoodTech has made clear progress during 2025 in integrating these businesses into the global operating model for controllers. The work has focused on alignment within R&D and product development, harmonization of portfolios and platforms, as well as procurement synergies and strengthened cross-regional collaboration to support a more unified global offering.

AEI is now fully integrated in North America, strengthening our position within digital controllers for the US egg production market and contributing to increased software cross-selling. Hotraco is integrated into the global control systems structure, adding specialist expertise in animal protein and greenhouse applications and strengthening the offering within crop storage.

Calvin: Agentic AI takes our development to the next level

We are taking a clear step forward with agentic AI–technology that does not only respond to instructions but can act autonomously to achieve goals. With dedicated teams within MTech, we are already seeing tangible impact, both in internal productivity and in early customer-facing applications.

What we have in place today:

- AI-powered code reviews that identify issues before they reach production
- Generation of web services from database schemas through multi-agent coordination
- Automation of the entire flow from bug report to fix, with video verification

"Our teams have built a strong foundation for internal productivity that increases efficiency and velocity in product development," comments Marcel Cohen, Co-founder and Managing Director of MTech Systems. "We are driving early research and laying the groundwork for customer-facing applications. Teams are now collaborating to build on this foundation as MTech develops an agentic AI product ecosystem to enable new revenue streams going forward," Marcel continues.

Agentic AI can plan, make decisions, and adapt over time–accelerating development speed and quality, while laying the foundation for an agentic AI ecosystem that can enable new revenue streams in the future.

Read more about the work on our website

STRATEGY

Customers

FoodTech's customers are present across the entire food supply chain – from genetics and feed to hatch, grow, processing and logistics. Together with customers, we develop modular applications that set industry standards and can be adapted to different needs within and across segments, with a clear focus on practical value.

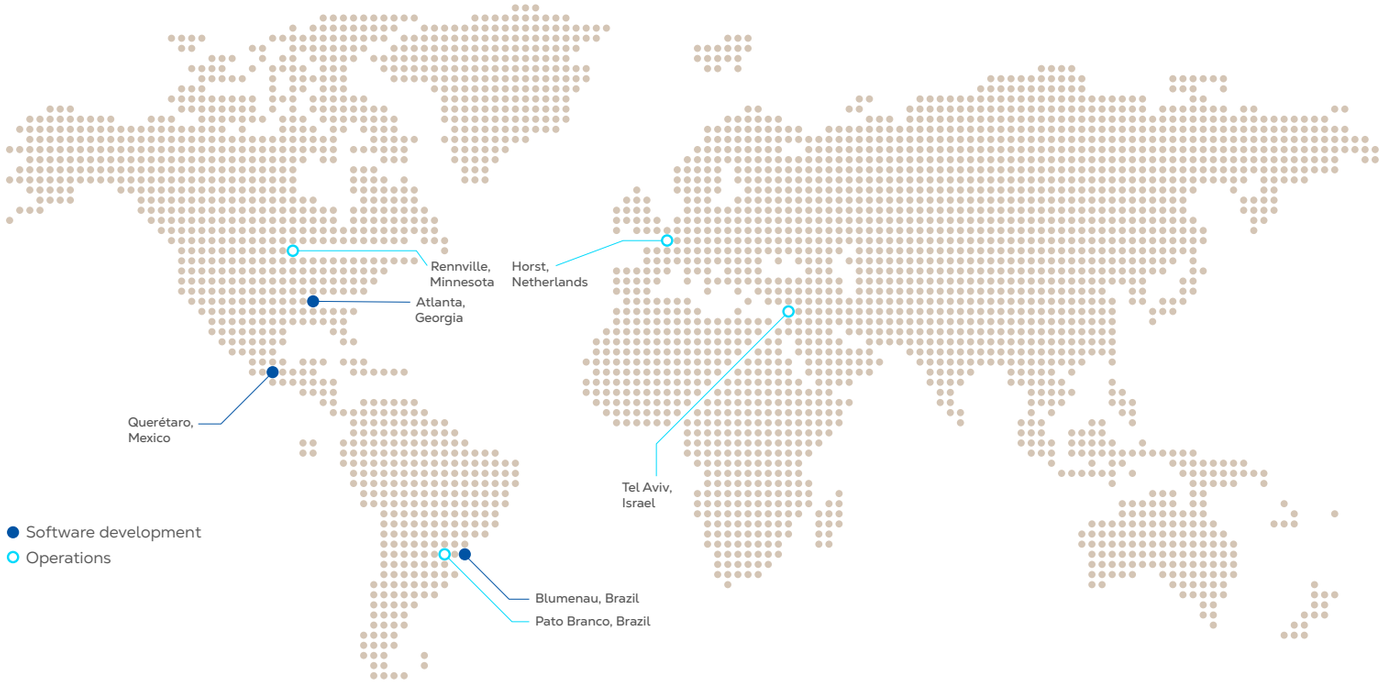
The customer base is global, ranging from large international food producers to individual producers and farmers. Controllers, sensors, and IoT are primarily sold through distributors with local presence, while software and fully integrated digital solutions are sold directly to end customers. The combination of software, control systems, sensors, and IoT strengthens efficiency, productivity, and resilience, while also contributing to improved animal welfare and increased sustainability.

Multinational integrators

An important and fast-growing customer group is integrators, meaning large-scale and often multinational food companies with broad product portfolios. They typically operate across several stages of the value chain in

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents



Number of employees
627
(2024: 555)

large parts of the world, particularly in the US, Latin America, and Southeast Asia. The integrators, in turn, serve very large customers, including restaurant chains, which place extensive requirements on their suppliers.

Multinational integrators are the primary customers for FoodTech's powerful supply chain optimization software. They can also influence producers in their choice of control system solutions.

Producers and large-scale storage
Large-scale producers of animal protein (poultry, swine, eggs), greenhouses, and crop storage facilities are gradually digitalizing, driving increased demand for connected controllers and sensors that can be monitored remotely. The data collected can, where agreements are in place, be consolidated and analyzed in FoodTech's optimization software. Producers are also the primary customers for FoodTech's offering within controllers, sensors, and IoT.

STRATEGY
Excellence in everything we do
FoodTech is one of the market's most specialized players, fully dedicated to digital solutions for the global food supply chain. With deep expertise in software, controllers, sensors, and IoT—and decades of experience in advanced control technologies and food production — we are well positioned in an industry undergoing rapid transformation. Our cross-functional teams deliver solutions from concept to implementation in close collaboration with customers across the entire value chain.

During the year, we implemented AI-driven tools, including the AI agent Calvin for code quality assurance and automated bug handling, continued to develop scalable solutions in close dialogue with customers, and strengthened the aftermarket through global service and AI-based support platforms such as Munters Academy, ensuring stable performance and continuous optimization of customers' operations and processes.

Sustainability focus
To reach our SBTi targets, Munters works continuously to reduce CO_2 emissions across its operations. Within FoodTech, electricity has been identified as the largest source of emissions. The business area therefore actively works to reduce electricity consumption and, where possible, transition to renewable energy. The highest priority is to collaborate with suppliers that can provide fossil-free electricity.

During the year, an important milestone was achieved when the InoBram site in Pato Branco, Brazil, became the first unit within the business area to reach zero CO_2 emissions for Scope 1 and 2.

This achievement reflects FoodTech's long-term commitment to innovation and environmental responsibility.

STRATEGY
Innovation
During the year, focus has been on on investing in product development and innovation. Initiatives launched during the year included new development projects within controllers and sensors for different customer segments. Within software, development of modules continued, adaptations were made to better address the needs of the swine segment, and AI labs were established to develop agents that streamline and quality-assure software development, with a focus on both new products and improvements to existing solutions.

Introduction
Strategy
Operations
Our business areas
AirTech
Data Center Technologies
FoodTech
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information

Contents

Market development and financial performance 2025

Order intake
Order intake increased by +86%, with organic growth of +25%, driven by strong demand for both controllers and software across all regions. Growth was further supported by acquisitions completed in 2024.

Net sales
Net sales increased by +73%, with organic growth of +16%, driven by growth in controllers and continued software development supported by increasing recurring revenues. Service accounted for 24% (43) of FoodTech's net sales for the full year. ARR increased to MSEK 351, negatively impacted by currency effects, but with underlying strong demand.

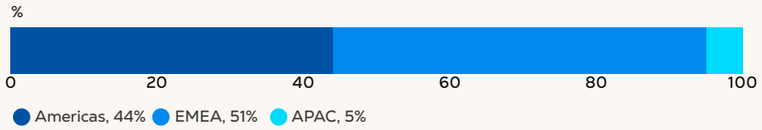
Adjusted EBITA
The adjusted EBITA margin, 17.0%, remained at a strong level, although below the record-high level of the previous year, reflecting continued high investment levels to support future growth as well as a change in product mix following the acquisitions of controller businesses.

Key figures

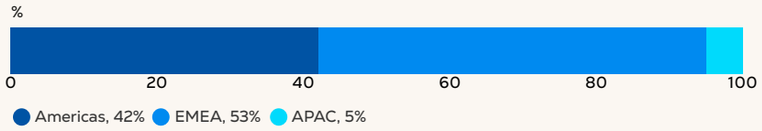
MSEK if nothing else is specified	2025	2024	2023	2022	2021
External order backlog	714	697	521	480	193
Order intake	1,867	1,007	665	758	140
Net sales	1,753	1,015	681	553	142
whereof SaaS	326	288	183	119	86
*SaaS ARR**	351	337	226	132	96
Adjusted EBITA	297	238	114	99	8
Adjusted EBITA margin	17.0	23.5	16.8	17.8	6.0
Operating profit (EBIT)	–29	121	57	64	–50

ARR
Includes recurring revenue from SaaS (Software as a Service). The metric is presented on an annualized basis and referred to as SaaS ARR, calculated by multiplying SaaS recurring revenue for the most recent month by twelve.

Regional distribution, share of order intake 2025



Regional distribution, share of net sales 2025

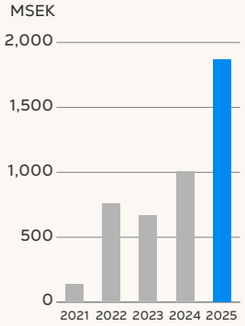


1,867
Order intake 2025, MSEK

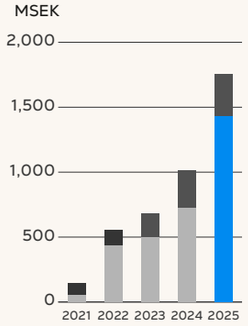
1,753
Net sales 2025, MSEK

17.0%
Adjusted EBITA margin 2025, %

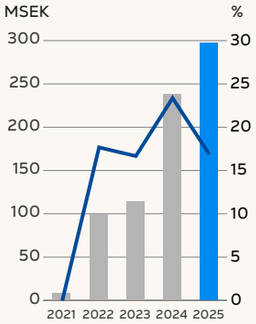
Order intake



Net Sales including SaaS



Adjusted EBITA / EBITA margin



04

Corporate Governance

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

04
Corporate Governance

Introduction
Strategy
Operations
Corporate Governance
→ Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Corporate Governance in Munters Group

Shareholders
The shareholders' right to decide on matters concerning Munters is exercised at the Annual General Meeting. Shareholders who are registered in the share register on the record date and who have notified the company of their intention to attend within the time specified in the notice of the General Meeting are entitled to participate, in person or by proxy.

Nomination Committee
The task of the Nomination Committee is to prepare and submit proposals to the Annual General Meeting on behalf of the shareholders regarding the election of the Chair of the Annual General Meeting, the Chair of the Board and other Board members, the auditor, fees to the auditor, and remuneration to the Board. In addition, the Nomination Committee assesses the independence of Board members in relation to the company and its management, as well as in relation to major shareholders. The company's Audit Committee assists the Nomination Committee in preparing proposals for the election of the auditor, and the Nomination Committee's proposal to the General Meeting regarding the auditor shall include the Audit Committee's recommendation.

Board of Directors
The Board of Directors is responsible for Munters organization and the management of Munters affairs.

According to the Articles of Association, the Board shall consist of no fewer than three and no more than ten members elected by the General Meeting. Board members are elected annually at the Annual General Meeting for the period until the end of the next Annual General Meeting.

The Chair of the Board leads and directs the work of the Board and ensures that its activities are conducted effectively. The Chair also ensures compliance with the Swedish Companies Act and other applicable laws and regulations, and that the Board receives the necessary training and enhances its knowledge of Munters. The Chair monitors operations in close dialogue with the CEO, communicates shareholders' views to other Board members, and acts as the spokesperson for the Board. The Chair is responsible for ensuring that other Board members receive sufficient information to perform their duties effectively and that Board decisions are implemented. The Chair also ensures that the Board annually evaluates its work.

Board Committees
The Board currently has three committees: the Audit Committee, the Remuneration Committee, and the Investment Committee. Committee members are appointed from among the Board members for a term of one year. Reports to the Board on matters addressed at committee meetings are provided either in writing or orally.

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

Audit Committee
The primary task of the Audit Committee is to ensure that the Board fulfills its responsibilities regarding oversight of internal control, auditing, management of financial risks, financial and sustainability reporting, preparation of matters relating to the procurement of audit and other services from the auditor, and certain accounting and audit matters to be addressed by the Board.

Remuneration Committee
The Remuneration Committee prepares the Board's decisions regarding proposals for guidelines on remuneration to senior executives. The Committee represents the Board in executive and succession planning as well as leadership development.

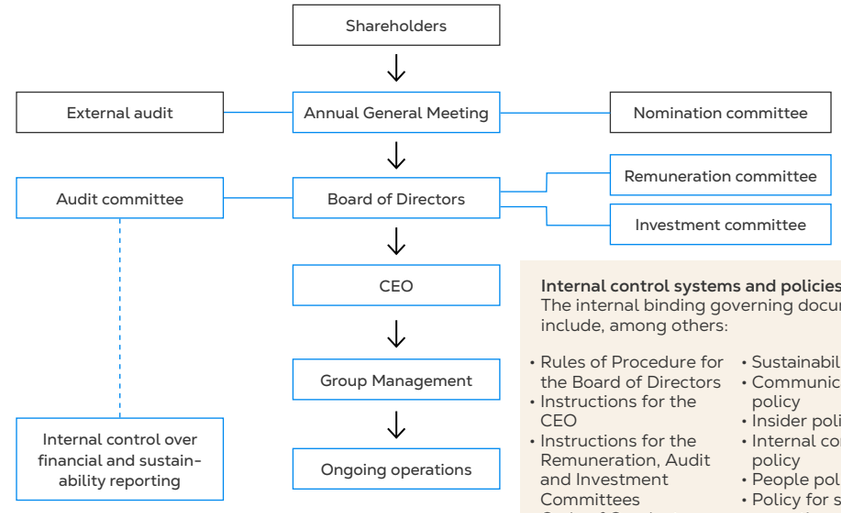
Investment Committee
The Investment Committee assists the Board by monitoring significant strategic initiatives that are important for the Group's value creation. In addition, the Investment Committee approves and supports the Board and company management in significant contractual processes.

CEO and Group Management
The Board appoints the CEO and President. The CEO is responsible for the day-to-day management in accordance with the Board's instructions and is responsible, among other things, for taking all necessary measures to ensure that the organization and control of the company's accounting comply with applicable rules and regulations. The CEO also prepares all necessary information and supporting documentation for Board meetings and, at the request of the Chair of the Board, convenes Board meetings.

The CEO reports at Board meetings and submits reasoned proposals for decision to the Board. The CEO is supported by a Group management team consisting of heads of business areas and staff functions.

Auditor
The Annual General Meeting appoints the auditor, who examines the annual report, financial statements, and consolidated financial statements, as well as the management of the Board and CEO. The auditor also audits the annual accounts and financial statements of subsidiaries and submits an auditor's report.

Corporate governance structure



Internal control systems and policies
The internal binding governing documents include, among others:

- Rules of Procedure for the Board of Directors
- Instructions for the CEO
- Instructions for the Remuneration, Audit and Investment Committees
- Code of Conduct
- Steering documents
- Finance policy
- Sustainability policy
- Communication policy
- Insider policy
- Internal control policy
- People policy
- Policy for senior executives in Munters

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
→ Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Corporate Governance Report 2025

Munters Group AB is a Swedish public limited liability company listed on Nasdaq Stockholm, Large Cap. The Corporate Governance Report has been prepared in accordance with the Swedish Annual Accounts Act and the Swedish Corporate Governance Code (the Code). During 2025, Munters did not deviate from any of the provisions of the Code. The auditors have reviewed the report, and the auditors' statement is presented on page 168. The Corporate Governance Report is presented on pages 46–57.

Annual General Meeting 2025

The Annual General Meeting 2025 was held on May 14, 2025 at Munters head office. According to the prepared voting register, 77.83% of the votes were represented. The meeting was conducted in Swedish. Complete information about the Annual General Meeting 2025, including the minutes, is available on Munters website, www.munters.com

The Meeting resolved, among other things, the following:

- A dividend in accordance with the Board's proposal of SEK 1.60 per share, divided into two payments of SEK 0.80 each
- Discharge from liability for the Board members and the CEO for the financial year 2024
- Remuneration to the Board
- Re-election of Board members Magnus Nicolin, Helen Fasth Gillstedt, Maria Håkansson, Kristian Sildeby, Anders Lindqvist, Sabine Simeon-Aissaoui, and Elisabeth Carey Nugent
- Re-election of Magnus Nicolin as Chair of the Board
- Remuneration to the auditor in accordance with approved invoice
- Guidelines for remuneration to senior executives

Annual General Meeting 2026

The Annual General Meeting 2026 will be held on April 30, 2026. For further information regarding the Annual General Meeting 2026, see page 176 and Munters website, www.munters.com.

Nomination Committee for the Annual General Meeting 2025

The Nomination Committee for the Annual General Meeting shall consist of representatives of the four largest shareholders in terms of voting rights registered in the share register maintained by Euroclear Sweden AB as of August 31 each year.

The Chair of the Board shall be co-opted to the Nomination Committee and shall convene its first meeting. The member representing the largest shareholder in terms of voting rights shall be appointed Chair of the Nomination Committee.

The Chair of the Nomination Committee shall have the casting vote in the event of a tie. The composition of the Nomination Committee shall be announced no later than six months before the Annual General Meeting. Any changes to the composition of the Nomination Committee shall be announced immediately.

No remuneration shall be paid to members of the Nomination Committee. Any necessary expenses for the work of the Nomination Committee shall be borne by the company. The term of office of the Nomination Committee runs until the composition of the next Nomination Committee has been announced.

The Nomination Committee's reasoned statement ahead of the Annual General Meeting 2025 states that, in preparing its proposal for the Board, it has applied Rule 4.1 of the Code regarding diversity policy. The objective of the policy is for the Board to have an appropriate composition in view of the company's operations, stage of development, and other circumstances, characterized by diversity and breadth in terms of competence, experience, and background of the Board members elected by the General Meeting, and that an equal gender distribution shall be sought. The Annual General Meeting 2025 resolved to elect Board members in accordance with the Nomination Committee's proposal.

Since its constitution and up to the submission of the annual report, the Nomination Committee has held eight minuted meetings.

Nomination Committee for the Annual General Meeting 2026

Name	Appointed by	Holding*
Magnus Fernström	FAM AB	28.3%
Celia Grip	Swedbank Robur Fonder	7.4%
Jan Särlvik	Fjärde AP-fonden	6.9%
Philip Mesch	ODIN fonder	3.3%

* as of January 15, 2026

Board of Directors 2025

Munters Articles of Association were adopted at the Annual General Meeting on May 19, 2021 and contain no specific provisions regarding the appointment and dismissal of Board members or amendments to the Articles of Association. For the complete Articles of Association, please refer to Munters website.

At the Annual General Meeting 2025, seven Board members were elected, of whom four were women and three were men. In accordance with Swedish law, employee organizations have the right to Board representation and, during most of 2025, were represented by two members and two deputy members. Munters CEO and CFO, also Group Vice President, attend Board meetings as presenting of-

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
→ Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

ficers. Other members of Group management participate in Board meetings to present specific matters.

Board work

The duties of the Board are primarily governed by the Swedish Companies Act and the Code. The Board's work is also regulated by the Rules of Procedure adopted annually by the Board. These Rules govern the division of work and responsibilities among the Board members, the Board's committees, the Chair of the Board, and the CEO. The instructions for the CEO also include guidelines for financial reporting.

The Board's responsibilities include establishing strategies, business plans, and targets; approving interim reports and year-end accounts; managing risks; and adopting policies and guidelines. The Board also monitors financial performance, ensures the quality of financial reporting and internal control functions, and evaluates the Group's operations based on the goals and guidelines adopted by the Board. The Board is also responsible for appointing the CEO and for decisions on major investments as well as organizational and operational changes.

The CEO presents business developments at regular Board meetings. The Board reviews reports from the auditor and also meets with the auditor without the presence of management.

The company complies with the requirements of the Code by ensuring that a majority of the Board members elected by the Annual General Meeting are independent of the company and its management, and that at least two of these members are also independent in relation to the company's major shareholders.

An annual evaluation is conducted to ensure the quality of the Board's work and to identify any need for additional competence or experience. The Chair of the Board is responsible for ensuring that the evaluation is carried out and made available to the Nomination Committee. At the request of the Nomination Committee, Board members shall participate in interviews to facilitate the evaluation.

During 2025, a self-evaluation of the Board's work was conducted through Novare.

Audit Committee

Recurring matters at Audit Committee meetings include accounting matters, interim reports, the annual report, consolidated financial statements and sustainability reporting, as well as ongoing reporting on internal control, legal requirements, risk management, and reporting from the auditor. In addition, the Audit Committee monitors the auditor's impartiality and independence, evaluates the audit work, and discusses the cooperation between the auditor and the company's internal control function. The Audit Committee also assists the Nomination Committee in preparing proposals for the election of the auditor and auditor remuneration by providing recommendations.

The Audit Committee shall hold at least five meetings during the period between two consecutive Annual General Meetings, normally in connection with the publication of interim reports.

Remuneration Committee

The task of the Remuneration Committee is to prepare matters relating to remuneration to the CEO and other members of Munters senior management. The Committee prepares proposals for guidelines covering, among other things, the distribution between fixed and variable remuneration, the relationship between performance and compensation, the main terms of bonus and incentive programs, and conditions for other benefits, pensions, notice periods, and severance pay.

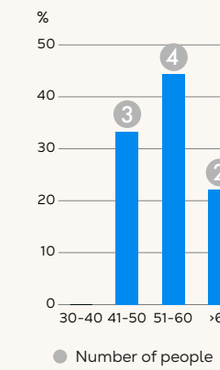
The Remuneration Committee also prepares proposals regarding the individual

Board composition

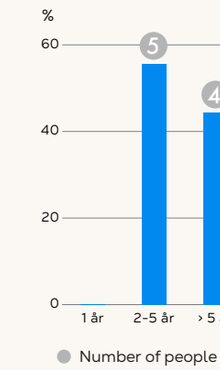
	Attendance			
Name	Board meetings	Audit Committee	Remuneration Committe	Investment Committee
Magnus Nicolin, Chairman	12/12		5/5	1/1
Kristian Sildeby	12/12	5/5	5/5	1/1
Elizabeth Carey Nugent	12/12			1/1
Helen Fasth Gillstedt	12/12	5/5		
Maria Håkansson	12/12	5/5		
Sabine Simeon Aissaoui	11/12			0/1
Anders Lindqvist	11/12		5/5	
Robert Wahlgren [1]	10/12			
Simon Henriksson [1]	12/12			
Sara Boije [1] [2]	5/12			
Julia Jakobsson [1]	5/12			

1. Employee Representatives
2. Resigned during the year

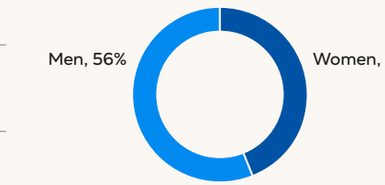
Age distribution



Time on the board



Gender distribution



No change in the composition of the Board compared to 2024.
Footnote: Based on Board members elected by the General Meeting and employee representatives.

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
→ Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Board meetings 2025

During 2025, the Board held 12 meetings. Below is an overview of the most important matters addressed at these meetings.

	January	February	March	April	May	June	July	August	September	October	November	December
Board Meetings		• Report from the board's committees • Approval of Q4 report • Report from EY • Decision on dividend proposal • Business area update • Proposals from Remuneration Committee • Risk process	• Approval of the Annual and Sustainability Report • Proposals for the Annual General Meeting • Sustainability update • Business area update	• Approval of Q1 report • Report from the board's committees	• Refinancing • Business area update • Macro-economic update • Sustainability Training • Annual General Meeting • Statutory Meeting		• Approval of Q2 report • Report from the board's committees • Financial update		• Board trip to Horst • Business area update • Report from the board's committees • HR & Succession Plan Review • IT Update	• Approval of Q3 report • Report from the board's committees		• Business Plan & targets • Business area update • Update: Central Functions
Audit Committee		• Whistleblower cases • Q4 report • Annual and Sustainability Report • Sustainability reporting update		• Whistleblower cases • Q1 report • Sustainability update • Internal control update • Sustainability reporting update			• Whistleblower cases • Q2 report • Finance update • Insurance update • Sustainability reporting update			• Whistleblower cases • Q3 report • IT update • Statutory audit follow-up • Treasury update • Sustainability reporting update		• Whistleblower cases • Recommendations to the Nomination Committee • Review of the Group's governing documents • Evaluation of the committee's work • Tax update • Internal control update • Risk update
Investment Committee												• Investment evaluation
Remuneration Committee	• Evaluation of performance and remuneration for executive positions • Remuneration report • Remuneration guidelines & evaluation of performance • Remuneration for management and CEO			• Munters long term incentive program outcome 2022-2024					• People Strategy session			• 2025 Remuneration guidelines & STIP-planning • Munters longterm incentive program 2026 • Evaluation of performance for management and CEO

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
→ Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

remuneration package for the CEO and decides on individual remuneration packages for other senior executives. In addition, the Committee monitors and evaluates the outcome of variable remuneration and how Munters complies with the remuneration guidelines adopted by the General Meeting, and prepares the remuneration report to be submitted by the Board to the Annual General Meeting for approval. See further under Guidelines for remuneration to senior executives, Note 33.

Investment Committee

The Investment Committee assists the Board by monitoring and steering significant strategic initiatives that are important for the Group's value creation, supporting company management in this respect, and preparing proposals for major strategic initiatives and projects within the Group. In addition, the Investment Committee approves and supports the Board and company management in the process for review and control of contracts for the company.

The work of the Investment Committee can primarily be divided into:

- Major customer contracts
- Mergers and acquisitions in general, as well as acquisition-related alliances
- Other strategic initiatives of significant importance where capital expenditure exceeds the CEO's approval limit

The Investment Committee shall be convened as required to fulfill its duties.

External auditor

Ernst & Young AB has been Munters auditor since 2010, and Andreas Troberg, Authorized Public Accountant and member of FAR (the professional institute for authorized public accountants in Sweden), has been the auditor in charge since 2023. At the Annual General Meeting 2025, Ernst & Young AB was re-elected as auditor for a term of one year, until the Annual General Meeting 2026.

CEO and Group Management

The Group Management team in 2025 comprised the CEO, CFO & Group Vice President, three business area heads, and three executives responsible for the central functions of Communications & Brand, Legal and P&C & Sustainability.

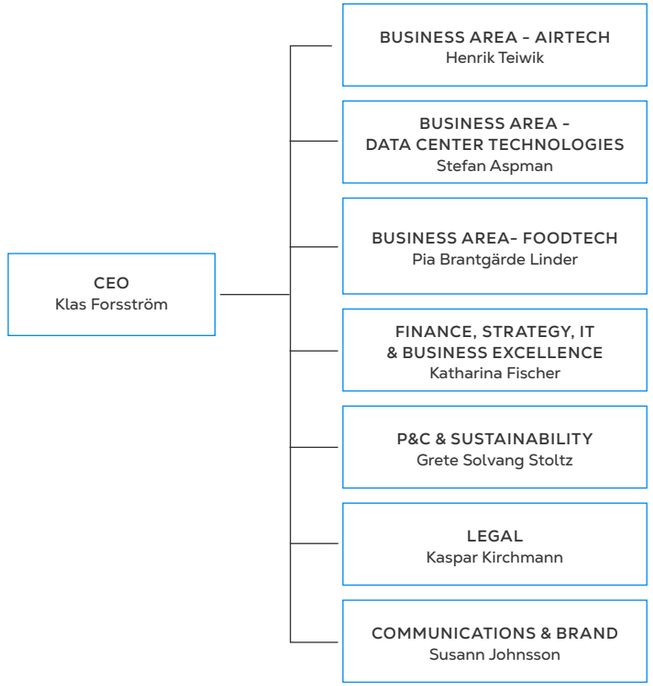
The Group Management holds monthly meetings primarily focused on the company's strategic and operational development, as well as performance monitoring. In addition, recurring reviews and ongoing follow-ups were conducted regarding the development of the operations, including the monitoring of major transactions, strategic initiatives, and risk and governance matters.

Munters operates with a decentralized approach, delegating a significant portion of responsibilities and decision-making authority to respective business area and subsidiaries. Each legal entity, which does not necessarily reflect the operational structure, has a board of directors primarily focused on regulatory compliance.

Changes in Group Management in 2025

Stefan Måhl left Munters in early 2025. The Business Excellence function was placed under Group Finance & Strategy, led by Katharina Fischer, CFO & GVP.

Corporate structure



Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Internal control of financial reporting

Internal control is about clarity, structure, and ensuring that what is intended to be done is carried out as planned. It is the collective term for the organization and the systems, processes, and routines that support this.

Munters has an internal control function whose purpose is to support management in ensuring sound internal control over financial reporting and sustainability reporting on an ongoing basis. The work carried out by this function is primarily based on ensuring compliance with directives and guidelines and creating appropriate conditions for control activities in key processes related to financial reporting and sustainability reporting.

The Audit Committee is regularly informed of the results of the internal control function's work within Munters concerning risks, control activities, and follow-up in financial and sustainability reporting. The Audit Committee reports regularly to the Board. In addition, the internal control function maintains good communication with the external auditors.

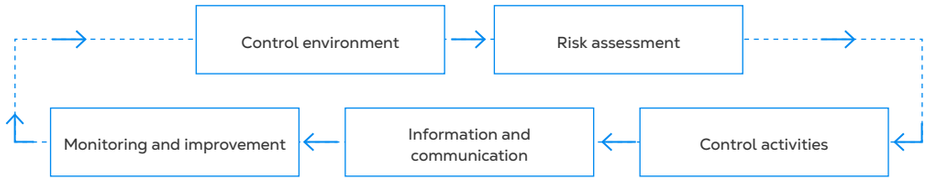
Internal control over financial and sustainability reporting in Munters is based on the framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). This framework comprises five main components: control environment, risk assessment, control activities, information and communication, and monitoring.

Control environment
Internal control is shaped by the overall control environment. The Board is responsible for establishing an effective system of internal control and directs the work through the CEO. Group management sets the tone for the organization and influences employees' awareness of control matters. A strong control environment requires clearly defined values in terms of ethics and integrity, communicated through governing documents such as internal policies, guidelines, and manuals.

The Group staff function Internal Control serves as the Group internal audit function and reports to the Audit Committee. The function works to develop, improve, and safeguard internal control over financial and sustainability reporting within the Group, both proactively with a focus on the internal control environment and by reviewing how internal control operates in practice.

Risk assessment
Risk assessments are carried out continuously within the Group. An overall risk assessment aimed at identifying and managing risks that threaten the strategic objectives of Munters is conducted annually in accordance with the Group risk management policy.

Munters control environment



The risk framework of Munters is an integrated part of the overall management system, consisting of various policies. The purpose of the framework is to strengthen governance and resilience by integrating risk management into operations. The Enterprise Risk Management (ERM) framework is designed to manage risks and increase transparency to support the achievement of strategic objectives. It provides methods and tools to identify and evaluate risks. In addition, the ERM process ensures that Group management and the Board share a common view of risk tolerance in relation to company objectives.

Risk responisibility
The Group Risk Management (GRM) function is responsible for implementing the GRM strategy and GRM activities at Group level.

Responsibility for primary risks is allocated to members of Group management, and each line manager is responsible for managing risks within their respective area of responsibility. The head of each Group function and business area appoints one or more risk owners to carry out risk management activities within the unit. The CFO & Group Vice President is responsible for oversight of ERM, while the Board and the Audit Committee are responsible for reviewing the effectiveness and appropriateness of GRM.

For more information on risk management in Munters, see pages 58–61 and Note 3.

Control activities
Based on identified risks, controls have been designed to prevent, detect, and correct errors and deviations. Controls are carried out at the transaction level, as entity-level controls, and as IT general controls. Control activities are performed throughout the organization, at all levels and across all functions.

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Transaction-based controls, which may be either manual or automated, are performed to address the risk of errors in financial reporting. Examples include reconciliations and analytical reviews. Entity-level controls include ensuring compliance with instructions regarding authorization rights, mandates, and responsibilities in credit granting. Examples of IT general controls include change management, back-up procedures, and access rights.

The CFO & Group Vice President is responsible for ensuring that identified risks related to financial reporting and sustainability reporting at Group level are managed. Within each reporting unit, employees within the finance function are responsible for ensuring that necessary control activities are in place and that accounting and financial statements are accurate and fairly presented. Global controllers and finance managers in each unit update forecasts and perform variance analyses. All business areas present their financial and sustainability results in written monthly reports to the CEO and CFO, Group Vice President, who in turn present them to Group management.

Since 2019, the internal control function has conducted and coordinated evaluation activities through the Munters internal control system, where subsidiaries report quarterly that key financial controls have been performed in accordance with the Munters risk and control framework. During 2025, the internal control framework for sustainability was implemented in all legal entities within the Group. From 2026 onwards, quarterly self-assessments will be introduced to ensure compliance and continuous improvement.

Information and communication

Munters has information and communication channels designed to ensure that information is identified, collected and communicated in a manner and within a timeframe that enables employees and managers to perform their duties. Reporting instructions and accounting guidelines are communicated to relevant employees through monthly newsletters and quarterly conference calls. The Group uses a common system for reporting and consolidation of financial and sustainability information.

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Governing documents in the form of policies, guidelines and manuals for financial reporting and sustainability reporting are primarily communicated via the intranet and the Group's financial handbook, which is updated as needed. Information to external parties is communicated on Munters website together with other news and press releases. Quarterly reports are published and complemented by presentations and investor meetings. The Annual Report is made available to shareholders and other stakeholders through publication on Munters website and in printed form upon request.

Monitoring

Follow-up and testing of control activities are performed continuously throughout the year to ensure that risks have been duly considered and addressed in a satisfactory manner. Testing is carried out by employees who are independent of the execution of the controls and who possess the competence required to evaluate the effectiveness of the controls. Controls that have failed must be remediated, meaning that corrective actions must be taken and implemented to address identified deficiencies. Reporting to the Audit Committee takes place twice per year, and the Audit Committee in turn reports regularly to the Board of Directors.

The Board of Directors has the ultimate responsibility for all decisions regarding compliance within Munters. The Board reviews and approves policies for internal control on an annual basis. Reviews and approvals are conducted more frequently when necessary.

Each unit manager has ultimate responsibility for the financial information of the respective unit. The information is subsequently followed up at Business area level, by Group management, and ultimately by the Board of Directors. Munters financial position, strategies and investments are discussed at every Board meeting. The Board of Directors is also responsible for monitoring internal control. This work includes ensuring that measures are taken to address any identified deficiencies, as well as following up on proposed actions highlighted in connection with the external audit.

Evaluation of the need for a separate internal audit function

Munters does not have a separate internal audit function, as the Board's assessment is that the company's internal organization and follow-up processes fulfill this function in a satisfactory manner.

For certain special audits, external efforts may be made.

04
Corporate Governance

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Board of Directors

Simon Henriksson (8), Sabine Simeon-Aissaoui (6), Magnus Nicolin (1), Robert Wahlgren (9), Kristian Sildeby (2), Maria Håkansson (5), Helen Fasth Gillstedt (3), Elizabeth Carey Nugent (7), Anders Lindqvist (4),

MAGNUS NICOLIN (1)

Chairman of the Board since May 2022.
Chairman of the Remuneration Committee.
Member of the Investment Committee.
Born: 1956
Education: MBA, Wharton – University of Pennsylvania. BSc, Stockholm School of Economics.
Current assignments/positions: Chairman of the Board, Hexatronic Group AB. Board member of FAM AB and Billerud AB.
Selected previous assignments: CEO of Ansell Limited, Australia. President, Europe, Middle East, Africa, and Asia Pacific for Newell Rubbermaid Inc. CEO of Esselte Business Systems Inc. Senior positions at Bayer AG, Pitney Bowes Inc., and McKinsey & Company. Advisor to several PE firms and board assignments in global companies such as Ansell, Esselte, Isaberg-Rapid, and Primix.
Shareholding in Munters Group AB*: 30,000 shares, call options equivalent to 267,522 shares.
Independent in relation to the Company and its management, but not to the Company's major shareholderers.

KRISTIAN SILDEBY (2)

Board member since 2017.
Member of the Audit Committee, Remuneration Committee, and Investment Committee.
Born: 1976
Education: MSc in Economics and Business, Stockholm School of Economics..
Current assignments/positions: Investment Director & Deputy CEO at FAM AB, Chairman of the Board of 82an & Thisbe AB. Board member of Höganäs AB, Kivra AB, Nefab Holding AB and Spendrups Bryggeri AB.
Selected previous assignments: Former Investment Manager at FAM AB, Vice President, Head of Finance and Risk Management at Investor AB. Board member of Peltarion AB.
Shareholding in Munters Group AB*: 12,000 shares.
Independent in relation to the Company and its management, but not to the Company's major shareholders.

HELEN FASTH GILLSTEDT (3)

Board member since 2017.
Chairman of the Audit Committee.
Born: 1962
Education: MSc in Economics and Business, Stockholm School of Economics. Studies in Sustainable Development, Stockholm Resilience Centre at Stockholm University and KTH.
Current assignments/positions: Board member of Handelsbanken Fonder AB and their representative in nomination committees, PowerCell AB, Sortera AB.
Selected previous assignments: Over twenty years of experience in senior positions at Statoil Group and SAS Group. Board member of Storytel AB, Viva Wine Group AB, Samhall AB, Humana AB, AcadeMedia AB, Lindorff Group AS, Swedesurvey AB, Svefa Holding AB, and Intrum AB.
Shareholding in Munters Group AB*: 5,000 shares.
Independent in relation to the Company and its management as well as the Company's major shareholders.

ANDERS LINDQVIST (4)

Board member since 2022.
Member of the Remuneration Committee.
Born: 1967
Education: Mechanical Engineer and university studies in marketing; Officer training at the Swedish Naval Academy.
Current assignments/positions: CEO of Mycronic AB, Board member of Gunnebo Holding AB, Board member of NCAB.
Selected previous assignments: CEO of Piab Group AB, Division Manager at Atlas Copco, CEO of Atlas Copco China, CEO of Atlas Copco Nordic. Board member of Norican A/S.
Shareholding in Munters Group AB*: 4,600 shares.
Independent in relation to the Company and its management.

*Shareholding as of February 18, 2026

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

MARIA HÅKANSSON (5)
Board member since 2022.
Member of the Audit Committee.
Born: 1970
Education MSc. in Economics and Business, Stockholm University.
Current assignments: CEO of Swedfund International.
Selected previous assignments: Vice President Internet of Things (IoT) at Ericsson; Vice President Ericsson Commercial Management Northern Europe & Central Asia; CFO Ericsson Nordics & Baltics, Business Unit Controller Ericsson Global Services; Board member of Lindholmen Science Park; Board member of Global Impact Investing Network, USA (GIIN); Board member of European Development Finance Institutions (EDFI).
Shareholding in Munters Group AB*: 3,000 shares.
Independent in relation to the Company and its management as well as the Company's major shareholders

SABINE SIMEON-AISSAOUI (6)
Board member since 2023.
Chairman of the Investment Committee.
Born: 1973
Education: MSc. in Mechanics and Industry from Université de Strasbourg.
Current assignments/positions: Member of the Supervisory Board, WashTec AG.
Selected previous assignments: Executive Vice President & Head of Global Product Line Management och Global Escalator for TK Elevator, President – Escalator and Global Supply Chain for Schindler Group, Head of Supply Chain Europe and Deputy President Global Supply Chain – Elevator and Escalator Business for Schindler Group; Chief Operating Officer – Elevator Components Business, Asia-Pacific for Sematic Group; Vice President, Operations – Elevator Components Business, Asia-Pacific for Sematic Group.
Shareholding in Munters Group AB*: 1,400 shares.
Independent in relation to the Company and its management as well as the Company's major shareholders.

ELIZABETH CAREY NUGENT (7)
Board member since 2024.
Member of the Investment Committee.
Born: 1975
Education: PhD candidate at Vrij University Amsterdam, MBA from University of Limerick, and Bachelor of Science from Institute of Technology, Sligo.
Current assignments/positions: Managing Director, C&N Leadership GmbH.
Selected previous assignments: Chief Commercial Officer, Sonoco Metal Packaging. Chief Commercial Officer, Schoeller Allibert; Vice President and General Manager, Medical Health Care, EMEA, Amcor; Senior Head, Healthcare Sales and Global Accounts, EMEA, Amcor; Vice President, European Sales, Design and Development, Nelipak Healthcare Packaging; Global Quality Manager and Head of Quality, Rigids, Sealed Air; Production Manager, Quality Project Lead and Manager, Boston Scientific.
Shareholding in Munters Group AB*: 3,100 shares.
Independent in relation to the Company and its management as well as the Company's major shareholders.

SIMON HENRIKSSON
Board member since 2017.
Employee representative appointed by IF Metall.
Born: 1984
Position at Munters: Measurement Technician, Tobo factory.
Shareholding in Munters Group AB*: 350 shares

ROBERT WAHLGREN
Board member since 2010.
Employee representative appointed by Unionen.
Born: 1969
Position at Munters: Customized Project Engineering Coordinator at Munters Europe AB.
Shareholding in Munters Group AB*: –

JULIA JAKOBSSON
Deputy board member since 2024.
Employee representative appointed by IF Metall.
Born: 1993
Position at Munters: Intermediate Production/Assembly Worker, Tobo.
Shareholding in Munters Group AB*: –

SARA BOIJE
Deputy board member since 2024.
Employee representative appointed by Unionen.
Born: 1993
Position at Munters: Quality Specialist, Tobo.
Shareholding in Munters Group AB*: –

Sara Boije resigned as deputy board member in 2025.

*Shareholding as of February 18, 2026

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Group Management

Kaspar Kirchmann (8), Grete Solvang Stoltz (6), Susann Johnson (7), Henrik Teiwik (3), Klas Forsström (1), Katharina Fischer (2), Pia Brantgärde Linder (5), Stefan Aspman (4)

KLAS FORSSTRÖM (1)

President and CEO since 2019.
Born: 1967
Education: Master of Science in Materials Physics and Master of Business Administration from Uppsala University, as well as advanced management studies at INSEAD.
Selected previous assignments:
Former Business Area Manager for Sandvik Machining Solutions. Over 20 years of experience in senior executive positions at Sandvik, including as Head of the business areas Sandvik Hard Materials and Sandvik Coromant.
Other current assignments: Chairman Nolato AB, Board member, IPCO AB.
Shareholding in Munters Group AB*: 195,600 shares.

KATHARINA FISCHER (2)

CFO and Group Vice President since 2023.
Born: 1971
Education: Bachelor's degree in Business Administration and Economics with a focus on Business Administration from Stockholm University.
Selected previous assignments: Extensive international experience in finance and risk management, with nearly 20 years at Electrolux Group, where she held various senior positions, most recently as Head of Group Accounting and Global Finance Shared Services. Prior to that, she was CFO at Kamera and held various positions at PricewaterhouseCoopers.
Other current assignments: –
Shareholding in Munters Group AB*: 7,158 shares.

HENRIK TEIWIK (3)

Group Vice President and President of the AirTech business area since 2022.
Born: 1980
Education: Master of Science in Economics from Stockholm School of Economics.
Selected previous assignments: Most recently CEO of Handicare Group. Previously held various senior positions at Alimak Group, including Business Area Manager for Construction and Rental, as well as Business Development. Also has experience in strategy consulting as Associate Principal at McKinsey & Company.
Other current assignments: –
Shareholding in Munters Group AB*: 19,550 shares.

STEFAN ASPMAN (4)

Group Vice President and President of the Data Center Technologies business area since 2022.
Born: 1981
Education: Master's degree in Business Administration, specializing in Corporate Management and Leadership, from Dalarna University and Uppsala University, as well as Beijing Jiaotong University, China.
Selected previous assignments: Group Vice President Commercial Excellence for Munters Group (2021–2022), concurrently responsible for the group functions Marketing, Communication, and Brand. Prior to that, more than 10 years in several strategic key positions at Sandvik, including Head of Business Control and Performance Management at Sandvik Coromant and Global Head of Commercial Pricing and Profitability Management for Sandvik Machining Solutions. Also has experience as a strategy consultant.
Other current assignments: –
Shareholding in Munters Group AB*: 14,400 shares.

*Shareholding stated as of February 18, 2026

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

PIA BRANTGÄRDE LINDER (5)
Group Vice President and President of the FoodTech business area since 2020.
Born: 1973
Education: Master of Science in Mechanical Engineering from Chalmers University of Technology and Executive Master of Business Administration (EMBA) from Stockholm School of Economics.
Selected previous assignments: Former Business Area Manager for HV Products Northern Europe at ABB. Over 20 years of experience at ABB in various senior global leadership positions, including roles as Business Unit Manager for HV Breakers, Operations Manager for a global product group, Technology Manager, Project Manager, and Area Sales Representative.
Other current assignments: Board member of Indutrade & Roxtec Group.
Shareholding in Munters Group AB*: 14,800 shares.

GRETE SOLVANG STOLTZ (6)
Group Vice President HR & Sustainability since 2022.
Born: 1970
Education: Master in Business Administration from Luleå University of Technology.
Selected previous assignments: Senior Vice President HR and Sustainability, LKAB Group (2009–2022). Previously spent 12 years at SCA in various senior leadership positions, including Logistics Manager, HR Manager, and CFO for SCA Packaging Munksund.
Other current assignments: Board member of AFA Försäkringar.
Shareholding in Munters Group AB*: 7,953 shares.

SUSANN JOHNSSON (7)
Group Vice President Communication & Brand since 2024.
Born: 1970
Education: Master of Science in Economics and Business Administration from Stockholm School of Economics.
Selected previous assignments: Extensive experience in strategy, brand building, communication, and marketing. Served as VP of Communication and Brand at Munters since 2021. Previously Brand Manager at Telia Company and held various strategic positions at Electrolux.
Other current assignments: –
Shareholding in Munters Group AB*: 5,737 shares.

KASPAR KIRCHMANN (8)
Group Vice President Legal & Group Counsel since 2024.
Born: 1981
Education: Stockholm University, Law Degree, 2002–2007. University of Birmingham, Equity and Trust Law, Criminal Law, 2006.
Selected previous assignments: Extensive experience in legal and tax advisory. Has served as GVP Legal & Group Counsel at Munters since June 2024. Previously held the position of General Counsel, Vice President Group Tax and Legal from September 2017 to June 2024, and was Tax Director at PwC from March 2008 to September 2017.
Other current assignments: –
Shareholding in Munters Group AB*: 7,473 shares.

*Shareholding stated as of February 18, 2026

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Risks and risk management

Munters reaches customers across a wide range of industries and market segments through an extensive global network of production facilities, software development centers, assembly workshops, and sales offices in more than 30 countries. This global presence makes Munters more resilient to local disruptions, but at the same time exposes the company to a range of risks related to cultural, legal, political, and climate differences around the world.

Risk identification and management
Risk assessment and management are integral to the strategic planning process. Munters conducts annual, and when needed additional, risk assessments of the primary risks that may threaten strategic objectives. The focus of Munters Enterprise Risk Management (ERM) shifts as strategic priorities evolve.

The Group Risk Management (GRM) function supports the identification, evaluation, and management of risks across all levels of the organization. As part of the Group-level ERM process, workshops are held with business areas and Group functions. Risks are then consolidated and discussed within Group management. GRM is responsible for coordinating and following up risk mitigation activities.

All risks are evaluated based on potential impact on Munters, likelihood, and how effectively they are managed. Impact is assessed from market, strategic, operational, regulatory, and financial perspectives.

Primary risks are presented on page 61. Each risk is assigned to a member of Group management. Risk assessments are gathered from business areas and Group functions. The most significant risks and uncertainties, and the follow-up of mitigation actions, are regularly reported to Group management, the Audit Committee, and the Board.

Crisis and business continuity
To manage crisis situations where normal operations are insufficient, Munters has developed crisis management capabilities. Rollout and improvements are implemented gradually as needed. Each production facility also maintains business continuity plans, updated annually. These plans increase understanding of critical operations and strengthen resilience.

Preventive measures
Munters works proactively to minimize risks related to its facilities, such as fire and safety risks. The Munters Loss Prevention Standard (MLPS) reflects risk appetite. It is based on Group guidelines and frameworks, while also incorporating local legal and insurance requirements. The objective is for all facilities to be physically evaluated within a three-year cycle, with deviations documented and corrective actions followed up.

MLPS is also used in connection with acquisitions, investments, and new construction projects.

Risk management process
Munters risk framework is an integrated part of the overall management system, consisting of policies, guidelines and instructions. The purpose of the framework is to establish capabilities and tools within the Group to manage the uncertainties and risks to which the company is exposed. At the same time, risk management is intended to strengthen risk awareness across the Group, communicate the Group's risk appetite and support risk-based business decisions in order to achieve strategic objectives.

The management of operational risks is integrated into the strategic planning process and into various business processes and controls, such as approval requirements for certain decisions. Some cross-functional risks are coordinated centrally, including risks related to information security, IT security, acquisitions, responsible business conduct, and anti-corruption and bribery.

The management of financial risks is governed by a Group-level policy and carried out by the treasury function. Further information on the management of financial risks is provided in Note 3.

Risk management organization
The Board of Directors holds the ultimate responsibility for the Group's risk management and approves the company's risk management

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
→ Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

policy. The GRM function is responsible for implementing the risk framework and related activities. Each Business area and Group function is responsible for identifying and managing risks within its respective organization in accordance with Munters common risk process and applicable policies and guidelines. The CFO & Group Vice President is responsible for reviewing the risk framework and compiling reporting materials for the Audit Committee and the Board of Directors.

Risk communication and reporting

A Risk Council, consisting of members of Group Management, has been established to facilitate coordination within the company, improvements to the framework and the management of critical risks.

The GRM function coordinates regular reporting on the status of the most significant risks to the Munters Risk Council. Any risks identified outside the reporting cycle that may be significant at Group level are escalated to the GRM function.

The GRM function reports on the status of the company's risks to the Audit Committee twice a year. These reports include an overall risk map and follow-up on risk mitigation activities. Primary risks are monitored continuously by the GRM function with regard to the status of mitigation plan implementation or the development of mitigation plans.

Insurable risks

Munters works actively with insurance solutions, and Group-wide insurance programs are governed by central guidelines.

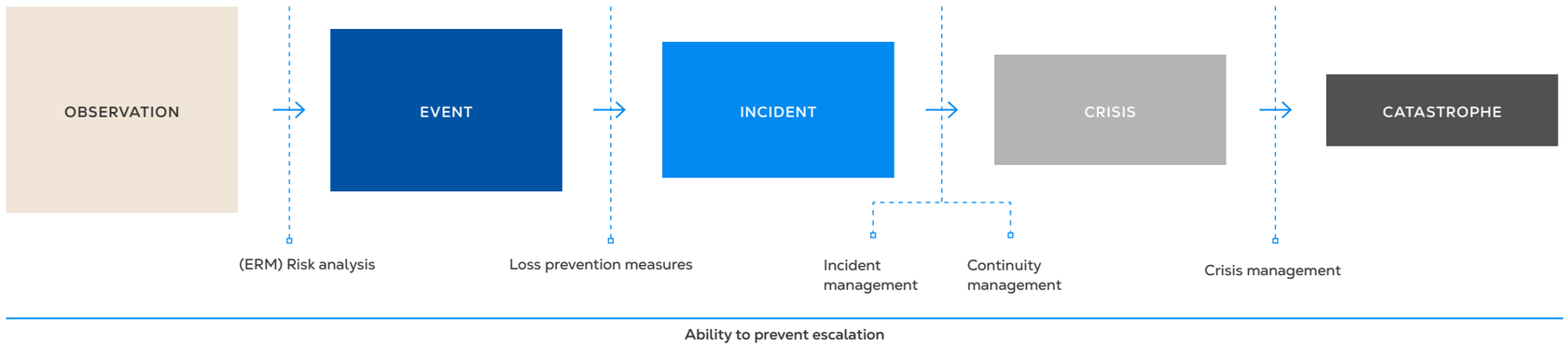
These include all customary corporate insurance policies, such as general liability, product liability and loss prevention measures, with the primary purpose of preventing potential property damage and business interruption. In addition, insurance coverage includes protection against financial crime, directors' and officers' liability, and employment practices liability.

Sustainability-related risks and opportunities

In 2025, Munters continued to broaden and deepen the analysis and evaluation of climate-related risks and opportunities. Through active participation in Eurovent and ASHRAE, we monitor regulatory developments.

See pages 61 and 76–77 for a more detailed description.

We work with proactive capabilities to mitigate the consequences of unforeseen events and reactive capabilities to manage incidents and crises quickly and effectively.



Contents

04
Corporate Governance

Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Risk categories

Munters groups its risks into five different risk categories. These are used as guidance and support to identify risks and ensure that the company's risk register covers all relevant risk areas.

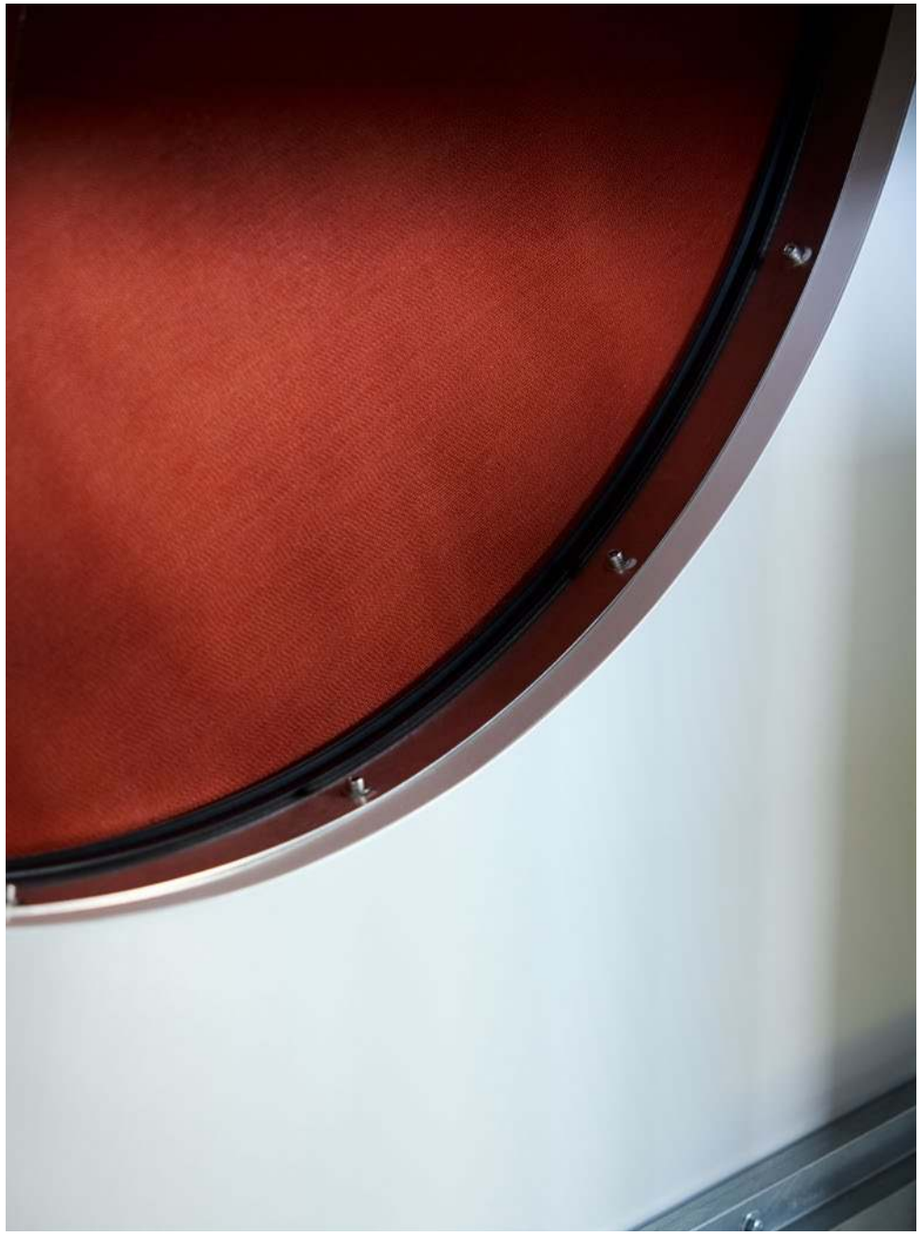
Market risks
Market risks are related to market developments and include risks arising from macro trends, climate change and potential threats linked to international relations and conflicts (geopolitical risks).

Strategic risks
Strategic risks are risks that may prevent Munters from executing its planned strategy. These include risks related to the competitive landscape, strategic direction and brand, organizational culture, changes in the value chain, allocation of resources, major investments and acquisitions. Risks associated with internal and external communication are also included in this category.

Operational risks
Operational risks are linked to the company's internal resources, such as systems, processes and employees. These may include environmental risks or the risk of business interruption due to cyberattacks, fire, machinery breakdown, events in the value chain or extreme weather. Examples of operational risks related to personnel include health and safety, succession planning, the ability to retain key competencies and relations with labor unions.

Regulatory risks
Regulatory risks include, for example, risks arising from changes in regulations and the risk of reputational damage and costs resulting from breaches of laws and regulations, bribery and corruption. This category also covers risks related to violations of human rights and non-compliance with contractual obligations toward employees, customers and other business partners.

Financial risks
Munters operates internationally on a global basis. The Group's financial risks primarily consist of currency, interest rate and financing risks. A description of financial risks and how they are managed is provided in Note 3.



Introduction
Strategy
Operations
Corporate Governance
Corporate governance in Munters Group
Corporate governance report 2025
– Internal control
– Board of Directors
– Group Management
Risks and risk management
Board of Directors' report incl. Sustainability
Financial reports
Other

Contents

Risk management

In 2025, Munters continued to enhance its risk management practices at both local and Group level. A brief description of some of the identified risks with significant impact is provided below.

RISK CATEGORY/RISK	Description	Management	Munters exposure compared to PY
MARKET RISKS			
Geopolitical Developments	Munters operates across multiple continents, and geopolitical developments can quickly have a direct or indirect impact on its operations and supply chains.	Munters business areas continuously assess the markets in which Munters operates. These assessments include evaluating geopolitical risks and opportunities. Measures include a more flexible production footprint.	↗
Climate Change	Climate change could lead to global warming, glacial melting, rising sea levels, and more frequent and severe extreme weather events such as periods of extreme heat, droughts, heavy rainfall, and storms. These, in turn, increase the risk of wildfires and floods. A lack of mitigation measures increases the risk of disruptions to Munters operations.	For more information, see pages 96-105.	→
Macro economy	In the event of a significant downturn in the macroeconomic environment, Munters aims to maintain an agile and adaptable organisation. Failure to adjust the business and operations to new market conditions could result in lost sales and market share.	Munters continuously monitors global developments and strives for a flexible organizational structure throughout the Group. During the year, investments were made in market monitoring and analysis to strengthen competitiveness and improve decision-making, adapting production and broadening the customer base.	↘
STRATEGIC RISKS			
IT-Related Risks	Munters operations rely on a well-functioning and secure IT environment. Increased digitalization leads to greater vulnerability, including operational disruptions and disturbances in our operations and for our customers. Inadequate information management and IT breaches could result in severe consequences, including loss of trust and significant costs.	By proactively conducting regular security analyses, penetration tests, and training sessions, we ensure continuous improvement in IT security. To address new threats and requirements, we have further developed our IT environment with a range of different activities during the year.	→
Data Management Strategy	Poor data management, characterized by inconsistencies, inaccuracies, or incomplete data, can complicate decision-making processes, reduce operational efficiency, and jeopardize the success of digital initiatives.	Munters strives to implement a robust data management strategy, incorporating security measures, data quality, and continuous improvement.	→
OPERATIONAL RISKS			
Business Interruptions	Munters relies on components, access to critical facilities, and a functioning supply chain. If Munters were to suffer an interruption in a critical process, it would have a major impact on the business.	Munters continuously analyses and implements measures to strengthen resilience. Efforts include evaluating suppliers, internal dependencies, reliance on specific product components, and customer relationships. Facilities regularly update their continuity plans and are actively working on optimizing the supply chain and inventory.	→
Climate Impact	There is a risk that products may not deliver the expected performance, such as energy savings for customers, or that the company may fail to reduce its climate impact in line with its ambitions. This risk could lead to a decline in trust among customers and stakeholders, as well as lower sales.	Munters continuously improves its products to minimize environmental impact. For more details on environmental initiatives, see pages 96-105 and 109-111.	→
REGULATORY RISKS			
Regulatory Compliance	Munters operates under increasing regulatory scrutiny, with stricter compliance and reporting requirements across multiple areas. A failure to comply with laws and regulations, as well as changes in their interpretation and application, could necessitate product modifications, reduce sales, and erode trust among customers and other stakeholders.	Munters monitors regulatory developments at both central and local levels through internal analysis and external advisory services. By mapping how various regulations impact the company, Munters can adjust its operations to ensure compliance.	→

05

Board of Directors' report

Introduction
Strategy
Operations
Corporate Governance
→ Board of Directors' report incl. Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Innovation, sustainability & operational discipline

06 Board of Directors' report

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Board of Directors' report

The Board of Directors and the CEO of Munters Group AB (publ), corp.reg.no 556819-2321 with its registered office in Stockholm, Sweden, hereby submits the consolidated accounts and annual report for the fiscal year January 1 to December 31 2025.

The address of the headquarter is Munters Group AB, Box 1188, SE-164 40 Kista, Sweden, visiting address Borgarfjordsgatan 16 in Kista. "Munters Group AB" or "the Parent Company" refer to Munters Group AB (publ), and "Munters" or "the Group" refer to the Munters Group, which comprises Munters Group AB and its Group companies.

The Board of Directors approved the annual accounts for publication March 5, 2026. The Group and Parent Company statement of comprehensive income and financial position will be submitted for approval at the Annual General Meeting on April 30, 2026.

Operations

Munters is a global leader in energy-efficient and sustainable climate solutions. The solutions guarantee temperature and humidity control, which is mission-critical for customers. Munters offers solutions to many different industries where controlling temperature and humidity is mission critical. Our solutions reduce customers' climate and environmental impact through lower resource consumption, and in the process contribute to cleaner air, higher efficiency and reduced carbon emissions. Sustainability is an important part of Munters' business strategy and value creation.

Munters has been a pioneer in the field of air treatment since the company was founded in 1955. The Group has production and sales in over 30 countries with approximately 5,000 employees. Munters Group AB has been listed on Nasdaq Stockholm since 2017 and is organized into three business areas: AirTech, Data Center Technologies and FoodTech.

Financial information by segment is presented in Note 5, Operating segments. Five-years summary is to be found on page 170.

During the year, the FoodTech Equipment offering was divested. Comments and figures in this report refer to continuing operations unless otherwise stated. For more information, see Notes 1 and 35.

Net sales and result

Order intake and net sales

Order intake during the year increased by 85% and amounted to MSEK 22,984 (12,431), driven by strong demand in DCT, supported by growth in FoodTech and an unchanged development in AirTech.

Net sales grew by 8% to MSEK 14,712 (13,587). Organic growth was 6%, driven by strong growth in FoodTech and DCT while AirTech declined.

Service and components for the full year amounted to 25% (27) of net sales, with an organic growth of 2%. Service accounted for 16% (18) of total net sales with an organic decline of 3%.

Operating profit

Adjusted EBITA amounted to MSEK 1,862 (2,104), corresponding to an adjusted EBITA margin of 12.7% (15.5). The margin declined mainly due to lower volumes, continued dual-site costs and underutilization in AirTech as well as temporary tariff effects in DCT. In DCT product mix had a slight negative impact during the year though this was more than offset by high volumes, strong capacity utilization, net price increases, and continued efficiency gains from lean initiatives. In FoodTech margin remained at a strong level, despite continued high investment levels to support future growth.

Operating profit (EBIT) was MSEK 1,228 (1,746), corresponding to an operating margin of 8.3% (12.9). Amortization of intangible assets were MSEK -310 (-229), where MSEK -84 (-46) related to amortization of intangible assets from acquisitions.

Items affecting comparability totaled MSEK –324 (–128). The amount includes restructuring activities in AirTech of MSEK -77 (-94), M&A activities of MSEK -40 (-48), contingent considerations of MSEK -207 (–). The contingent considerations primarily relate to a holdback of 20% of the purchase price from the acquisition of outstanding shares in MTech Systems, which was completed in March 2025.

Financial items

Financial income and expenses for the full year amounted to MSEK -413 (-359), including interest expenses on lease liabilities of MSEK –114 (–48). Compared to last year interest expenses increased mainly due to higher debt.

Taxes

Income taxes for the year were MSEK -253 (-434) with an effective tax rate of 31% (31).

Investments and leases

Investments in property, plant and equipment amounted to MSEK 600 (762), whereof MSEK 8 (17) relates to discontinued operations. Investments in intangible assets amounted to MSEK 331 (731) whereof MSEK 4 (6) relates to discontinued operations. Investments in intangible assets include MSEK 61 (434) related to ERP-licenses. During the year, the Group entered into new lease contracts amounting to MSEK 1,121 (491). The increase from the previous year is attributable to the establishment of a new production facility in Amesbury, USA.

Goodwill

Goodwill at December 31, 2025 amounted to MSEK 5,458 (7,769). The decrease is explained by exchange rate differences in addition to the divestment of the FoodTech Equipment business that was completed during the year.

Financial position and liquidity

Interest-bearing liabilities, including lease liabilities, increased by MSEK 322 compared to the end of 2024 and amounted to MSEK 7,919 (7,597). The Group's interest-bearing liabilities have an average maturity of 2.8 (1.6) years.

Cash and cash equivalents amounted to MSEK 1,492 (1,530) as of December 31 2025, which is a decrease of MSEK 38.

Net debt as of December 31 amounted to MSEK 6,714 compared to MSEK 6,364 at the end of 2024. Net debt in relation to adjusted EBITDA was 2.9x compared to 2.6x at the end of 2024. The higher ratio

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

is mainly explained by a lower EBITDA in combination with higher net debt due to increased lease liabilities.

Financial instruments
The existence of financial instruments in the group, in addition to those that have arisen in the current operations, is constituted of interest-bearing bank loans as well as currency derivatives. Additional information about financial instruments can be found in Note 3, 23 and 24.

Research and development
The costs of research and development amounted to MSEK 487 (408), equivalent to 3.3% (3.0) of net sales. Internally generated intangible assets amounted to MSEK 205 (193). The activities in the area include technical and product development and product ownership. To ensure a persistent and long-term value creation, Munters balance activities around innovation, development and product launches. There has been a lot of focus on digitization.

Sustainability and energy efficiency is a focus area within Munters, and a large part of the research resources are used for the development of new technologies in these areas.

Employees
The number of permanent full time employees were by year-end 2025 4,990 (4,977, excluding discontinued operations, by year-end 2024).

For remuneration to senior executives as well as adopted remuneration guidelines for this remuneration, see Note 33.

Significant events during the year
Acquisitions and divestments
In February, an agreement was signed to divest the FoodTech Equipment offering to Grain & Protein Technologies (GPT), owned by American Industrial Partners, for MEUR 97.5 (approx. BSEK 1.1) on a cash- and debt-free basis. The transaction aligns with Munters strategy to focus on digital growth within FoodTech, including software, controllers, sensors and IoT. The divestment was finalized in May. The transaction promotes FoodTech's strategic focus on digital solutions. The divested operations comprised approximately 400 employees, five production facilities, one assembly center, and three sales offices. The business generated net sales of BSEK 1.9 in 2024 and has been reported as discontinued operations.

In March, the remaining shares in MTech Systems were acquired. Munters has been a shareholder in MTech since 2017, and the company is a key factor in FoodTech's digital transformation. 80% of the purchase price, equivalent to MSEK 809, was paid on March 31, 2025, and the remaining 20% was paid in January 2026 (see Events after the balance sheet date for further information). The acquisition strengthens Munters' position in providing digital, data-driven solutions to customers throughout the global food production chain.

In September, Munters increased its ownership stake in Capsol Technologies ASA to approximately 7% through a MEUR 2 private placement. The companies are also expanding their strategic partnership to include commercial collaboration in the growing market for carbon capture solutions.

In December, Munters acquired the remaining 40% of the shares in the Brazilian company InoBram, in which a majority stake was acquired in 2023. Munters acquired the outstanding shares for a purchase price of BRL 83.3 million (MSEK 148).

Munters adopts new science-based climate targets
In April, it was announced that Munters' climate targets were validated by SBTi, supporting the 1.5°C goal of the Paris Agreement. A new Scope 3 target aimed to reduce emissions per unit sold by 51.6% by 2030 (base year 2023). For Scope 1 and 2, the updated target is a 42% reduction by 2030. The revised goals reflect Munters' ambition to double in size while halving its climate footprint, integrating sustainability into product development and operations.

Establishment of Medium Term Note(MTN) program and green bond issuance
In June Munters announced that a BSEK 5 MTN-program and green bond framework had been established to support sustainable financing. The inaugural green bond issuances in June included a MSEK 200 (3-year) and a MSEK 800 (5-year) bond.

In September, Munters announced the issuance of a four-year senior green bond of BSEK 1 under its MTN-program. The bonds were significantly oversubscribed, and the net proceeds will be allocated to green projects in line with Munters Green Bond Framework.

Circular collaboration for plasterboard production
In October it was announced that Munters, NOAH and Stockholm Exergi are collaborating to transform industrial waste streams into new input materials. By using fly ash from combined heat and power plants and salt residues from Munters rotor manufacturing, Norgips is now producing new plasterboards in Tobo, Sweden.

Cost adjustments and operational efficiency initatives in AirTech
In conjunction with the third-quarter report, Munters announced increased cost adjustments and operational efficiency initiatives would be implemented in AirTech, expected to generate annual net cost savings of MSEK 250-300, with full effect reached by the end of 2026. Workforce adjustments impact approximately 200 positions globally. These actions are not only intended to mitigate current conditions but also to strengthen efficiency and cost base. Restructuring costs of net MSEK 77 were recognized in the fourth quarter of 2025.

Record orders in the fourth quarter
In October, AirTech received an order valued at approx. MSEK 280 from a leading US battery cell producer. The order comprises Munters LDP (Low Dew Point) dehumidifiers, other desiccant dehumidification units, and related service. Deliveries are expected to take place during the second and third quarters of 2026.

In November, DCT received several orders from a US hyperscaler customer with a combined value of approx. BSEK 2. The orders comprise custom-designed Computer Room Air Handlers (CRAHs) for multiple data center sites in the US. Deliveries are expected from the end of 2026 through early 2028.

In December, DCT received three larger orders. One order at approx. MSEK 775 from a US-based data center colocation provider focused on high-performance computing for AI. The order comprises Geoclima Circlemiser chillers, as well as related service and commissioning, to be deployed at a large AI data center facility for a hyperscale tenant. Deliveries scheduled during 2026. In December DCT also received an order valued at MSEK 840 from a new US-based colocation data center customer. The order comprises Geoclima Circlemiser chillers, as well as related service and commissioning, with production in Munters expanded US data center facility and deliveries starting in Q4 2026 and continuing through Q1 2027.

In December, DCT received new record orders with a total value of approx. BSEK 2.1 from a US-based colocation data center customer. The orders comprise chilled water Computer Room Air Handlers (CRAHs), Coolant Distribution Units (CDUs), Geoclima Circlemiser chillers, and related start-up and commissioning services for large-scale data center cooling infrastructure. Deliveries are scheduled to begin in Q4 2026 and continue through Q1 2028.

Annual general meeting 2025
The annual general meeting of Munters Group AB was held on Wednesday, 14 May 2025. The AGM resolved in accordance with the Nomination Committee's proposal and re-elected the Board members Elizabeth Carey Nugent, Helen Fasth Gillstedt, Maria Håkansson, Anders Lindqvist, Magnus Nicolin, Kristian Sildeby and Sabine Simeon-Aissaoui.

Nomination Committee for the AGM 2026
In October, the Nomination Committee for Munters Group AB was appointed. The Committee consists of the following members: Magnus Fernström, FAM AB, Chair of the Nomination Committee; Celia Grip, Swedbank Robur Fonder; Jan Särlvik, AP4 (Fourth Swedish National Pension Fund); and Philip Mesch, Odin Fonder.

The Nomination Committee shall prepare proposals for the 2026 Annual General Meeting regarding the Chair of the AGM, the Board of Directors, the Chair of the Board, the auditor, Board remuneration including the distribution between the Chair and other members as well as compensation for committee work, remuneration to the company's auditor, and, if necessary, proposed amendments to the Nomination Committee's instruction.

Significant risks & uncertainties
The Group's significant risks and uncertainties can be divided into five categories: strategic, operational, financial, regulatory and market risks. In these categories, there are both risks due to political and macroeconomic trends and specific risks directly linked to the business carried out by the Group. A risk assessment is carried out on an annual basis and the purpose is to identify and address the most important risks.

Munters products are used in complex customer processes. Quality and contract obligations are critical and could result in claims from damages. The Group depends to some extent on key customers and key personnel. Considering that Munters is a company with geographically widespread operations and many small organizational units, there is a risk of failure to comply with relevant regulations in the business ethics area, e.g. anti-bribery rules.

A risk assessment is performed annually for the purpose of identifying and remedying the most important risks. Munters' primary risks are defined as the company's most important identified risks and are presented on the pages 58–61 and 75-81 of this report.

Introduction
Strategy
Operations
Corporate Governance
→ Board of Directors' report incl. Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Munters works actively with insurance solutions, and Group-wide policies are governed by central guidelines. These include general liability and product liability, property, business interruptions, transportation, director and officer liability insurance and employment practice liability, the main purpose of which is to prevent property damage and business interruptions.

The Group's financial risks mainly consist of currency, interest and financing. A more extensive description of financial risks and how these are managed can be found in Note 3.

Parent company
The parent company has no sales of goods and services to external customers. Cash and cash equivalents at the end of the year amounted to MSEK 0 (0).

Share capital and ownership in Munters Group AB
The share capital of SEK 5,533,735 is comprised of 184,457,817 shares with a par value of SEK 0.03 per share, whereof 1,916,377 are treasury shares, which corresponds to 1.0% of the share capital. The shares in Munters Group AB are listed on Nasdaq Stockholm under the name MTRS. The ten largest owners in Munters Group AB hold a total of 61.7% (61.3) of outstanding shares. Of these, FAM AB holds 28.3% (28.0). No other shareholder holds more than ten percent of the shares, either directly or indirectly, in Munters Group AB. See Note 21 for more information.

Proposal on distribution of dividend
At the disposal of the Annual General Meeting are the following earnings; KSEK 3,122,520. The Board of Directors of Munters Group AB proposes that the Annual General Meeting 2026 resolves that a dividend of SEK 1.60 be paid for 2025, in total MSEK 292, and that other retained earnings amounting to MSEK 2,830 be carried forward.

Provisions in articles of association
The Annual General Meeting is charged with appointing and dismissing Board members. The Annual General Meeting also decides on changes to the Articles of Association.

Proposal regarding guidelines for the remuneration of senior executives
The main changes to the existing guidelines proposed by the board of directors relate only to updates of the examples of financial criteria that long-term variable cash salary may be linked to.

The Board of Directors proposes that the 2026 annual general meeting resolve on guidelines for the remuneration of senior executives to be in force until further notice, pursuant to the following.

The group of executives encompassed by the guidelines comprises the CEO and other members of the Group Management. The guidelines also encompass any remuneration to board members, other than board fees. The guidelines shall apply to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the 2026 annual general meeting. The guidelines do not apply to any remuneration resolved by the general meeting.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability
Munters business strategy is to be a global leader in energy-efficient and sustainable climate solutions. Our solutions enable energy efficient production processes with reduced carbon dioxide emissions for our customers. Using innovative technologies, Munters ensures the optimal climate for mission-critical industrial applications and processes by providing energy-efficient climate control solutions, including air treatment, cooling, dehumidification, and related services such as installation, maintenance, and digital monitoring systems. The largest segments include industrial, data centers, food, pharmaceuticals, and agriculture, where precise temperature and humidity control are essential for efficiency, sustainability, and operational performance.

Munters conducts operations in three business areas:

AirTech is a global leader in energy-efficient air treatment solutions, providing climate control technologies that ensure optimal humidity levels for industrial applications.

Data Center Technologies is a leading provider of advanced climate cooling solutions, offering a wide range of energy-efficient technologies such as air handling, evaporative cooling, and heat rejection. These solutions help different data center operators achieve sustainable and reliable operations.

FoodTech is a leading provider of advanced software and control systems designed to optimize climate management and operational efficiency across the entire food production value chain, including livestock farming and greenhouses.

For further information regarding Munters business strategy, see Munters website *(https://www.munters.com/en-us/about-us/our-strategy/)*.

A prerequisite for the successful implementation of Munters business strategy and safeguarding of the company's long-term interests, including its sustainability, as well as delivery on the ambitions the company has, is that the company is able to recruit and retain qualified personnel. In order to do so, Munters must be able to offer a competitive total remuneration based on market terms, which these guidelines enable.

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

Types of remuneration, etc.
The remuneration shall be on market terms and may consist of the following components: fixed annual cash salary, variable cash salary, pension and other benefits. Additionally, the general meeting may – irrespective of these guidelines – resolve on, for example, share and share price-related remuneration.

Fixed cash salary
The fixed cash salary shall reflect the demands and responsibility that the position entails as well as individual performance. The fixed cash salary shall be revised annually.

Variable cash salary
Variable cash salary may consist of annual variable cash salary and / or long-term variable cash salary.

The annual variable cash salary shall be maximized to 60 per cent of the fixed annual cash salary for the CEO and 50 per cent of the fixed annual cash salary for the other members of the Group Management. The satisfaction of criteria for awarding variable cash salary shall be measured over a period of one year.

The annual variable cash salary shall be linked to predetermined and measurable financial criteria, such as adjusted operating earnings and working capital. By linking the remuneration of the senior executives to the company's earnings and financing of its operating activities, the criteria promote the implementation of the company's business strategy and long-term interests, including its sustainability. Furthermore, the criteria for variable cash salary shall be designed so that they do not encourage excessive risk taking.

With the exception of what is stated below regarding members of the Group Management who are business area presidents, the long-term variable cash salary shall be awarded after one, two, and three years, respectively, and shall be maximized to a total of 150 per cent of the annual fixed cash salary for the CEO, and 60 per cent of the annual fixed cash salary for other members of the Group Management, distributed pro-rata over the three years. The satisfaction of criteria for pay out of long-term variable cash salary shall be measured during a one-, two- and three-year period, respectively, before pay out.

Such long-term variable cash salary shall be linked to predetermined and measurable financial criteria (weighting 70 per cent) and non-financial criteria (weighting 30 per cent). The financial criteria may consist of, for example, adjusted operating earnings and net sales and the non-financial criteria may consist of, for example, weighted sustainability goals (such as annual reduction of direct (Scope 1) and indirect (Scope 2) emissions measured in tonnes of carbon dioxide or indirect emissions per unit sold (Scope 3, Category 11) measured in tonnes of carbon dioxide, annual percentage of women leaders who have been appointed within the group, and annual service growth).

In addition, members of the Group Management who are business area presidents may be entitled to additional long-term variable cash salary that shall be maximized to 10 per cent of the annual fixed cash salary and be linked to a predetermined and measurable financial criterion for the relevant business area. The financial criterion may consist of, for example, adjusted operating earnings or annual recurring revenue, and may be different for each business area. The satisfaction of criterion for pay out of such long-term variable cash salary shall be measured during a three-year period before pay out.

By linking the remuneration of the senior executives to the company's earnings, financing of day-to-day operations, and sustainability, the criteria promote the implementation of the company's business strategy and long-term interests, including its sustainability. The criteria for long-term variable cash salary shall be designed so that they do not encourage excessive risk-taking.

A certain part of the net amount after tax of paid out long-term variable cash salary is expected to be invested in Munters shares, according to the share ownership policy which the Board of Directors has adopted. The entire net amount after tax is expected to be invested in Munters shares until the holding in value corresponds to 200 per cent of the gross annual fixed cash salary for the CEO and 100 per cent of the gross annual fixed cash salary for other members of the Group Management. When such a holding has been achieved, half of the net amount after tax is expected to be invested in Munters shares.

To which extent the criteria for awarding variable cash salary have been satisfied shall be evaluated

Introduction
Strategy
Operations
Corporate Governance
→ Board of Directors' report incl. Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

when the measurement period has ended. The Board of Directors is responsible for the evaluation so far as it concerns variable cash salary to the CEO. The Remuneration Committee is responsible for the evaluation so far as it concerns variable cash salary to other members of the Group Management. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

Terms and conditions for both annual variable cash salary and long-term variable cash salary shall be designed so that the Board of Directors, if exceptional economic circumstances prevail, has the option of limiting or refraining from payment if such a measure is considered reasonable.

Additional variable cash remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 50 per cent of the fixed annual cash salary and shall not be paid more than once per year and per individual. Resolution on such remuneration shall be made by the Board of Directors based on a proposal from the Remuneration Committee.

Pension
For the CEO, pension benefits, including health insurance, shall be defined contribution. Variable cash salary shall not qualify for pension benefits. Pension contributions for defined contribution pension shall amount to not more than 35 per cent of the fixed annual cash salary.

For other members of the Group Management, pension benefits, including health insurance, shall be defined contribution unless the executive concerned is subject to defined benefit pension under mandatory collective agreement provisions. Variable cash salary shall qualify for pension benefits to the extent required by mandatory collective agreement provisions applicable to the executive. Pension contributions for defined contribution pension shall amount to not more than 35 per cent of the fixed annual cash salary.

Other benefits and compensation
Other compensation may consist of other benefits that are customary and in line with market terms, such as medical insurance, life insurance and company cars, which shall not constitute a significant part of the total remuneration. Such benefits may amount to not more than 10 per cent of the fixed annual cash salary.

For employments governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Consultancy fee to board members
In specific cases, and for a limited time, Munters board members elected by the general meeting may be able to be remunerated for services within their respective areas of expertise, which does not constitute board work. For these services (including services performed by a board member wholly-owned company), a fee on market terms can be paid, provided that such services contribute to the implementation of Munters business strategy and safeguarding of Munters long-term interests, including its sustainability. Such consultancy fee may, for each board member, in no case exceed one year's board fee.

Termination of employment
Fixed cash salary during the notice period and severance pay, as well as remuneration for any non-compete restrictions, shall in total not exceed an amount corresponding to the fixed cash salary for two years for the CEO and 18 months for other members of the Group Management. Severance pay shall not be paid if notice of termination of employment is made by the CEO and other members of the Group Management. The notice period between the company and the CEO, and other members of the Group Management, shall not exceed 6 months.

Remuneration for any non-compete restrictions shall compensate for any loss of income and shall only be paid for such period as the former executive does not have the right to severance pay. The remuneration shall amount to not more than 60 per cent of the fixed annual cash salary at the time of termination of employment, unless otherwise provided by mandatory collective agreement provisions, and shall be payable during the period subject to the non-compete restriction, which shall not exceed 12 months after termination of employment.

Salary and employment conditions for employees
In the preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for employees of the company and the group's Swedish operations have been taken into account by including information on the employees' total remuneration, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. In the company, i.e. in Munters Group AB, there are only eight employees (and all are senior executives).

Preparation and decision-making process
The Board of Directors has established a Remuneration Committee. The committee's tasks include, among other things, preparing the Board of Directors' decision to propose guidelines for remuneration to senior executives. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit the proposal to the annual general meeting. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the Group Management, the application of the guidelines for remuneration to senior executives as well as the current remuneration structures and compensation levels in the company. The CEO and other members of the Group Management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Remuneration to the CEO is prepared by the Remuneration Committee and decided by the Board of Directors.

Remuneration to other members of the Group Management is prepared by the CEO and decided by the Remuneration Committee.

Derogation from the guidelines
The Board of Directors may temporarily resolve to derogate from the guidelines resolved by the general meeting, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As stated above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-matters, which includes preparing any resolutions to derogate from the guidelines.

Significant events after the balance sheet date
In January 2026 the MTech contingent consideration was paid to the sellers, in total about MUSD 18.5. The amount is fully accrued by the end of 2025.

Corporate governance report and sustainability report
The Corporate Governance Report can be found on pages 46-57 and the Sustainability Report on pages 67-132. The Sustainability Report also includes Munters' taxonomy report. For descriptions of risks and controls in conjunction with preparation of the consolidated accounts, refer to the Corporate Governance Report.

Financial statements and notes
The Group's income and financial position in other respects are presented in the following statements of comprehensive income, financial position, cash flows and changes in equity, as well as in the Notes. The Parent Company's income and financial position in other respects are presented in the following income statement and balance sheet, statement of changes in equity, cash flow statement and notes. All amounts are in millions of Swedish kronor (MSEK) unless otherwise specified.

Totals quoted in tables and statements may not always be the exact sum of the individual items because of rounding differences. The aim is that each line item should correspond to its source and rounding differences may therefore arise.

05

Board of Directors' report

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

We aim to contribute to a better environment while creating value

05 Sustainability statement

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
→ Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Contents, Sustainability statement

General disclosures

Basis for preparation 69
Organization and governance 70
Strategy, business model & value chain 74
Stakeholder engagement 82
Impacts, risks and opportunities 83

EU taxonomy report

EU taxonomy report 85
Turnover 88
Capital expenditure 94
Operational expenditure 95

Climate change E1

Climate scenario analysis 96
Impacts, risks and opportunities 99
Policies 99
Management approach 100
Targets & metrics 105

Circularity and resource use E5

Impacts, risks and opportunities 109
Policies 109
Management approach 110
Targets & metrics 111

Own workforce S1

Impacts, risks and opportunities 114
Policies 114
Management approach 115
Targets & metrics 118

Workers in the value chain S2

Impacts, risks and opportunities 122
Policies 122
Management approach 123
Targets & metrics 124

Business conduct G1

Impacts, risks and opportunities 126
Policies 126
Management approach 127
Targets & metrics 129

ESRS-index

Index of ESRS disclosure requirements 130
List of data points in cross-cutting and topical standards that derive from other EU legislation 131

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

General disclosures

Basis for preparation 69
Organization and governance 70
Strategy, business model & value chain 74
Stakeholder engagement 82
Impacts, risks and opportunities 83

Basis for preparation

This sustainability statement constitutes Munters Group AB, sustainability reporting for the financial year 1 January–31 December 2025. The sustainability statement has been prepared in accordance with:

- Directive 2013/34/EU of the European Parliament and of the Council as amended by the Corporate Sustainability Reporting Directive (CSRD, 2022/2464/EU),
- Commission Delegated Regulation (EU) 2023/2772 on the European Sustainability Reporting Standards (ESRS Set 1),
- and applicable Swedish legislation, including the Swedish Annual Accounts Act.

The statement covers the general disclosure requirements in ESRS 1 and ESRS 2 as well as relevant topical standards to the extent each topic has been assessed as material through Munters double materiality assessment.

Reporting scope and consolidation boundary
The sustainability statement covers Munters Group AB and all subsidiaries included in the consolidated financial statements using full consolidation, and material impacts in the upstream and downstream value chain, including suppliers, contracted partners and the use of Munters products. Any deviations for specific data points are described in the relevant sections.

Data, estimates and qualitative characteristics
The sustainability information is based on a combination of:

- primary data (for example production and energy data from Munters own sites)
- information obtained from suppliers and other external parties, and
- modelling and estimates, particularly where complete primary data is not yet available.

Where data is based on estimates, assumptions or proxy data, this is disclosed in the relevant sections together with the main assumptions applied and an assessment of any measurement uncertainty if applicable. Data is generated and consolidated through internal control systems that we continue to develop.

Comparability, changes and transitional provisions
The financial year 2025 is Munters first reporting period under CSRD. This entails that:

- certain disclosures are presented without comparative figures for 2024, and
- certain reclassifications, recalculations and methodological changes have been made to align historical data with the new requirements.

Where significant changes in definitions, methods, assumptions or reporting boundaries have been made, these are described in connection with the relevant disclosure, together with their effects on year-on-year comparability. Where it has not been practicable to recalculate comparative information in accordance with ESRS 1 and ESRS 2, the reasons for this and the implications for interpreting the information are explained.

Currency, units and rounding
Unless otherwise stated, quantitative disclosures are presented in Swedish kronor (SEK) or in units commonly used for the respective sustainability topic (e.g. tonnes of CO_2e, MWh, number of employees). Due to rounding, totals and percentages may not always add up exactly to the sum of the individual items.

Restatement
During 2025 Munters finalized its divestment of the Equipment business within FoodTech. As a result all figures presented for previous years during which Equipment was part of FoodTech have been restated to exclude the divested operations if nothing else is stated in connection to the presented metric.

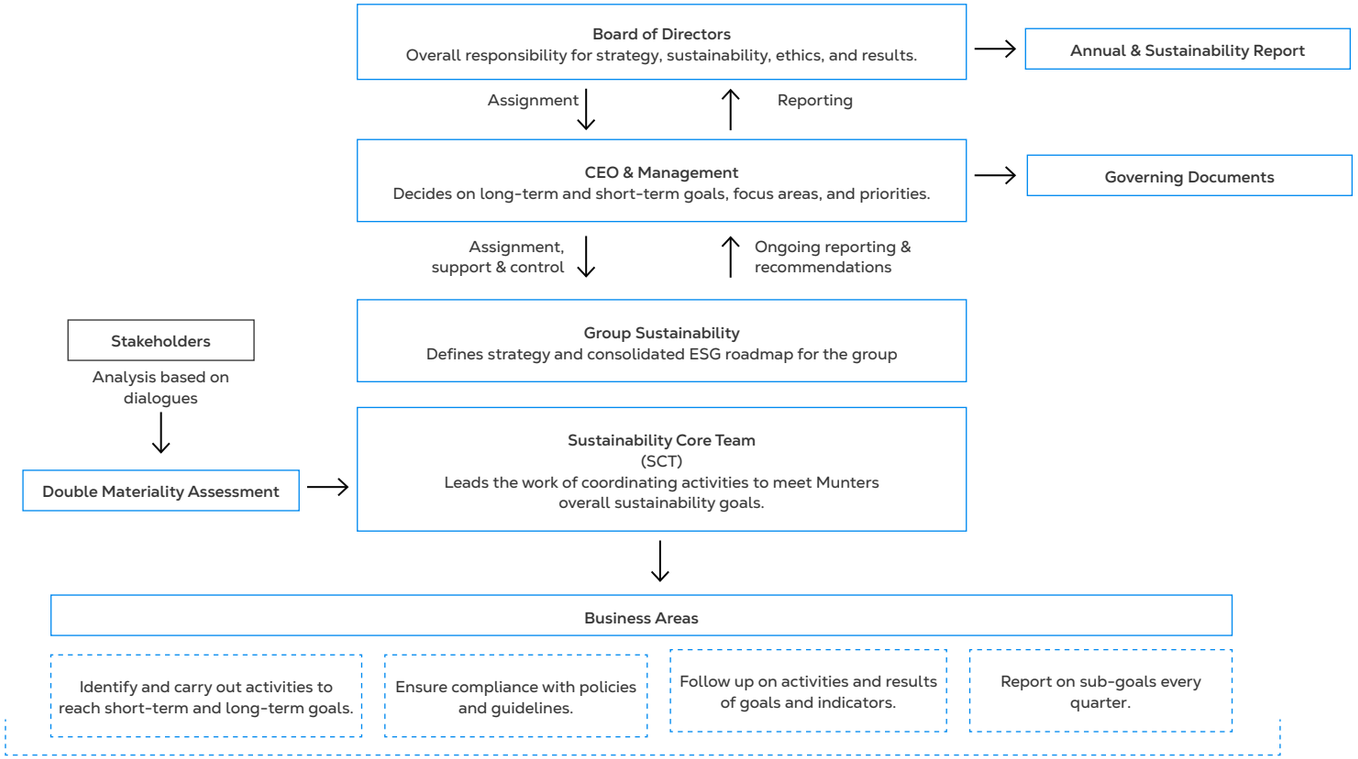
Omissions
For 2025, Munters has opted for the phase-in provisions for E1-9, S1-7, S1-11, S1-13 83(b) and S1-15.

Incorporation by references
All required information is included within the Sustainability Statement, except for revenue breakdown across IFRS 8 segments is provided in Note 4 on page 144.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Organization and Governance

Munters Sustainability Governance Model



Important steering documents
All of our steering documents are reviewed and signed off once every year either by the Board of Directors or Munters Group Management. The content of the documents are described under each relevant standard and how it addresses the relevant sustainability matter. Connected to our policies we have procedures and instructions that aims to implement the policies in our operations.

- Code of Conduct
- Supplier Code of Conduct
- Sustainability Policy
- Work Environment Policy
- Health and Safety Policy
- Sourcing Policy
- Anti-Bribery and Anti-Corruption Policy
- Whistleblowing Policy
- People Policy

During 2025, the Sustainability Policy was updated with references to a Circularity procedure and a Human Rights procedure. The procedures were developed with cross-functional teams covering subject matter experts and business area representatives to ensure alignment and feasibility.

Board of Directors and Management

The Board of Directors is ultimately responsible for Munters business model, governance structure and business strategy. Sustainability, including environment, social and governance aspects, is fully integrated into Munters business strategy.

Munters President and CEO is responsible for the execution of the strategic priorities including target setting and follow up of all strategic and financial goals and KPIs. Munters Group Management (MGM) executes the business strategy, including environmental, social and governance aspects, and follow up on decided targets.

Strategy and policy documents are decided by the Board of Directors and the Group Management once a year and are available on Munters intranet. The Board of Directors also reviews and approves the Annual and Sustainability Report.

For information about the board's independence, composition, and employee representatives refer to pages 54-55 of the Corporate Governance Report.

Information on sustainability matters addressed by management and the Board
The role of the Board of Directors as Munters highest governing body for sustainability matters has been reinforced in recent years. Since 2021, the Board focuses on tracking and follow up of strategic sustainability KPIs. The Audit Committee is responsible for tracking and following up on all sustainability matters as well as reporting these to the Board of Directors. The complete Board of Directors is regularly informed about the progress in various sustainability related projects. This is done through presentations of key performance indicators, as well as in-dept information about various key projects driving certain sustainability linked areas, for example in product development or research and development. These efforts are also supported by the inclusion of enhanced sustainability content in the Group's quarterly internal business reviews as well as in the external reports which commenced in 2023.

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Board Competence

The Board of Directors collectively possesses the necessary expertise to oversee the company's strategy and performance including the sustainability agenda. Board members bring experience from areas such as climate change, supply chain responsibility, occupational health and safety, sustainable innovation, business conduct and DEI (Diversity, Equity & Inclusion).

To ensure continuous relevance of its competence, the Board regularly receives briefings and training on emerging sustainability regulations, including the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy. This enables the Board to make informed decisions on the company's material sustainability risks and opportunities. During this year the Board had training on the fundamentals of data-driven sustainability aspects and connection to creating business value in May. Additionally, the board receives updates on emerging regulations and ESG key performance indicators once every quarter by the CFO.

The Nomination Committee ensures that sustainability competence is considered in the recruitment and evaluation of Board members. In addition, an annual competence review identifies any gaps and supports further development through targeted training and external expertise when needed.

The Board has delegated certain sustainability oversight responsibilities to the Audit Committee, which monitors regulatory developments, risk exposures, and the integration of sustainability into the company's strategy and operations.

The Board during the year

During the year 11 Board meetings were held where 4 meetings included a deep dive into sustainability in March, April, May and December. In addition to the specific sustainability deep dives conducted during the year, material sustainability matters are regularly addressed in meetings when making decisions on business plans and project follow-ups.

In March, the Board of Directors was updated on progress in a set of sustainability key performance indicators. The direction and ambition of the sustainability agenda was confirmed to stay intact with the same sustainability focus areas for the coming year, including climate action and circularity, sustainability in the value chain, people and society, engagement and knowledge and transparency and compliance.

In April, Munters near-term climate targets to reduce greenhouse gas emissions in line with the Paris Agreement's 1.5C scenario were validated by the Science Based Targets initiative (SBTi). The targets aim to reduce Scope 1 & 2 with 42% between 2023 and 2030 and with 51.6% per unit sold in Scope 3 between 2023 and 2030. Targets and road maps were approved by the Board of Directors in November 2024.

In May, the Board of Directors received sustainability training encompassing topics such as climate change, biodiversity, impact, risks and opportunities, stakeholder interests, and value creation. The objective was to understand the value of sustainability in a business context and to discuss the value of keeping momentum in the sustainability agenda and confirm the ambition long-term. In December the Board of Directors was updated on recent and imminent sustainability related legislation and on the sustainability agenda for the coming strategic period, including an updated Double Materiality Assessment (DMA). The DMA confirmed the existing areas of materiality for Munters going forward.

The Audit Committee has been informed about Munters progress in the preparation for CSRD at every meeting in 2025. At each meeting, the key strategic sustainability KPIs have been followed up and discussed.

The Management team during the year

Munters Group Management is informed of the progress in our strategic sustainability KPIs and ongoing activities through our Quarterly Business Reviews and in deep dives at management meetings. During the year 12 meetings were held, and 5 meetings included a deep dive into sustainability.

Decisions during the year:

- Decision in March to launch a global, cross-functional project aimed at sustainability due diligence in the value chain.
- In March, May, August, September and December Group Management were informed on the process and results from the updated double materiality assessment.
- Decision in December on new target to halve the amount of landfill waste and initial transition plan to reach target
- In December, Group Management also revisited the question of business risks and opportunities in two different climate scenarios based on data from the Intergovernmental Panel on Climate Change (IPCC) .

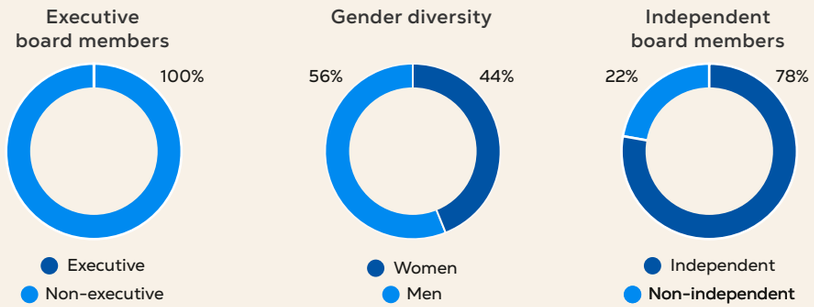
The Sustainability Core Team

Group Sustainability (GS) together with the Sustainability Core Team (SCT) leads the work of coordinating the strategy in our business and the Business Areas execute it. The SCT consists of representatives from GS, all three Business Areas and representatives from group functions including communication, finance, strategy and investor relations, and business excellence network.

In 2025 the SCT consisted of 13 people representing senior levels that are accountable for securing the implementation of the sustainability agenda in the organization. To ensure long-term sustainable and profitable business, sustainability is integrated into all segments of the business strategy. The SCT coordinates activities to meet agreed sustainability targets, ensures strategic alignment and prioritization, shares information and reviews project status cross-functionally and cross-regionally. GS acts as a Center of Excellence for Sustainability and supports the organization with knowledge, engagement, and training. GS has a continuous dialogue with the board and management team regarding Munters sustainability agenda and presents progress on the ongoing activities and priorities set through the SCT.

The SCT is chaired by Vice President Sustainability who reports to Group Vice President People, Culture and Sustainability. The purpose of the SCT is to lead the sustainability quest through clear targets, activities, governance, communication, and training.

Board composition and independency



The presented figures includes all board member including employee representatives.

Workstreams channelled in 2025

SCT conducted 12 meetings during the year. In addition, separate meetings between individual members have been held, with for instance Munters Group Management, Business Area management teams, local site visits and dialogues with local working groups. The SCT, together with other group functions and the Business Areas, work with, among other things:

- Alignment of ambition level, priorities and targets for sustainability in the strategy period 2026–2028 including alignment of high-level E, S, G targets and KPI's to be reported and reviewed on a quarterly basis
- Detailed de-carbonization road maps for Scope 1, 2 and 3 in line with the Paris Agreement's 1.5°C scenario.
- Online and in-person sustainability training for managers and to raise awareness and knowledge and to empower employees with tools
- Meetings and workshops with R&D, project management and sales to accelerate sustainability, innovation and share ideas, achievements and progress
- Public webinar on insights from our Circular Development program, addressing circularity as a concept, strategy and ways of working
- Conducted climate risk analysis and updated the double materiality assessment

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Incentive Program

Proposed Munters incentive structures are designed to promote long-term value creation by aligning executive remuneration with financial performance, climate transition, and people sustainability priorities. Sustainability-linked incentives support the Group's transition towards net-zero operations, increased gender balance in leadership, and profitable services growth. On behalf of the Board, Munters has introduced such a long-term incentive program (LTIP) for senior executives and key personnel within the Group in 2023, 2024 and 2025. The program links the participants' compensation to the company's earnings, financing of the current operations and compounded sustainability performance over a three-year period, thus promoting continuous and sustainable improvements. The programs have a three-year earnings period, and the outcome is paid in cash after one, two and three years, respectively, distributed pro rata over the three years. Participants are required to invest the net cash payout in Munters shares, until they reach a defined investment level. This can further align the long-term interests between the participants and the company.

The performance criteria in the program are linked to predetermined and measurable financial criteria (weighting 70%) and sustainability criteria (weighting 30%), as determined by the Board of Directors for each program. The climate-related performance criteria are aligned with Munters science-based climate targets and focus on operational decarbonisation and value-chain emissions where Munters has the greatest impact. The sustainability related component consists of three sub-components and the number of participants in the programs are as below.

Sustainability goals in long term incentive program

Program Year	2023	2024	2025
Sustainability goal 1	Annual increase in % renewable electricity in production facilities	Annual % reduction in Scope 1 and 2 carbon emissions in ton	Reduction in Scope 1 and 2 carbon emissions in tonnes of carbon dioxide (annual decrease vs. PY, in line with annual milestones to reach SBTI validated target by 2030) Reduction of indirect scope 3.11 emissions per unit sold in tonnes of carbon dioxide (annual decrease vs. PY in line with annual milestones)
Sustainability goal 2	% of leaders appointed yearly that are women	% of leaders appointed yearly that are women	% of leaders appointed yearly that are women
Sustainability goal 3	Growth in service and components	Growth in service and components	Growth in service and components
No. of max. participants	82	85	85

For each sub-component, a fulfillment rate of 0-100% is determined based on the specific minimum and maximum goals set for each sub-component.

The LTIP can award a maximum payout of 150% of annual base salary for the CEO, 60-70% for members of Group Management and 30-40% for other participants, distributed pro rata over a three-year period. Overall, 70% of the LTIP opportunity is linked to financial performance and 30% to sustainability-related performance. The sustainability component is equally divided across three sub-targets, meaning that the climate-related goals, carbon emissions reduction and services growth, together represent up to 20% of the total maximum incentive opportunity.

The level of incentive opportunity varies by position and is calculated as a percentage of annual base salary, as set out below. The Board of Directors determines the performance criteria annually and assesses outcomes at the end of each performance period.

Weight of sustainability goals in long term incentive program

	CEO	Group Mngt	Other participants
Max as % of annual salary	150%	60-70%	30-40%
Weight of Financial criteria	70%	70%	70%
Weight of Sustainable goal 1 – Climate action	10%	10%	10%
Weight of Sustainable goal 2 – Gender balance	10%	10%	10%
Weight of Sustainable goal 3 – Service growth	10%	10%	10%
Total	**100%**	**100%**	**100%**

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
→ General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Statement on due diligence

Sustainability Due Diligence (SDD) is the process through which Munters identifies, prevents, mitigates, remediates and reports actual and potential negative impacts on the environment and people resulting from its activities. The key focus of SDD is to identify, assess, prevent and track the negative impacts, both current and potential, that arise from Munters operations and are directly connected to its activities, products, services, and business relationships across the value chain. The process for remediation varies depending on the subject and how we work with prevention and mitigating actions is described under each material topic in the report.

Core elements of due diligence	References in the report
a) Embedding due diligence in governance, strategy and business model	p. 74-75, 99. 109, 114, 122, 126
b) Engaging with affected stakeholders in all key steps of the due diligence	p. 82, 100, 110-111, 115-117, 123, 127-128
c) Identifying and assessing adverse impacts	p. 76-81, 83, 99, 109, 114, 122, 126
d) Taking actions to address those adverse impacts	p. 100-103, 110-111, 115-117, 123, 127-128
e) Tracking the effectiveness of these efforts and communicating	p. 70-71, 73, 105-106, 111-112, 118-120, 124, 128-129

Risk management and internal control

During the year, we initiated efforts to develop and strengthen the processes and systems for risk management and internal control related to sustainability reporting. A sustainability framework to meet the requirements of the CSRD has been established and the roll out started in 2025 and will continue during the upcoming year. This framework aims to ensure that sustainability reporting adheres to the highest standards and supports the organization's long-term objectives.

Scope and main elements
Regarding the scope and main elements of the processes and systems for risk management and internal control, our focus has been on creating robust methods mechanisms to identify, assess, and manage risks related to sustainability issues. This includes integrating sustainability-related controls into existing operational and financial processes.

Risk assessments and mitigation strategies
The risk assessment methodology is based on a structured process where potential sustainability risks are identified through a combination of qualitative and quantitative analyses. Risk prioritization is carried out based on their likelihood and impact on the organization, with special attention given to areas of greatest importance to our stakeholders.

Among the main risks identified are areas such as climate impact and supply chain sustainability. To mitigate these risks, we have developed strategies including staff training, supply chain due diligence and investments in more energy-efficient processes both for our own operations and product portfolio. Associated controls were implemented as part of the rollout of the sustainability framework during 2025, ensuring that these strategies are consistently followed and remain effective.

The results of risk assessments are integrated into our relevant internal functions through continuous dialogue and adjustments to work processes. For example, these findings guide decision-making and inform the development of business strategies to ensure that sustainability issues are embedded into our daily operations.

Reporting of findings
The insights and actions arising from this work are regularly reported to our governing bodies, including the board and management team. This ensures that sustainability-related risks and opportunities receive adequate attention and that actions taken align with the company's overall strategy and goals.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Strategy, business model & value chain

Munters is a global leader in industrial technologies that optimize climate and contribute to productivity, quality, and resource efficiency. Significant global trends – such as climate change and digitalization – are creating strong growth opportunities in our prioritized markets and customer segments. We create successful value growth through a strategy built on staying close to our customers and thereby understanding their needs and drivers. We bring these insights into the innovation process, enabling us to launch relevant products in the right markets and segments. To optimize our processes, we work systematically with continuous improvements, with employee development at the core of value creation.

Our prioritized growth areas include data center cooling, the global value chain for food production, industrial dehumidification, service and components, and clean technologies. Across these areas, our customers seek solutions that improve productivity, energy efficiency, and reliability. Within AirTech, our technologies enable precision control of humidity, climate, and air quality in industrial processes – supporting higher product quality, improved energy efficiency, and stable operations. Within Data Center Technologies, we deliver advanced cooling systems that enable energy-efficient data center operation, complemented by installation, commissioning and modernization capabilities. Within FoodTech, we focus on digital controllers and software solutions that increase control and efficiency throughout the food production value chain, improving animal health, reducing waste, and increasing traceability and transparency. Regardless of segment, our systems typically represent a smaller share of customers' total investment, but are critical to the efficiency, quality, and sustainability of their operations.

Innovation is a core enabler of our strategy, with around 550 employees globally dedicated to R&D within our product areas. Sustainability aspects are integrated early in product development through structured processes, and we continuously prioritize energy performance given that product energy use typically represents the largest share of lifecycle emissions. We strengthen environmental transparency through lifecycle analyses, while also developing tools that enable automated, customer-specific environmental declarations – supporting customers' decision-making and their transition toward lower-impact solutions. Digitalization and AI are increasingly embedded in both our offering and internal development processes, including advanced AI methods and generative AI to optimize performance, digitalize application knowledge, and strengthen customer support and service delivery.

Munters operates globally, with our largest markets in the Americas (60%), EMEA (26%), and APAC (14%). We serve diverse customer segments – including food production and processing, pharmaceuticals, battery manufacturing, clean technologies and data centers–supported by a global service network that helps ensure optimal operation and lifecycle performance of our solutions. Read more about our strategy on pages 11-26.

Americas
North, Central and South America

All business areas operate in the Americas, which is Munters largest region. In the Americas, our largest markets are the United States, Canada, and Brazil. Approximately 2,200 employees across all three business areas

Share of total sales
60%

EMEA
Europe, the Middle East and Africa

All business areas are active in the region. A broad in-house sales network enables us to offer our services and products across large parts of the region. The largest markets in EMEA are Germany, Italy and Netherlands. Approximately 1,900 employees across all three business areas

Share of total sales
26%

APAC
Asia-Pacific region

All business areas are active in the area. Currently, sales to the entire region are conducted from several sales offices that cover key markets. China, India, and Japan are the largest markets. Approximately 1,100 employees across all three business areas

Share of total sales
14%

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

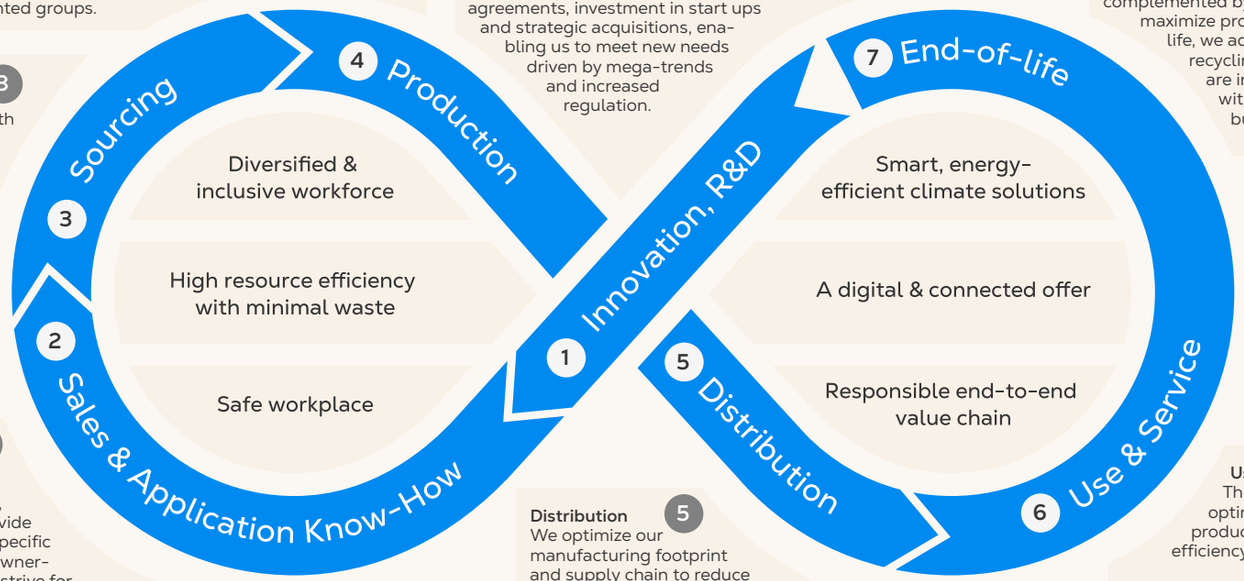
Strategy, business model & value chain

Production 4
Health and safety is our highest priority. By using renewable energy sources, we reduce GHG emissions. Our applied MPS (Munters Production System) provide methodology to continuously improve efficiency, reduce use of resources and waste generation. We have targets to increase diversity in our workforce, providing opportunities to under-represented groups.

Innovation, R&D 1
Through innovation and continuous product development, we meet the increasing market need for resource-efficient products with lower environmental impact. We apply life cycle analysis and eco-design principles with growing focus on circularity. We complement and strengthen our own innovation and advance our technology through collaboration agreements, investment in start ups and strategic acquisitions, enabling us to meet new needs driven by mega-trends and increased regulation.

End-of-life 7
Our high quality products and solutions complemented by our service offering serve to maximize product lifetime. At the end of life, we advise customers on responsible recycling and disposal practices. We are increasing our focus on circularity with the aim to improve our contribution in this area.

Sourcing 3
We use materials from responsible sources and suppliers, that comply with our quality standards and Supplier Code of Conduct. By ensuring that business partners are aligned with our values, we contribute to better working conditions, protect human rights, and reduce environmental impact in our supply chains.



Sales & Application know-how 2
With our high-quality, resource-efficient products, extensive application know-how, software and services, we have the ability to identify and provide optimal solutions for the customer's specific needs as well as reduce total cost of ownership and environmental footprint. We strive for stable and long-term business relations based on ethical compliance and transparency, which is fundamental for sustained growth and value creation. By demanding that business partners are aligned with our values, we contribute to better working conditions, protect human rights, and reduce environmental impact in our supply chains.

Distribution 5
We optimize our manufacturing footprint and supply chain to reduce transports. Environmental impact is factored in planning of transports.

Use & Service 6
Through our service offering, we optimize performance and prolong product lifetime, ensuring resource efficiency throughout product lifetime.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Environment and resource efficiency

Below are our material environmental impacts, risks and opportunities presented identified through our double materiality assessment. The process is described on page 83.

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
E1 Climate change/ Mitigation	Actual Negative impact	**Greenhouse gas emissions and exposure to climate regulation** Munters products and operations contribute to greenhouse-gas emissions that intensify global warming, extreme weather and biodiversity loss. These impacts affect communities, food and water security, and ecosystems worldwide. Reducing emissions across the value chain therefore supports both planetary stability and the company's long-term competitiveness.	1-7	Long (>5 years)	Implementation of a Paris-aligned climate transition plan in line with the Science Based Targets initiative (SBTi). Annual greenhouse gas inventories, life-cycle analyses, and eco-design principles are integrated into product development.	• Sustainability Policy • Environmental Policy • Supplier Code of Conduct
	Positive Impact	**Reduced greenhouse gas emissions through energy-efficient product use** Munters energy-efficient climate systems significantly lower energy demand and emissions during the downstream use phase, where around 99% of total life-cycle emissions occur. By replacing less efficient systems, customers achieve substantial Scope 1 and 2 reductions, contributing to decarbonisation across multiple sectors.	6	Short (<1 year)	Continuous development of highly energy-efficient air-treatment systems and solutions that lower customer Scope 1 and 2 emissions and operating costs.	• Sustainability Policy • Environmental Policy
	Opportunity	**Energy-efficient products enabling customer decarbonisation** Customer demand for energy efficiency, together with stricter emission regulations, is driving market growth for low-emission and energy-saving technologies. Munters high-performance air-treatment systems enable customers to reduce their emissions and operating costs. This creates opportunities for increased sales, stronger customer relationships and improved long-term financial performance.	6	Short (<1 year), Medium (1–5 years)	Continue developing and commercialising energy-efficient solutions using eco-design principles across the product life cycle. Integrate customer energy performance data into product development and communication to demonstrate value and support customers' climate-mitigation goals.	• Sustainability Policy • Environmental Policy
E1 Climate change/ Adaptation	Risk	**Risk of product obsolescence due to shifting sustainability demands** Accelerating climate action and sustainability regulation are transforming markets and investment priorities. If Munters fails to align its technologies with customer decarbonisation needs and emerging efficiency standards, its core products may lose relevance, reducing sales and market share.	1, 2, 6	Short (<1 year), Medium (1–5 years), Long (>5 years)	Climate scenario analyses are conducted on an ongoing basis to identify transition risks and opportunities. Customer and market sustainability requirements are integrated into product development, with continuous alignment to evolving regulations and investor expectations.	• Sustainability Policy • Environmental Policy
	Opportunity	**Market growth from rising demand for climate-adaptive technologies** More frequent heatwaves, floods and storms challenge communities and industries to adapt to changing climatic conditions. Technologies that enhance cooling, humidity control, carbon capture and resilient food production are increasingly critical for both social welfare and economic continuity.	1, 6	Short (<1 year), Medium (1–5 years)	Energy-efficient and climate-adaptive solutions are continuously developed, with climate-adaptation trends integrated into product and market strategies. The focus on resilience-enhancing technologies across industrial segments strengthens both long-term competitiveness and adaptive capacity. Development of software solutions to optimize the food supply chain,	• Sustainability Policy • Environmental Policy
	Risk	**Physical risks from extreme weather events affecting production sites** Intensifying storms, floods and heatwaves may damage Munters facilities, interrupt production, delivery delays and endanger employee safety.	4	Long (>5 years)	Climate scenario analyses are carried out on an ongoing basis to identify site-specific physical risks and inform climate-proofing measures. Adaptation planning is integrated into facility management and investment decisions to strengthen resilience and reduce exposure to climate-related disruptions.	• Sustainability Policy • Environmental Policy

Actual Negative impact · Potential Negative Impact · Positive Impact · Opportunity · Risk · Short (<1 year) · Medium (1–5 years) · Long (>5 years)

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Environment and resource efficiency, continued

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
E1 Climate change/ Energy consumption and efficiency	Risk	**Growing stakeholder expectations for renewable and efficient energy use** Investors, regulators and customers increasingly demand low-carbon, energy-efficient operations and products to meet collective climate goals. Failure to meet these expectations could weaken Munters credibility and competitiveness while slowing progress toward the broader energy transition.	3-4, 6	Medium, Long	Energy efficiency measures are implemented across production facilities, and the share of renewable energy use continues to increase. Sustainability requirements are integrated into product development and supplier collaboration, while policy developments and climate scenarios are regularly monitored to ensure long-term alignment with global energy transition trends.	• Sustainability Policy • Environmental Policy
E5 Circular economy/ Resource inflows	Actual Negative impact, Risk	**Dependence on virgin and critical raw materials** Mining and processing of metals, plastics and other raw materials cause habitat loss, pollution and greenhouse-gas emissions, and may involve social risks in extraction regions. These impacts contribute to global resource depletion and local harm. Geopolitical tensions, changing trade laws and material scarcity can disrupt the global supply of critical raw materials. These developments may lead to price volatility, restricted availability and increased competition for essential inputs.	3-4	Short, Medium	The origin and composition of materials will continue to be mapped over time to distinguish virgin and recycled content. Diversify supplier base and sourcing regions, assess critical material dependencies, and increase use of recycled or secondary materials.	• Sustainability Policy • Environmental Policy • Circularity procedure
E5 Circular economy/ Resource outflows	Risk	**Market shift towards sustainable and circular products** Industry transformation and evolving customer expectations are reshaping demand, reducing interest in conventional solutions while increasing preference for sustainable, energy-efficient and circular products. Failure to adapt business models, product portfolios and materials strategies to these changes can lead to declining sales, reduced market share and financial losses.	6-7	Medium	Accelerate development of circular and energy-efficient product designs, expand service-based business models, and engage customers on sustainability-driven innovation. Continuously monitor market trends and regulatory developments to ensure alignment with future demand and maintain competitive advantage.	• Sustainability Policy • Environmental Policy • Circularity procedure
E5 Circular economy/ Resource outflows	Opportunity	**Customer demand for durable, energy-efficient and circular solutions** Across industries, customers seek solutions that lower energy use, extend product lifetime and minimise environmental impact. Such preferences accelerate the transition to circular and performance-based business models. Through our service offering we can improve efficiency and durability and from there strengthen customer relations, create new revenue streams and support a more sustainable industrial system.	6	Short, Medium, Long	Service models are developed to enhance product energy efficiency, performance and longevity. Collaboration with customers focuses on reducing operational emissions and resource use, while circular design and service innovation are integrated into product strategy.	• Sustainability Policy • Environmental Policy • Circularity procedure
E5 Circular economy/ Waste management and recycling	Actual Negative impact	**Waste generation across the value chain and its environmental impact** Waste from manufacturing, packaging and end-of-life components contributes to land degradation, contamination and greenhouse-gas emissions, with consequences for ecosystems and local communities. Although most metals are recycled, some waste still ends up in landfill in certain markets.	4, 7	Short	Waste generation is reduced through improved material efficiency and design for recyclability. Landfilling is phased out by increasing recycling and reuse in own operations. We are continuously looking for new ways for our waste to be reused, internally or externally	• Sustainability Policy • Environmental Policy • Circularity procedure

Actual Negative impact · Potential Negative Impact · Positive Impact · Opportunity · Risk · Short (<1 year) · Medium (1–5 years) · Long (>5 years)

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Society and people

Below are our material social impacts, risks and opportunities presented identified through our double materiality assessment. The process is described on page 83.

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
S1 Own workforce/ Working conditions – Health and safety	Actual Negative impact; Potential Negative Impact; Risk	**Occupational health risks in production and service operations** Exposure to dust, noise, chemicals and physical strain may cause long-term health problems and reduced quality of life. These risks particularly affect production employees and service technicians working in varied environments. Such incidents may also interrupt production, increase compensation costs and damage Munters reputation.	4, 6	Short; Medium; Long	Safe and healthy workplaces are ensured through systematic risk assessments, regular training and preventive measures. All incidents are followed up in accordance with international occupational health and safety standards, and performance is regularly monitored and evaluated through audits and incident reporting.	• Code of Conduct • Health and Safety Policy
S1 Own workforce/ Working conditions – Secure employment	Risk	**Insecure employment and its impact on workforce stability and well-being** Job insecurity can create stress, uncertainty and reduced well-being for employees, affecting their families and local communities. Such conditions may lead to lower morale, higher staff turnover and decreased productivity. For Munters, these effects can increase recruitment and training costs and weaken operational stability.	4	Short; Medium; Long	Employee satisfaction and turnover are monitored through regular surveys such as Peakon. Measures for secure employment, safe working conditions and fair compensation are continuously strengthened. Social performance indicators are integrated into management reviews to support systematic follow-up on workforce stability and well-being.	• Work Environment Policy
S1 Own workforce/ Working conditions – Work-life balance	Risk	**Work-life imbalance and consequences for employee health and performance** Poor balance between work and private life can cause stress, exhaustion and reduced quality of life. These impacts harm employees' health and contribute to absenteeism and higher staff turnover. For Munters, excessive workload or lack of flexibility may lower productivity and affect reputation as an employer.	4	Medium; Long	Flexible working arrangements are promoted, workloads are monitored, and a supportive management culture is maintained. Well-being indicators such as turnover and sick leave are followed up through annual employee surveys and continuous dialogue to strengthen health, engagement and long-term performance.	• Work Environment Policy
S1 Own workforce/ Working conditions – Employer attractiveness	Opportunity	**Supportive working environment and competitiveness as an employer** A safe, inclusive and supportive workplace promotes health, motivation and career satisfaction. For Munters, strong working conditions reduce staff turnover, improve productivity and enhance attractiveness on the labour market. Investing in leadership, training and employee engagement contributes to long-term competitiveness.	4	Medium; Long	Working conditions, employee engagement and well-being are continuously improved through targeted initiatives. Leadership and development programmes are strengthened to support retention and build long-term competence. The benefits of Munters workplace culture are actively communicated to attract and retain talent.	• Work Environment Policy
S1 Own workforce/ Equal treatment and opportunities – Violence and harassment prevention	Actual Negative impact; Potential Negative Impact	**Violence and harassment undermining safety, dignity and workplace culture** Harassment or discrimination threatens employees' dignity and safety, leading to stress, anxiety and reduced cooperation. Such behaviour undermines equal opportunity and may result in higher staff turnover or legal risk.	4	Short	A safe and respectful work environment is promoted through clear policies, leadership training and active communication. Confidential reporting mechanisms are maintained, and all cases are investigated and addressed promptly. Regular awareness training and systematic follow-up are conducted to prevent discrimination and harassment in all forms.	• Code of Conduct • Work Environment Policy
S1 Own workforce/ Equal treatment and opportunities – Gender equality and equal pay	Risk	**Unequal pay and treatment affecting fairness and inclusion** Pay gaps and unequal treatment undermine dignity, fairness and motivation in the workplace. They also limit diversity, innovation and access to talent. For Munters, inequalities can lead to turnover, stakeholder criticism and potential legal challenges. Ensuring equal pay for equal work and transparent evaluation systems strengthens inclusion, compliance and trust.	4	Short; Medium; Long	Pay structures and diversity data are monitored to identify and address potential gaps. Policies for equal pay and inclusive recruitment are implemented across all operations. Diversity, inclusion, and equal opportunity are promoted through for example leadership training.	• Code of Conduct • Work Environment Policy

Actual Negative impact · Potential Negative Impact · Positive Impact · Opportunity · Risk · Short (<1 year) · Medium (1–5 years) · Long (>5 years)

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Society and people, continued

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
S1 Own workforce/ Equal treatment and opportunities – Diversity and inclusion	⚠	**Lack of diversity and equal opportunity in recruitment and career development** Limited diversity and unequal access to career development restrict fairness, representation and innovation in the workplace. These conditions can reduce creativity, weaken decision-making and make it harder to attract and retain talent. For Munters, lack of diversity and inclusion could expose the company to reputational, competitive and compliance risks.	4	● ● ●	Diversity and inclusion are promoted in recruitment, leadership and career development. Diversity metrics are regularly monitored, potential barriers to equal opportunities are addressed, and progress is communicated transparently across the organisation.	• Code of Conduct • Work Environment Policy
S1 Own workforce/ Working conditions – Freedom of association	⊖ ?	**Restrictions on freedom of association** Freedom of association and collective bargaining are essential for fair working conditions and constructive dialogue. In regions with weak labour protections, restrictions may prevent workers from voicing concerns or negotiating fairly. Such situations can lead to human-rights violations, reduced trust and potential operational disruption. Upholding these rights across Munters operations supports social stability and ethical business conduct.	4	●	Respect for workers' rights to organise and engage in collective bargaining is ensured across all operations. Open dialogue and employee representation are promoted through local works councils or equivalent structures.	• Code of Conduct • Work Environment Policy
S1 Own workforce/ Other work-related rights – Privacy and data protection	⊖ ?	**Inadequate data protection and invasion of employee privacy** Unjustified monitoring or mishandling of personal data can cause stress, anxiety and loss of trust among employees. It may also violate privacy rights and data protection laws. For Munters, breaches could also lead to regulatory penalties and reputational damage.	4	●	Compliance with data protection regulations and internal privacy policies is ensured across all operations. Monitoring is limited to justified purposes, personal data is securely managed, and regular training on privacy and information security is provided.	• Data Protection Policy • Data Protection Employees Notice Procedure
S2 Workers in the value chain/ Working conditions – Health and safety	⊖ ?	**Unsafe working conditions and occupational risks in the supply chain** Workers in high-risk sectors such as mining may be exposed to hazardous substances, unsafe machinery and poor protective measures. These conditions can lead to chronic illness, injury or loss of life and represent clear violations of human rights.	3	●	Supplier due diligence on occupational health and safety is strengthened across all sourcing regions. Compliance with Munters Supplier Code of Conduct and international safety standards is required.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Working conditions – Adequate wages	⊖ ?	**Insufficient wages in the value chain** Insufficient wages in the value chain can harm worker well-being, leading to poor living conditions and social inequality. Low or delayed pay may cause family instability and limit access to health care and child care. Persistent wage non-compliance among suppliers increases the risk of human-rights violations.	3	●	Supplier compliance with the Supplier Code of Conduct is required, including timely payment practices, adherence to at least national legislation on minimum wages and encouragement of higher compensation if national minimum wage is not covering a person's basic needs.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value	⊖ ?	**Gender inequality and unequal pay in the value chain** Gender inequality and unequal pay for work of equal value in the value chain can lead to long-term socioeconomic disparities and limit women's access to resources, opportunities and career advancement. Discrimination based on gender, sexual orientation or other personal characteristics may cause wage discrepancies, restricted promotion opportunities and unfair treatment.	3	●	The Supplier Code of Conduct requires suppliers to ensure equal, non-discriminatory pay, maintain workplaces free from discrimination. Suppliers are expected to actively taking practical efforts to balance their gender diversity, setting targets and taking proactive action. Channels for raising concerns in place.	• Supplier Code of Conduct • Human Rights Procedure

⊖ Actual Negative impact ⊖ ? Potential Negative Impact ⊕ Positive Impact ♡ Opportunity ⚠ Risk ● Short (<1 year) ● Medium (1–5 years) ● Long (>5 years)

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Society and people, continued

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
S2 Workers in the value chain/ Equal treatment and opportunities for all – Measures against violence and harassment in the workplace	⊖ ⊖?	**Violence and harassment in the value chain** Violence and harassment in the value chain can create a toxic working environment that harms mental health and reduces well-being. Such behaviour undermines equal opportunity, discourages reporting of misconduct and damages trust and collaboration among workers. Individuals most at risk include women, migrant workers, younger employees and other groups exposed to discrimination.	3	Short	Munters prohibits all forms of harassment, discrimination, and violence, including human trafficking. Suppliers must ensure a safe, respectful, and inclusive workplace, supported by clear policies and procedures communicated to all workers in line with our sCoC and human rights due diligence process. Human rights monitoring takes place through multiple established whistleblowing channels, accessible both internally and externally.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Other work-related rights – Child labour	⊖ ⊖? ⚠	**Vulnerability of children to exploitation in global supply chains** In several sectors, children remain particularly vulnerable to forced labour and hazardous conditions. These systemic issues persist in regions with poverty, weak governance and corruption. For Munters, the existence of such risks in upstream supply chains demands active due diligence and transparency. While Munters does not tolerate such practices, exposure may occur indirectly through high-risk supply chains. Any identified link to child labour could constitute a serious governance, legal and reputational issue, potentially leading to contract termination or exclusion from responsible investment portfolios.	3	Short, Medium, Long	Munters strictly prohibits child labour and any exploitation of minors. Suppliers must comply with ILO standards, protect young workers from hazardous or harmful work, and ensure employment does not interfere with education. We require suppliers to assess child labour risks across their supply chain and implement immediate action plans if violations are found. Human rights monitoring takes place through multiple established whistleblowing channels, accessible both internally and externally.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Other work-related rights – Forced labour	⊖ ⊖? ⚠	**Systemic risks of forced or coercive labour in high-risk sectors** In some raw material and component supply chains, weak governance and economic dependency can enable coercive labour practices such as threats, withheld wages or unsafe conditions. These cause physical and psychological harm and undermine worker dignity. Even without direct involvement, Munters bears responsibility to identify and mitigate such systemic impacts. Forced labour violates international labour standards and can result in severe human suffering, legal penalties and loss of business partnerships.	3	Short	Munters prohibits forced labour and human trafficking. We require our suppliers to do the same in their own operations as well as in their supply chains. Suppliers are expected to follow our sCoC and demonstrate steps taken to identify and mitigate vulnerabilities. Human rights monitoring takes place through multiple established whistleblowing channels, accessible both internally and externally.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Other work-related rights – Water and sanitation	⊖ ⊖?	**Lack of access to clean water and sanitation in upstream operations** Workers and communities in extraction or processing regions may lack access to safe water and sanitation, leading to disease, dehydration and social hardship. Industrial water pollution can worsen these impacts.	3	Short	Compliance with the Supplier Code of Conduct and international environmental standards is required. Suppliers are expected to ensure they recognize and reduce the environmental impacts of their products and services.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Working conditions – Freedom of association	⊖ ⊖?	**Restrictions on freedom of association and collective bargaining** In some regions, workers face obstacles to organising, joining unions or bargaining collectively, reducing their ability to advocate for fair wages and safe conditions. Such restrictions increase the risk of human-rights violations and labour unrest.	3	Short	Compliance with the Supplier Code of Conduct is mandatory, including full respect for workers' rights to freely form, join, and associate with organizations of their choice, seek representation, and bargain collectively in line with applicable laws and regulations. Channels for raising concerns in place.	• Supplier Code of Conduct • Human Rights Procedure
S2 Workers in the value chain/ Other work-related rights	⊖ ⊖?	**Inadequate data protection and invasion of workers' privacy** Monitoring or collecting personal data without consent can violate human rights and cause stress, fear and reduced well-being among workers. In certain regions, weak data protection and intrusive surveillance are common. Requiring suppliers to implement secure data management and respect for privacy ensures alignment with international human-rights norms.	3	Short	The Supplier Code of Conduct requires compliance with all data protection regulations and applicable laws related to the processing of data. Suppliers must process data lawfully and transparently, collect it only for legitimate purposes, and provide guidance to their workforce on data protection practices.	• Supplier Code of Conduct • Human Rights Procedure

⊖ Actual Negative impact ⊖? Potential Negative Impact ⊕ Positive Impact ♡ Opportunity ⚠ Risk ● Short (<1 year) ● Medium (1–5 years) ● Long (>5 years)

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Governance and responsible business practices

Below are our material business conduct impacts, risks and opportunities identified through our double materiality assessment. The process is described on page 83.

ESRS Topic / Sub-topic	Impact/Risk/ Opportunity	Description	Value chain step	Time horizon	Mitigation / Action	Reference to policy
G1 Business conduct/ Corruption and bribery – Incidents	Actual Negative impact; Potential Negative Impact	**Corruption undermining institutions, equality and sustainable development** While no incidents have been identified within Munters operations, exposure exists in several markets with elevated corruption risk, including Mexico, India, Brazil and China. Corruption may occur through informal payments, preferential contracting or blurred boundaries between personal relationships and business practice. Such conditions pose serious governance and reputational risks for Munters.	2-4	Short (<1 year)	Zero tolerance for corruption and bribery is maintained through strict enforcement of the Code of Conduct and Anti-Corruption Policy. Regular training for employees and due diligence for business representatives are in place.	• ABAC Policy • Code of Conduct • Supplier Code of Conduct
G1 Business conduct/ Management of relationships with suppliers and payment practices	Actual Negative impact; Potential Negative Impact	**Delayed payments and financial stress among smaller suppliers** Late or inconsistent payments can create liquidity problems for smaller suppliers, leading to job insecurity, stress and reduced well-being among affected workers. Fair and timely payment practices promote trust, stability and resilience throughout the value chain.	3	Short (<1 year)	Standard payment terms set through Munters Sourcing Policy which allows reliefs for verified SMEs.	• Sourcing Policy • Supplier Code of Conduct
G1 Business conduct/ Protection of whistle-blowers	Positive Impact	**Whistle-blower protection and organisational transparency** A strong whistle-blower mechanism enables employees and partners to report concerns safely and confidentially. Secure reporting channels prevent retaliation, support early detection of irregularities and strengthen trust across the organisation and value chain.	1-7	Short (<1 year)	Secure and accessible reporting channels are maintained for all employees, value chain workers and business partners. Confidentiality, impartial handling and protection from retaliation are ensured. Reported cases are reviewed annually.	• Whistleblower Policy • Code of Conduct
G1 Business conduct/ Corruption and bribery – Prevention and detection	Opportunity	**Integrity and transparency as drivers of sustainable business growth** Transparent and ethical business conduct supports fair competition, protects natural resources and promotes sustainable development. By upholding strong anti-corruption standards and operating transparently across global markets, Munters helps build trust among partners, regulators and investors.	1-7	Short (<1 year); Medium (1–5 years); Long (>5 years)	Regular anti-corruption and ethics training is implemented for employees and business partners. Risk assessments are conducted in high-risk regions, and monitoring of resellers, distributors and agents is strengthened. A whistleblowing function and clear procedures for reporting and remediation are maintained to ensure accountability and transparency.	• ABAC Policy • Supplier Code of Conduct • Code of Conduct

Actual Negative impact · Potential Negative Impact · Positive Impact · Opportunity · Risk · Short (<1 year) · Medium (1–5 years) · Long (>5 years)

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

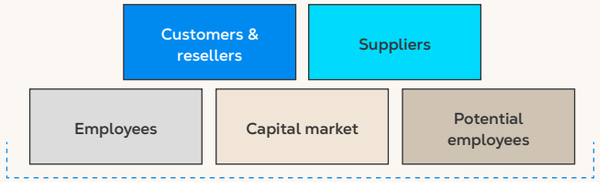
Contents

Stakeholder engagement

Munters operates worldwide and collaborates with many stakeholders. Employees, customers, owners, distributors, suppliers, partners and people who work in environments where Munters climate solutions are installed, are examples of important stakeholders worldwide. To create long term shareholder value, we must also create value for those that we impact through our business. We have frequent dialogue and close cooperation with our stakeholders to better understand how and what we can improve in our work and how to prioritize.

The Board of Directors and Munters Group Management are informed about stakeholders views through for example the DMA where the results are presented and validated.

Munters main stakeholders



The overview shows dialogue opportunities and the most important issues for the main stakeholders

Stakeholders	Channels for Dialogue	Significant Aspects	Activities, Examples in 2025
Customers & resellers	• Continuous business talks with customers and resellers • Regular customer surveys • Meetings, conferences, and participation at fairs • Munters website & social media	• Delivery reliability, quality, and improvement suggestions • Munters offering and contribution to reduced carbon emissions and increased resource efficiency • Compliance with environmental, business ethics and social issues, such as labour law and human rights	• Participation in industry fairs around the world • Responding to several customer sustainability surveys and attended a dedicated sustainability webinar hosted by one of our EMEA customers • Continued collaboration efforts with key customers on sustainability • Attendance on customer trainings on Scope 1, 2 & 3 record-keeping, reporting requirements, and adherence to customer Code of Conduct requirements
Suppliers	• Regular suppliers surveys • Meetings and conferences with suppliers • Munters website & social media	• Delivery reliability, quality, carbon emissions and improvement suggestions • Compliance with environmental, business ethics and social issues, such as labour law and human rights	• Several meetings with suppliers specifically related to sustainability • Attended SPLC (Sustainable Purchasing Leadership Council) Event and Sustainability Week - Europe • Distributed ESG questionnaire to key suppliers
Employees	• Performance reviews and employee surveys • Conferences and employee gatherings • Internal training, for example, Munters Academy • Leadership days and programs, for example Munters MovE and Manager at Munters. • Various workshops, for example around reducing climate impact • Union cooperation • Intranet Munters World, Munters website & social media	• Working conditions and work environment including inclusion and diversity, health and safety, discrimination and harassment • Being an attractive employer including development opportunities, good work-life balance and fair compensation • Environmental sustainability and in particular climate change • Compliance with social issues, such as labour law and human rights	• Employee performance and development dialogues (PDA) • Digital Global leadership boost conference • Unconscious bias training • Leadership programs, such as onboarding training for new managers, Lead with I ACT program, Move Action Learning program, leadership coaching. • Learn to learn development program for employees • Employee workshops to define Employee Value Proposition
Capital Market (Current & potential))	• Board meetings • Annual General Meeting • Quarterly reports and presentations • Ongoing meetings with shareholders, investors and analysts both current and potential. • Participation in investor seminars and events • Capital Markets Days • Munters website & social media • Annual and Sustainability Report • Investor relations webinars	• Structure reporting of financials performance and results • Strategy, innovation, and long-term growth • Capital structure and financing • Dividend policy and shareholder value • Financial and sustainability targets in management remuneration • Transparent sustainability data in line with global standards • Compliance with social issues, including labour law and human rights • Strengthening relationships by aligning Munters strategy with investor feedback • Promoting green financing options to attract impact-focused investors • Integrating investor insights into strategies balancing financial growth and long-term value creation	• Webinars and digital presentation of quarterly reports • Regular engagement with current and potential investors, lenders and analysts • Annual General Meeting • Implementation of commercial paper and MTN program, including green bonds, to support flexible financing • Factory visits with investors and analysts • Participation in conferences and investors meetings • Structured reporting to lenders through compliance certificates delivered every quarter • Adoption of science-based targets
Potential employees	• Employment interviews • Munters website & social media • Participation in job fairs at various universities and business associations • Partner in various projects that promote collaboration between business and academia	• Munters position and offering • Development opportunities and compensation topics • Munters sustainability work	• Visited student fairs, such as THS Armada • Internships allowing students access to Corporate environment

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Impacts, risks and opportunities

During 2025, Munters carried out an updated Double Materiality Assessment (DMA) in preparation for reporting under the Corporate Sustainability Reporting Directive (CSRD). The assessment followed the approach set out in EFRAG Implementation Guidance 1 (IG 1) on double materiality, in line with the European Sustainability Reporting Standards (ESRS). The methodology and results were approved by the Munters Group Management in June 2025 and approved by the Board of Directors in December 2025. The process follows the structure defined in ESRS 1, section 3.2, covering the stages of context mapping, identification, assessment, determination, and review.

Description of the double materiality process

1. Scope and purpose
The DMA covered the entire Munters Group and its full value chain, including upstream and downstream activities across all three business areas: AirTech, Data Center Technologies, and FoodTech. The purpose was to identify and assess material impacts, risks, and opportunities (IROs) in accordance with ESRS Application Requirement 16, and to align the results with Munters Enterprise Risk Management (ERM) system.

The DMA results form the basis for oversight of sustainability reporting and strategy by Munters management, Board of Directors, and auditors.

2. Understanding the context
The process began with mapping Munters activities, business relationships, and value chain. Data were collected through internal templates from each business area and through interviews with sustainability directors in April 2025. Value-chain activities and geographical locations were analysed from raw material extraction to end-of-life management. External reference points included ENCORE, SASB Standards, and Munters own Human Rights and Biodiversity reports.

Key affected stakeholders identified were employees, suppliers, customers, resellers, workers in the value chain, communities, investors, and authorities. The identification was carried out through workshops with sustainability directors from each business area and the Munters Sustainability Core Team. Information about affected stakeholder groups, such as value-chain workers and local communities, was gathered through Munters existing processes and external reference points.

3. Identification
Based on the mapped context and identified stakeholders, potential actual and future impacts, risks, and opportunities were identified for each business area. Industry data, company-specific information, and external databases were analysed to develop preliminary IRO lists, which were then validated and refined by representatives from each business area in May 2025

4. Assessment
Each identified impact, risk, and opportunity was assessed against predefined criteria on a 1–5 scale, covering level of seriousness, scope, remediability, and likelihood. For financial aspects, each risk and opportunity was assessed for potential financial effect and likelihood across all relevant time horizons (short, medium, and long term). For impact materiality, assessments focused on the most relevant time horizon depending on the nature of the topic and the expected timing of impacts. All assessments were supported by internal and external data sources and validated in thematic workshops with management representatives: environmental impacts (3 June 2025), social impacts (2 June 2025), governance (2 June 2025), and financial risks and opportunities (16–17 June 2025). In line with the CSRD, human-rights impacts were given particular weight.

5. Determination and validation
Material topics were determined using thresholds consistent with Munters Enterprise Risk Management (ERM) system and approved by Group Management. For impact materiality, on a scale 1-5, topics were considered material when severity scored 4 or higher and likelihood 3 or higher, or when severity alone reached 4 for human-rights topics, regardless of likelihood. For financial materiality, topics were considered material when the potential financial effect scored 4 or higher and likelihood 3 or higher. The results were aggregated and validated at sub-topic level before final approval in June 2025.

The same scoring scale and prioritisation principles are applied as in Munters overall ERM system, ensuring that sustainability-related risks are assessed and prioritised on equal terms with strategic, operational, and financial risks.

6. Monitoring and follow-up
The identified material topics and related actions are integrated into Munters governance and ERM system. Progress is monitored annually, and the DMA is updated as needed to reflect operational changes, stakeholder expectations, and regulatory developments.

Assessment of impact and financial materiality
For impact materiality, Munters evaluated actual and potential negative and positive impacts based on scale, scope, and remediability, which were combined into a severity score together with likelihood of occurrence.

For financial materiality, Munters assessed how sustainability matters may affect revenues, costs, assets, liabilities, and access to capital over the short (<1 year), medium (1–5 years), and long (>5 years) term.

Conclusion 2025

The 2025 DMA confirmed the following topics from 2024 as material for Munters: Climate change (E1), Resource use and Circular Economy (E5), Own workforce (S1), Workers in the value chain (S2), and Business conduct (G1).

Munters operates several environmentally regulated activities, including at the Tobo site in Sweden, where laboratory-scale processing and water-based degreasing are subject to notification and municipal environmental requirements. During the year, all operations at regulated sites complied with applicable environmental obligations, including requirements related to noise, wastewater treatment, and chemical and hazardous-waste management. One inspection by the Swedish Chemicals Agency occurred with no material findings. These regulatory contexts are considered in Munters ESRS-aligned double materiality assessment, which concludes that the current scale and performance of regulated activities do not give rise to material environmental impacts at Group level for the reporting year.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

EU Taxonomy report

EU taxonomy report 85
Turnover 88
Capital expenditure 94
Operational expenditure 95

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

EU Taxonomy report

Munters has analysed its business in accordance with the EU Taxonomy Regulation. The following pages present an account of which economic activities in the company Munters believes are classified according to the taxonomy and eligible according to the taxonomy as well as aligned with the taxonomy for 2025.

Summary

					Breakdown by environmental objectives of Taxonomy aligned activities										
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate change mitigation	Climate change adoption	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystem	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year 2024	Proportion of Taxonomy aligned activities in previous financial year 2024
Turnover	14,712	51%	3,486	24%	24%	0%	0%	0%	0%	0%	24%	0%	0%	4,253	34%
CapEx	1,964	38%	512	26%	26%	0%	0%	0%	0%	0%	26%	0%	0%	502	28%
OpEx	409	53%	106	26%	26%	0%	0%	0%	0%	0%	26%	0%	0%	87	25%

To meet the EU's climate and energy targets for 2030 and the objectives of the European Green Deal, the EU has implemented the Taxonomy Regulation. As a publicly listed company, Munters is required to disclose the proportion of revenues, capital expenditures, and operating expenses related to activities that are eligible and/or aligned with the taxonomy for the full year 2025.

The taxonomy states that economic activities qualify as sustainable if they:

a. make a substantial contribution to one or more of the following six environmental objectives:
1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

b. do no significant harm ('DNSH') to the other environmental objectives

c. meet minimum safeguards set out in the Article 18 of the Taxonomy Regulation, and

d. comply with the technical screening criteria established by the commission in delegated acts.

For 2025 companies must report on their contribution to the above objectives as well as on whether the economic activities comply with the criteria set out in b, c and d.

Munters analysis 2021 to 2025

During 2021, Munters performed an analysis in several steps to identify taxonomy-eligible economic activities. In 2022 the analysis was expanded beyond the taxonomy-eligible economic activities in 2021 to include also points b-d above.

In 2023 the analysis was expanded and Munters also conducted an analysis according to objectives 3-6. In 2025, all economic activities classified according to the taxonomy is reported according to either eligibility or alignment with the taxonomy. As a results, 51% of revenues, 38% of capital expenditure and 53% of operational expenditure was reported as taxonomy-eligible for 2025. The included business in 2025 spans four economic activities as defined by the taxonomy and includes parts of Munters' three business areas. The reported KPIs related to the business where required performance data is available is estimated to be of good quality.

Munters is of the opinion that most of its products and services contribute to sustainable business by enabling customers to reduce their energy usage and waste. However, Munters provides expert solutions and services in an industry which is not well defined in the current version of the taxonomy and thus significant parts of our business do not have matching dedicated economic activities with substantial contribution criteria. In 2025 we have reassessed our compliance with the Do No Significant Harm (DNSH) criterias under the EU Taxonomy.

Changes in included economic activities compared to 2024

In 2023 the analysis was expanded to include objective 3-6. As a result the activity that previously was classified according to the environmental objective "Climate change mitigation", economic activity "7.3 Installation, maintenance and repair of energy-efficient equipment" was re-classified according to the climate change objective "Circular economy", economic activity "5.1 Repair, refurbishment and remanufacturing". The re-classification was done as activity 5.1 was assessed to be more appropriate for the service operations Munters has, as the criteria was more detailed and in line with how the service is done. No reassessment of the business has been made in 2024. During 2025 the divested entities within FoodTech Equipment has been excluded from the presented metrics and comparative figures. The decrease in the share of taxonomy-aligned activities is mainly due to product mix variation within DCT and AirTech. Oasis has been excluded due to immateriality in 2025.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Included economic activities in 2025

Environmental objective	Economic activity	Munters	Business area
Climate change mitigation (CCM)	3.5 Manufacture of energy efficiency equipment for buildings	Controllers	FoodTech
Climate change mitigation (CCM)	3.6 Manufacture of low carbon technologies	Dehumidification – Industrial segment and Component segment, Cooling of data center	AirTech and Data Center Technologies
Climate change mitigation (CCM)	8.2 Data-driven solutions for GHG emissions reductions	Software	FoodTech
Climate change objective			
Circular economy (CE)	5.1 Repair, refurbishment and remanufacturing	Service	AirTech and Data Center Technologies

Methods to define and calculate key metrics for the taxonomy

Revenue

The revenue is calculated based on the revenues reported in the consolidated accounts for the period 1 January to 31 December 2025 (the denominator), which for the financial year 2025 was MSEK 14,712. The revenue covered by the taxonomy amounted to MSEK 7,520 of this total, corresponding to 51% of the revenue. This primarily includes revenue from sales from manufacture of low carbon technologies, CCM, 3.6., within the business areas AirTech and Data Center Technologies.

Capital Expenditure (CAPEX)

Capital expenditure (CAPEX) is based on new acquisitions of intangible fixed assets, tangible fixed assets, leased assets and business acquisitions that are included in the consolidated accounts as of December 31, 2025, and amounted to MSEK 1,964. Newly added goodwill is not included in the denominator. Capital expenditures covered by the taxonomy's economic activities amounted to MSEK 741, corresponding to 38% of total capital expenditures. This includes capital expenditure directly linked to turnover activities covered by the taxonomy as well as allocated capital expenditure according to table "allocation keys". No capital expenditure included in a capital expenditure plan according to the taxonomy has been included.

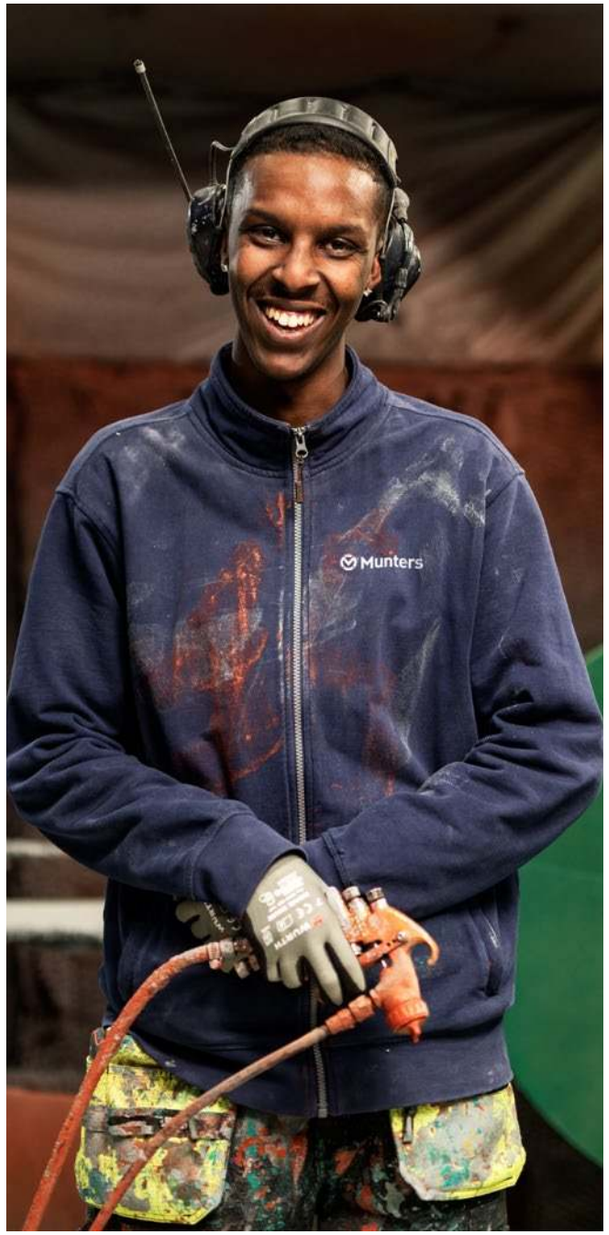
In accordance with the taxonomy, the taxonomy-aligned capital expenditures for the current year refer to capital expenditures attributable to assets or processes that are already linked to environmentally sustainable economic activities classified according to the taxonomy.

Operating expenses (OPEX)

Operating expenses are based on non-capitalized costs for research and development according to the consolidated accounts as of December 31, 2025, and consist of research and development costs minus capitalized development costs and depreciation. In addition to this, the key figure's denominator includes the following:

- maintenance expenses for owned or leased properties and other assets as well as
- expenses for short-term leasing (up to 12 months) that are not included as right-of-use assets in the balance sheet.

Munters total operating costs according to the taxonomy amounted to MSEK 409 for the year 2025. Operating costs covered by the economic activities of the taxonomy amounted to MSEK 218, corresponding to 53% of the group's total operating costs. Just as for capital expenditure, only operating costs directly linked to turnover activities covered by the taxonomy and allocated capital expenditure according to table "allocation keys" are included here.



Description of allocation key, if such has been use

Code	Turnover	Capex	OPEX
CCM, 3.5	Sales of products of which are controllers	Allocated based on percentage of net sales related to controllers	Allocated based on percentage of net sales related to controllers
CCM, 3.6	Sales of products for which LCA's have been performed.	Allocated based on percentage of net sales related to products for which LCA's have been performed	Allocated based on percentage of net sales related to products for which LCA's have been performed
CE, 5.1	Share of services sales related to products for which LCA's have been performed.	N/A	Allocated based on percentage of service net sales related to products for which LCA's have been performed
CCM, 8.2	No allocation key used.	N/A	N/A

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Minimum safeguards

We assess our compliance with the EU Taxonomy Minimum Safeguards across four topics: human rights (including workers' rights), anti-corruption and bribery, taxation, and fair competition. The overview below summarizes our governance, due diligence, implementation, grievance and tracking mechanisms, and the status of incidents or external findings in each area during the year.

Human rights, including workers' rights
Our commitment to human rights is embedded across core governance documents, including the Code of Conduct, Supplier Code of Conduct, Sustainability Policy, Health & Safety Policy, Work Environment Policy, and Whistleblowing Policy. In 2025, our Human Rights Procedure was adopted, establishing the process through which we conduct human rights due diligence (HRDD) in accordance with international standards and recognized guidance. It outlines how we identify, assess and manage our most severe human rights impacts to ensure that we uphold respect for human rights across our own operations and throughout our entire value chain.

We regularly conduct a Human Rights Impact Assessment (HRIA), covering the entire value chain and including stakeholder interviews. The most recent assessment identified our most severe risks in the supplier category for direct materials, particularly risks related to child labour, forced labour, and just and favourable working conditions, with several corruption related risks also noted. Through this ongoing due diligence process, we consistently work to strengthen and improve our processes based on the insights generated.

Human rights monitoring takes place through multiple established whistleblowing channels, accessible both internally and externally. All Munters sites report human rights related incidents annually, and issues may be escalated to the Risk Council when relevant.

Munters has not had any final liability or breach of labour law or human rights. There were also no refusals to engage with National Contact Points, no findings of non-compliance with OECD Guidelines, and no unanswered allegations registered with the Business & Human Rights Resource Centre.

Anti corruption and bribery
We maintain an Anti-Bribery and Anti-Corruption (ABAC) Policy and a Fraud Policy, supported by procedures designed to detect, prevent and address corruption. Investigations are conducted independently from involved management, with reporting to senior management and the Board. The CEO approves the ABAC Policy and holds overall responsibility for compliance. Employees can report concerns through managers, the Ethics Committee or anonymously via the external whistleblowing channel, WhistleB. An independent Investigation Group manages reported cases and informs the Audit Committee of outcomes. Employee expectations, including examples of prohibited behaviour such as kickbacks, are clearly communicated in the Code of Conduct, and all employees receive regular training.

Munters has not been convicted of corruption or bribery.

Taxation
Tax governance is defined in the Tax Procedure under the Finance Policy, which sets out Munters approach to responsible taxation and the ambition to pay the correct level of taxes in all countries where we operate. Munters follows the OECD Transfer Pricing Guidelines, supported by group-wide transfer pricing instructions and processes that define methodologies for intra-group transactions and other tax-related compliance requirements, updated as needed. Tax risks are identified either by Group Tax or by local Financial Controllers, and are jointly monitored and managed. Local tax returns are prepared with support from tax consultants, and taxes are reported quarterly as part of Group financial reporting, reviewed by Group Financial Control & Tax. Tax matters are part of the Audit Committee's yearly agenda and included in monthly reports to the Board, and the Group submits a yearly Country-by-Country Report to the Swedish Tax Agency.

Munters has not been found guilty of tax evasion.

Fair competition
We promote awareness of competition-law compliance across the organization, and questions arising during contracting are assessed on a case-by-case basis. Competition considerations are included as a standard part of the acquisition process, carried out jointly by Legal and the Acquisition team. A structured process exists for assessing whether potential competition issues should be reported to authorities, also handled case-by-case, with local contact persons available across geographies.

Munters Competition Compliance Policy outlines mandatory compliance for all employees, prohibits anti-competitive agreements or information exchanges with competitors, sets requirements for lawful vertical agreements, and provides guidance on avoiding abuse of dominance where relevant. It also establishes requirements for merger-control notifications, immediate reporting of suspected violations, and procedures to follow in the event of a dawn raid. Our Supplier Code of Conduct likewise requires suppliers to comply with applicable competition and antitrust laws.

Munters has not been found in breach of competition laws.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Turnover 2025

Economic activities	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover	Taxonomy aligned KPI (monetary value of Turnover	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover	Breakdown by environmental objectives of Taxonomy aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
	%	%	MSEK	%	%	%	%	%	%	%	E where applicable	T where applicable	%
Manufacture of energy efficiency equipment for buildings	CCM, 3.5	7%	313	2%	2%	–	–	–	–	–	E	–	30%
Manufacture of low carbon technologies	CCM, 3.6	37%	2,762	19%	19%	–	–	–	–	–	E	–	51%
Repair, refurbishment and remanufacturing	CE, 5.1	5%	0	0%	0%	–	–	–	–	–	E	–	0%
Data-driven solutions for GHG emissions reductions	CCM, 8.2	3%	411	3%	3%	–	–	–	–	–	E	–	100%
Sum of alignment per objective					**24%**	**–**	**–**	**–**	**–**	**–**			
Total KPI (Turnover)		**51%**	**3,486**	**24%**	**24%**	**0%**	**0%**	**0%**	**0%**	**0%**	**24%**	**0%**	**46%**

Specification of disclosure – revenue
Accounting policy
Revenue is defined as net turnover derived from products or services associated with taxonomy aligned or eligible economic activities.

When determining and allocating the taxonomy aligned and/or -eligible revenue, businesses have been grouped according to economic activities based on fulfilment of required criteria per economic activity. See more information under the section "Methods to define and calculate key metrics for the taxonomy".

The reported taxonomy-aligned and eligible revenues are related to the environmental objective climate change mitigation and the climate change objective circular economy.

Change in reported revenue compared to the previous year
During 2025 the divested entities within FoodTech Equipment has been excluded from the presented metrics and comparative figures. The decrease in alignment is mainly due to less SyCool and Oasis sold compared to other products within DCT and a varied product mix within AirTech. Oasis has been excluded due to non-materiality 2025. In 2026 we will work with new products within DCT such as chillers to increase eligibility/alignment.

Assessment of compliance with regulation (EU) 2020/852

Business area AirTech
Two economic activities within business area AirTech have been included as aligned with the taxonomy.

Manufacture of low carbon technologies, CCM 3.6
The first economic activity relates to the manufacture of other low carbon technologies. The taxonomy states that the manufacture of technologies aimed at substantial GHG emission reductions in other sectors of the economy, where those technologies are not covered elsewhere in the taxonomy, substantially contribute to climate mitigation. Furthermore, the technical screening criteria specify that such technologies must demonstrate substantial lifecycle GHG emission savings compared to the best performing alternative technology available on the market.

Technical screening criteria
Munters products within AirTech utilize desiccant dehumidification solutions. This technology is significantly more energy efficient than alternative technology under certain circumstances, i.e., when the installation environment has certain characteristics. These circumstances include, but are not limited to, air temperature and humidity level in the installation environment.

In 2022, Munters performed life cycle analyses of 10 product groups within AirTech. Through these analyses, Munters could determine that these products meet the technical screening criteria.

The product groups we performed life cycle analyses of are: IDS, HCD, ICA, GreenDry, DSS PRO, MX2, MX2 Plus, ML, ML Plus and Rotor components. In 2025 M300 was added.

Revenue from sales of these product groups has been included in the reported aligned revenue. For AirTech the products are reported within segments Industrial and Components.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Turnover, cont.

DNSH – Manufacture of low carbon technologies within AirTech, CCM 3.6

Do No Significant Harm analysis:	Which means	Assessment	Analysis
2) Climate change adaptation - The activity complies with the criteria set out in Appendix A	Munters shall conduct a climate risk analysis of physical risks.	Compliant	A climate risk analysis of the assets considered material are being made yearly. In 2025, the assets reviewed for acute and chronic climate change risks. This resulted in an analysis that no location is exposed to an acute natural hazard risk that is not mitigated. The long-term risk analysis is being integrated into the business contingency plans for each business area. In addition to this analysis, Munters group has conducted a climate change risk scenario analysis on a group level, see pages 96-98.
3) Sustainable use and protection of water and marine resources - The activity complies with the criteria set out in Appendix B	Munters should identify and address risks related to water quality and should aim to prevent water stress.	Compliant	Munters aim to gradually reduce water consumption and treat wastewater in our production plants and processes. We measure our consumption on a quarterly basis. The largest part of Munters operations has no material impact on water.
4) Transition to a circular economy - The activity assesses the availability of and, where feasible, adopts techniques that support: (a) reuse and use of secondary raw materials and reused components in products manufactured; (b) design for high durability, recyclability, easy disassembly and adaptability of products manufactured; (c) waste management that prioritises recycling over disposal, in the manufacturing process; (d) information on and traceability of substances of concern throughout the life cycle of the manufactured products.	Munters ambition should be to secure a high level of recycling and use of secondary material and components in produced products as well as optimizing design for durability, recyclability and ease of disassembly. Munters should have a policy in accordance with the waste hierarchy and traceability should be secured when substance of concern are used in manufactured products.	Compliant	We use a common development model in Munters: MPDM, Munters Product Development Model, based on insight into customers' need. We weigh in various sustainability factors early in the process, such as choice of materials, recycling options and energy consumption. For more information about the MPDM see page 110. Munters has a life-cycle approach towards all product development. This means that we have a product development stage-to-gate process including a sustainability assessment. The new product needs to be assessed compared to its predecessor, to assess whether it is more or less sustainable. The assessment focuses on each of the 4 stages of the life cycle of the product: raw materials, production, use phase and end-of-life. The criteria to score high on Sustainability are for example reduction of size, lightweighting, use of recycled material, minimization of packaging, ease of disassembly and other eco-design principles that aim to minimize the negative impact of the product already at its design phase. It is our goal that each new generation of all products should be more energy-efficient than the previous one. We have a sustianbility policy and circularity procedure in line with the waste hierarchy and actively work to increase recycling rates in our facilities. For example, actions have been taken in Tobo, Sweden to reduce landfill waste during 2025, read more on page 110. To the best of our knowledge, Munters is compliant with all relevant directives. Munters has a product compliance framework including a policy, procedures and instructions to ensure compliance with regulations affecting our products.
5) Pollution prevention and control - The activity complies with the criteria set out in Appendix C to this Annex.	The company needs to be RoHS-compliant, REACH compliant, Mercury directive compliant, Persistent organic pollutants directive compliant, Ozone depleting substances as well as being able to confirm that the activity does not lead to the manufacture, presence in the final product or output, or placing on the market, of other substances, whether on their own, or in mixtures or in an article, in a concentration above 0,1% weight by weight (w/w), that meet the criteria of Regulation (EC) No 1272/2008 for one of the hazard classes or hazard categories mentioned in Article 57 of Regulation (EC) No 1907/2006, except if it is assessed and documented by the operators that no other suitable alternative substances or technologies are available on the market, and that they are used under controlled conditions.	Compliant	Munters is compliant with all relevant directives to the best of our knowledge. Munters has a product compliance framework including polices, procedures and instructions to ensure compliance with regulations affecting our products.
6) Protection and restoration of biodiversity and ecosystems - The activity complies with the criteria set out in Appendix D to this Annex.	EIAs needed to be carried out in accordance with Directive 2011/92/EU334.	Compliant	Munters is following the Directive 2011/92/EU334. In 2022 one EIA was conducted in the US as a consequence of the plans of moving to a new production facility in Amesbury. In 2023, 2024 and 2025 no EIAs were conducted.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Turnover, cont.

Repair, refurbishment and remanufacturing, CE 5.1
The second economic activity has a significant contribution to the climate change objective and is defined as repair, refurbishment and remanufacturing. This is defined in the taxonomy as repair, refurbishment and remanufacturing of goods that have been used for their intended purpose by a customer (natural or legal person). Munters provides services that are in line with the definition of both repair and refurbishment, where repair of goods means that defects or damage are repaired on the goods so that they regain their full function or that the goods are upgraded or modernized so that they once again meet or exceed the original specifications.

A share of the revenues from the segment Services has been included in the reported value. The reported share represents services related to the equipment included in other economic activities for the AirTech and DCT business areas, i.e. taxonomy-covered products and solutions within the Industry and Components segments. The included revenue for services is calculated using the same share as taxonomy-covered equipment sales is of total equipment sales within the Industry and Components segments.

Technical screening criteria
The part of Munters repair, refurbishment and remanufacturing business that is covered by the taxonomy is the part that is related to the sale of Munters products that are compatible with the taxonomy. By carrying out repair, refurbishment or remanufacturing, Munters extends the product's lifespan and/or ensures high energy efficiency. This is in line with point 1 of the technical screening criteria.

Change compared to previous years in the reporting
In 2021, the portion of the Industrial segment within AirTech that sells solutions to customers that manufacture batteries were classified under 3.4, Manufacture of batteries. Here the taxonomy states that the manufacture of batteries or components substantially contributes to climate mitigation.

In 2022, this part was reclassified to 3.6. when life cycle analysis was made of the products sold to the battery segment. Thus, the products that Munters sells to the battery segment met the technical screening criteria under 3.6.

In 2023, the service business was reclassified from the environmental objective Installation, maintenance and repair of energy-efficient equipment, CCM 7.3 of energy-efficient equipment to climate objective repair, refurbishment and remanufacturing, CE 5.1.The reclassification was made because the economic activity 5.1 was considered to better fit the service business that Munters operates, as the criteria are more detailed and in line with how the business is conducted.

No changes were made in 2025 compared to 2024.

Business area Data Center Technologies
Manufacture of low carbon technologies, CCM 3.6
Within the business area, the products Delta Cube and SyCool Split have been included in the manufacturing of other low-carbon technology. The taxonomy establishes that the manufacture of technology that contributes to significantly reducing greenhouse gas emissions in sectors of the economy that are not included elsewhere in the taxonomy contributes significantly to climate change mitigation. Furthermore, the technical screening criteria specify that such technology must demonstrate significantly lower greenhouse gas emissions over the life cycle compared to commercially available alternative technology.

Technical screening criteria
In 2022, Munters performed life cycle analyses of one product within Data Center Technologies, SyCool Split, and in 2023 further life cycle analysis were conducted of the products DeltaCube and Oasis. Through this analysis, Munters was able to determine that these products meet the technical screening criteria.

The revenue from sales of the SyCool has been included in the reported revenue for aligned and DeltaCube for eligible.

Change compared to previous years in the reporting
In 2024 DCT was added as eligible under Repair, refurbishment and reamanufacturing, CE 5.1 and during 2025 Oasis has been excluded from the reporting due to non-materiality.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

DNSH – manufacture of low carbon technologies, CCM 3.6 Data Center Technologies, CM 3.6

Do No Significant Harm analysis:	Which means	Assessment	Analysis
2) Climate change adaptation - The activity complies with the criteria set out in Appendix A	Munters shall conduct a climate risk analysis of physical risks.	Compliant	A climate risk analysis of the assets considered material are being made yearly. In 2025, the assets reviewed for acute and chronic climate change risks. This resulted in an analysis that no location is exposed to an acute natural hazard risk that is not mitigated. The long-term risk analysis is being integrated into the business contingency plans for each business area. In addition to this analysis, Munters group has conducted a climate change risk scenario analysis on a group level, see pages 96-98.
3) Sustainable use and protection of water and marine resources - The activity complies with the criteria set out in Appendix B	Munters should identify and address risks related to water quality and should aim to prevent water stress.	Compliant	Munters has a good view of the water usage and we are continuously measuring the water usage from all our factories. We follow local requirements for water preservation in each country where we operate. Within DCT water usage is only for testing and sanitary processes. There are no manufacturing processes that use water.
4) Transition to a circular economy - The activity assesses the availability of and, where feasible, adopts techniques that support: (a) reuse and use of secondary raw materials and reused components in products manufactured; (b) design for high durability, recyclability, easy disassembly and adaptability of products manufactured; (c) waste management that prioritises recycling over disposal, in the manufacturing process; (d) information on and traceability of substances of concern throughout the life cycle of the manufactured products.	Munters ambition should be to secure a high level of recycling and use of secondary material and components in produced products as well as optimizing design for durability, recyclability and ease of disassembly. Munters should have a policy in accordance with the waste hierarchy and traceability should be secured when substance of concern are used in manufactured products.	Compliant	We use a common development model in Munters: MPDM, Munters Product Development Model, based on insight into customers' need. We weigh in various sustainability factors early in the process, such as choice of materials, recycling options and energy consumption. For more information about the MPDM see page 110. In 2023, DCT added a full Service department for the business area. This department offer maintenance and upgrades of all installed equipment to ensure installed equipment is run energy efficient as well as extending the lifetime of the product. Munters has a life-cycle approach towards all product development. This means that we have a product development stage-to-gate process including a sustainability assessment. The new product needs to be assessed compared to its predecessor, to assess whether it is more or less sustainable. The assessment focuses on each of the 4 stages of the life cycle of the product: raw materials, production, use phase and end-of-life. The criteria to score high on Sustainability are for example reduction of size, lightweighting, use of recycled material, minimization of packaging, ease of disassembly and other eco-design principles that aim to minimize the negative impact of the product already at its design phase. It is our goal that each new generation of all products should be more energy-efficient than the previous one. We have a sustainability policy and circularity procedure in line with the waste hierarchy and actively work to increase recycling rates in our facilities. To the best of our knowledge, Munters is compliant with all relevant directives. Munters has a product compliance framework including a policy, procedures and instructions to ensure compliance with regulations affecting our products.
5) Pollution prevention and control - The activity complies with the criteria set out in Appendix C to this Annex.	The company needs to be RoHS-compliant, REACH compliant, Mercury directive compliant, Persistent organic pollutants directive compliant, Ozone depleting substances as well as being able to confirm that the activity does not lead to the manufacture, presence in the final product or output, or placing on the market, of other substances, whether on their own, or in mixtures or in an article, in a concentration above 0,1% weight by weight (w/w), that meet the criteria of Regulation (EC) No 1272/2008 for one of the hazard classes or hazard categories mentioned in Article 57 of Regulation (EC) No 1907/2006, except if it is assessed and documented by the operators that no other suitable alternative substances or technologies are available on the market, and that they are used under controlled conditions.	Compliant	Munters is compliant with all relevant directives to the best of our knowledge. Munters has a product compliance framework including polices, procedures and instructions to ensure compliance with regulations affecting our products.
6) Protection and restoration of biodiversity and ecosystems - The activity complies with the criteria set out in Appendix D to this Annex.	EIAs needed to be carried out in accordance with Directive 2011/92/EU334.	Compliant	Munters is following the Directive 2011/92/EU334. In 2025 Munters has not conducted any EIAs during 2025.

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Turnover, cont.

Business area FoodTech
Within business area FoodTech, two economic activities have been included. One economic activity is reported as taxonomy eligible and one economic activity is reported as both taxonomy eligible and aligned.

Manufacture of energy efficiency equipment for buildings, CCM 3.5
Aligned economic activities:
The first activity relates to the manufacture of energy efficient equipment buildings where the revenue originates from the sale of controllers, sensors and related accessories has been included. The taxonomy states that energy efficient buildings automation and control systems for residential and non-residential buildings substantially contribute to climate change mitigation. FoodTechs controllers, sensors and related accessories are energy efficient products for monitoring and controlling the climate, primarily in livestock farming buildings. Besides being energy efficient in themselves, the products enable customers to increase the overall energy efficiency in their facilities. The business conducted by FoodTech in Tel Aviv, Israel, has been included as aligned.

Eligible activities:
This activity includes Inobram, a Brazil-based manufacturer of controllers to climate solutions for farms and food producers. This acquisition was made in 2023. Inobram, includes controllers and related accessories for the broiler- and swine segment. They utilize innovative software, sensors and connected solutions in order to provide farmers and food producers the tools needed to improve animal welfare as well as increasing the energy efficiency in their operations.

In 2024, a majority share of Automated Environments (AEI), a US-based company specializing in automated control systems for the layer industry was acquired. Its intelligent controllers and software monitors for example, the environment in the barn and manages feed and water distribution, which improves both animal welfare and reduces egg production costs. In addition, Hotraco, a leading developer of control systems and sensors for the agricultural sector, was acquired. It includes premium controllers and systems for automation, targeting the global agricultural technology industry mainly within poultry, layer and greenhouses. In addition, Hotraco provides solutions for crops storage. Both these activities have been included as taxonomy-eligible in 2025.

Technical screening criteria
Munters view that FoodTechs range of controllers, sensors and accessories meets the technical screening criteria since besides being energy efficient in themselves, they enable customers to increase the overall energy efficiency in their facilities. For Foodtech, it's not only about improving energy efficiency, but even more about making food production itself more efficient–this is where the biggest impact lies. By optimizing processes, we can reduce food waste and use resources more effectively,

DNSH – Manufacture of energy efficiency equipment for buildings, CCM 3.5

Do No Significant Harm analysis:	Which means	Assessment	Analysis
2) Climate change adaptation - The activity complies with the criteria set out in Appendix A	Munters shall conduct a climate risk analysis of physical risks.	Compliant	A climate risk analysis of the assets considered material are being made yearly. In 2025, the assets reviewed for acute and chronic climate change risks. This resulted in an analysis that no location is exposed to an acute natural hazard risk that is not mitigated. The long-term risk analysis is being integrated into the business contingency plans for each business area. In addition to this analysis, Munters group has conducted a climate change risk scenario analysis on a group level, see pages 96-98.
3) Sustainable use and protection of water and marine resources - The activity complies with the criteria set out in Appendix B	Munters should identify and address risks related to water quality and should aim to prevent water stress.	Compliant	Israel, Tel Aviv, is located in an area where water is scarce. As a consequence, Munters has identified that a special focus on water is needed in this area. In the manufacturing process Munters does not use any water in Tel Aviv. The water consumption in Israel is used for sanitation purposes. Munters aim at gradually reducing water consumption and treat wastewater in our production plants and processes.
4) Transition to a circular economy - The activity assesses the availability of and, where feasible, adopts techniques that support: **(a) reuse and use of secondary raw materials and reused components in products manufactured;** **(b) design for high durability, recyclability, easy disassembly and adaptability of products manufactured;** **(c) waste management that prioritises recycling over disposal, in the manufacturing process;** **(d) information on and traceability of substances of concern throughout the life cycle of the manufactured products.**	Munters ambition should be to secure a high level of recycling and use of secondary material and components in produced products as well as optimizing design for durability, recyclability and ease of disassembly. Munters should have a policy in accordance with the waste hierarchy and traceability should be secured when substance of concern are used in manufactured products.	Compliant	In Israel we only do assembly of purchased components. We use a common development model in Munters: MPDM, Munters Product Development Model, based on insight into customers' need. We weigh in various sustainability factors early in the process, such as choice of materials, recycling options and energy consumption. For more information about the MPDM see page 110. The production facility in Tel Aviv is certified according to the ISO standard 14001. Munters has a life-cycle approach towards all product development. This means that we have a product development stage-to-gate process including a sustainability assessment. The new product needs to be assessed compared to its predecessor, to assess whether it is more or less sustainable. The assessment focuses on each of the 4 stages of the life cycle of the product: raw materials, production, use phase and end-of-life. The criteria to score high on Sustainability are for example reduction of size, lightweighting, use of recycled material, minimization of packaging, ease of disassembly and other eco-design principles that aim to minimize the negative impact of the product already at its design phase. It is our goal that each new generation of all products should be more energy-efficient than the previous one. We have a sustainability policy and circularity procedure in line with the waste hierarchy and actively work to increase recycling rates in our facilities. In Israel smart-monitor waste for easier targeted reduction has been installed. To the best of our knowledge, Munters is compliant with all relevant directives. Munters has a product compliance framework including polices, procedures and instructions to ensure compliance with regulations affecting our products.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

DNSH – Manufacture of energy efficiency equipment for buildings, CCM 3.5, continuing

Do No Significant Harm analysis:	Which means	Assessment	Analysis
5) Pollution prevention and control - The activity complies with the criteria set out in Appendix C to this Annex.	The company needs to be RoHS-compliant, REACH compliant, Mercury directive compliant, Persistent organic pollutants directive compliant, Ozone depleting substances as well as being able to confirm that the activity does not lead to the manufacture, presence in the final product or output, or placing on the market, of other substances, whether on their own, or in mixtures or in an article, in a concentration above 0,1% weight by weight (w/w), that meet the criteria of Regulation (EC) No 1272/2008 for one of the hazard classes or hazard categories mentioned in Article 57 of Regulation (EC) No 1907/2006, except if it is assessed and documented by the operators that no other suitable alternative substances or technologies are available on the market, and that they are used under controlled conditions.	Compliant	Munters is compliant with all relevant directives to the best of our knowledge. Munters has a product compliance framework including polices, procedures and instructions to ensure compliance with regulations affecting our products.
6) Protection and restoration of biodiversity and ecosystems - The activity complies with the criteria set out in Appendix D to this Annex.	EIAs needed to be carried out in accordance with Directive 2011/92/EU334	Compliant	This economic activity only has operations in Israel and operations are not located in a nature conservation area. Munters has not made any amendments to the site during the last year.

Data-driven solutions for GHG emission reductions, 8.2
The second economic activity related to data-driven solutions for GHG emission reductions where Mtech Systems software solutions have been included. The taxonomy states that software solutions primarily aimed at provision of data and analytics enabling GHG emission reductions substantially contribute to climate change mitigation. MTech Systems provides solutions for planning and monitoring operations in livestock farming facilities and enables optimizing on a range of parameters, including water and feed usage and waste produced, all of which are drivers of GHG emissions.

Technical screening criteria
Munters view that MTech Systems software solutions meet the technical screening criteria since they clearly help customers to reduce their GHG emissions by providing data on the underlying parameters for controlling them.

Revenues from sale of software has been reported as taxonomy-aligned in 2025 compared to eligible in previous years.

DNSH - data driven solutions, 8.2
Climate risk analysis of assets considered to be material is conducted yearly. In 2025, the assets were reviewed for acute and chronic climate change risks. This resulted in an analysis that no location is exposed to acute natural hazard risks that cannot be mitigated. In relation to the external supplier of server equipment, Munters has confirmed based on publicly available information that they meet the requirements set out under criteria 4 related to transition to a circular economy.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Capital expenditure 2025

					Breakdown by environmental objectives of Taxonomy aligned activities								
Economic Activities	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx)	Taxonomy aligned KPI (monetary value of CapEx)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx)	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
	%	%	MSEK	%	%	%	%	%	%	%	E where applicable	T where applicable	%
Manufacture of energy efficiency equipment for buildings	CCM, 3.5	4%	57	3%	3%	–	–	–	–	–	E	–	71%
Manufacture of low carbon technologies	CCM, 3.6	30%	392	20%	20%	–	–	–	–	–	E	–	66%
Repair, refurbishment and remanufacturing	CE, 5.1	0%	0	0%	0%	–	–	–	–	–	E	–	0%
Data-driven solutions for GHG emissions reductions	CCM, 8.2	3%	63	3%	3%	–	–	–	–	–	E	–	100%
Sum of alignment per objective					**26%**	**0%**	**0%**	**0%**	**0%**	**0%**			
Total KPI (CapEx)		**38%**	**512**	**26%**	**26%**	**0%**	**0%**	**0%**	**0%**	**0%**	**26%**	**0%**	**69%**

Specification of disclosure – capital expenditure
Accounting policy
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Assessment of compliance with Regulation (EU) 2020/852
All reported capital expenditure relates to the same economic activities identified in the turnover section; no further capital expenditure has been added concerning further environmental objectives pursued.
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Business area AirTech
In business area AirTech capital expenditures related to economic activities in 3.6 that are eligible and aligned with the taxonomy has been accounted for.

Manufacture of low carbon technologies, CCM 3.6
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Business area Data Center Technologies
In business area Data Center Technologies capital expenditures related to economic activities in 3.6 has been accounted for. The activities are assessed to be partly taxonomy-aligned as well as partly taxonomy-eligible.

Manufacture of low carbon technologies, CCM 3.6
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Business area FoodTech
In business area FoodTech capital expenditures related to economic activities in 3.5 and 8.2 been accounted for. The activities in 3.5 are assessed to be aligned with the taxonomy and the activities in 8.2 are assessed to be eligible with the taxonomy.

Manufacture of energy efficient equipment for buildings, CCM 3.5
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Data-driven solutions for GHG emission reductions, CCM 8.2
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Operational expenditure 2025

					Breakdown by environmental objectives of Taxonomy aligned activities								
Economic Activities	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx	Taxonomy aligned KPI (monetary value of OpEx	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
	%	%	MSEK	%	%	%	%	%	%	%	E where applicable	T where applicable	%
Manufacture of energy efficiency equipment for buildings	CCM, 3.5	12%	22	5%	5%	-	-	-	-	-	E	-	43%
Manufacture of low carbon technologies	CCM, 3.6	26%	54	13%	13%	-	-	-	-	-	E	-	51%
Repair, refurbishment and remanufacturing	CE, 5.1	8%	0	0%	0%	-	-	-	-	-	E	-	0%
Data-driven solutions for GHG emissions reductions	CCM, 8.2	7%	30	7%	7%	-	-	-	-	-	E	-	100%
Sum of alignment per objective					**26%**	**0%**	**0%**	**0%**	**0%**	**0%**			
Total KPI (OpEx)		**53%**	**106**	**26%**	**26%**	**0%**	**0%**	**0%**	**0%**	**0%**	**26%**	**0%**	**49%**

Specification of disclosure – operating expenditure
Accounting policy
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Assessment of compliance with Regulation (EU) 2020/852
All reported operating expenditures are related to the same economic activities reported as reported in turnover; no additional operating expenditure concerning other objectives has been reported.

Business area AirTech
All reported operating expenditure relates to the economic activities in 3.6 assessed to be aligned with the taxonomy and in 5.1 assessed to be taxonomy-eligible

Manufacture of low carbon technologies, CCM 3.6
In this area operating expenditures related to research and development have been reported.
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Repair, refurbishment and remanufacturing, CE 5.1
Within this area, operating expenses related to repair, refurbishment and remanufacturing have been included. This has been determined using the share of compliant revenues identified within relevant areas.
For more information, see: Methods for defining and calculating taxonomy metrics

Business area Data Center Technologies
The reported operating expenditures are related to economic activities in 3.6 that are assessed to be eligible as well as aligned with the taxonomy.

Manufacture of low carbon technologies, CCM 3.6
In this area operating expenditures related to research and development have been reported.
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Repair, refurbishment and remanufacturing, CE 5.1
Within this area, operating expenses related to repair, refurbishment and remanufacturing have been included. This has been determined using the share of compliant revenues identified within relevant areas.
For more information, see: Methods for defining and calculating taxonomy metrics

Business area FoodTech
In business area FoodTech operating expenditures related to economic activities in 3.5 and 8.2 has been accounted for. The activities in 3.5 are assessed to be partly aligned and partly eligible with the taxonomy and the activities in 8.2 as taxonomy-aligned

Manufacture of energy efficient equipment for building, CCM 3.5
In this area operating expenditures related to research and development have been reported.
For more information see the section "Methods to define and calculate key metrics for the taxonomy"

Data-driven solutions for GHG emission reductions, CCM 8.2
In this area operating expenditures related to research and development have been reported.
For more information see the section "Methods to define and calculate key metrics for the taxonomy".

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

E1 Climate change

Climate scenario analysis 96
Impacts, risks and opportunities 99
Policies 99
Management approach 100
Targets & metrics 105

Climate scenario analysis

In 2025, Munters continued to broaden and deepen the analysis and evaluation of risks and opportunities related to climate change. A tool with climate data which includes regional climate scaling and climate projection scores based on geospatial coordinates along with scientific research and industry knowledge forms the basis of the analysis. Climate change risks are part of the risk analysis carried out during factory visits in connection with insurance inspection. For Munters, climate-related risks primarily relate to our asset base, including manufacturing facilities, while climate-related opportunities are mainly associated with our products, which support customers in addressing challenges arising from evolving global climate conditions. The climate scenario analysis covers all Munters operations and is reviewed annually with Group Management. It is used as an input for resilience analysis and double materiality assessment. At present, climate-related supply chain risks are assessed at a general level, with plans to carry out more detailed analyses in the coming years.

During autumn, the management team revisited the question of business risks and opportunities in two different climate scenarios based on data from the Intergovernmental Panel on Climate Change (IPCC). The analysis had considered two shared socioeconomic pathways: SSP1-2.6 (aiming to keep global warming below 2°C) and SSP5-8.5 (significant warming, around 3.3-5.7°C) across three-time horizons: short term (0-3 years), medium term (until 2030) and long term (2030-2100). Discussions were conducted on how impacts, risks, and opportunities linked to business propositions and physical facilities are integrated into Munters operations. Risk assessment was also conducted, following a structured methodology, which included identification of critical assets that could be affected by extreme climate hazards, such as heatwaves, heavy precipitation, water scarcity, and extreme cold, under the assessment of exposure and vulnerability under different climate scenarios, including SSP1-2.6 and SSP5-8.5 and application of both quantitative and qualitative risk evaluation techniques. Mitigation actions and resources were not considered in the risk assessment.

Results are integrated into strategic planning to prioritize adaptation measures, aligning investment decisions with long-term climate projections, and embedding resilience considerations into business model reviews. Training and capability development are being prioritized to ensure the workforce can effectively operate and optimize evolving technologies and assets under changing climate conditions. In addition, increasing heat and humidity have led to higher energy consumption at certain manufacturing facilities, for example in Selma (Texas, USA), requiring targeted investments in enhanced cooling solutions. For transition events, the analysis considered the likelihood, magnitude, and duration of each event. Munters recognizes that certain factories, such as Monterrey (Mexico) and Daleville (USA), with significant natural gas consumption may contribute to locked-in emissions. Aligning these sites with a transition to a climate-neutral economy will therefore require substantial efforts and investments.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Climate scenarios analysis

+2°C ← Average increase in global temperature by 2100 → +4°C

Expected to result in

	Transitional risks	Opportunities	Physical risks
	Market, Policy, Customer demand, Technology	Markets, Products	Acute, Chronic
Risks and opportunities	• Increased regulation leads to higher compliance demands • Changing demands from various stakeholders create a need for extended research and product development. • Rising input costs due to higher demand for recycling and customer needs	• Increased demand for Munters products, including carbon capture, cooling, dehumidification and FoodTechs digital solutions • Increased demand for service and maintenance to extend lifespan of products and ensure optimal operation	• Extreme weather events cause supply chain disruptions. • Operational disruptions and outages arising from unreliable infrastructure • Labour disruptions are caused by deteriorating working conditions, for example hotter climate and heatwaves. • Waves of pandemics result in security issues
Financial impact	• Increased costs • Decreased market shares	• Strengthened result • Increased sales volume	• Increased costs • Decreased revenues.
Mitigating & advancing activities	• Customer dialogues • Product development • Measuring our climate impact from products • Increase resources on compliance	• Increased focus on R&D • Expand our service offering	• Perform climate-related risk assessments • Close dialogue with local facilities to assess needs for climate-related mitigating investments • Business contingency plans

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSP) 1-2.6 Scenario

SCENARIO 1 - SSP1-2.6 Optimistic Scenario
This is the most optimistic scenario, all countries move gradually but consistently towards a more sustainable economic system. Inequality within and between countries is reduced and consumption is oriented towards lower material growth and lower resource and energy consumption. This moderate scenario leads to an expected warming at the end of the 21st century of around 1.0–2.4°C relative to the pre-industrial period (1850–1900).

This scenario aims to assess Munters physical and transitional risks to operate within an economy and society that must undergo significant transformations to transition to a world with low carbon emissions, where temperature increases are limited to well below 2C. Emissions, where temperature increases are limited to well below 2°C.

Scenario assumptions
- Policies to support circular economies through increased recycling of aluminium, steel, paper, and plastic, along with strategies for material efficiency.
- More stringent minimum requirements for energy performance from 2025, particularly for electric motors, incentives for the introduction of variable-speed motors in systems with variable loads, and implementation of energy efficiency standards.
- Mandatory energy management systems or energy analysis.

EVALUATED TIME-FRAME 2025-2100

Expected impact on Munters
- Stricter rules and reporting requirements that demand more resources from Munters for monitoring.
- Increased costs for input goods, freight, procurement and materials due to the introduction of CO_2 pricing.
- A need for increased investments in research and development and product innovation due to an increased demand from customer and regulators related to the quality to withstand extreme weather conditions, stricter efficiency requirements and clean technologies
- Loss or change of customer groups, which may be due to changes in the use of substances such as lithium or coal, or market shifts resulting from legislation or other developments, for example, within data centers.
- Increased demands on data usage and storage, as storage capacity may not be able to keep up with the growing data consumption.
- Potential to strengthen market position across all three business areas

Primary risks for Munters
- Unexpectedly high costs for input materials, freight, logistics, procurement, and materials, triggered by extreme weather conditions and/or changing customer requirements.
- A shift in stakeholder demands for energy efficiency and clean technologies requires higher investments in research and development as well as product management.
- With the increasing occurrence of extreme weather conditions and a higher risk of diseases, it may be necessary to offer an alternative work environment for our employees, which places demands on security and adaptability.
- Insufficient energy supply could lead to disruptions in our operations.
  Increased regulations with stricter compliance requirements.

Primary opportunities for Munters
- Service, upgrades and maintenance requirements will increase, benefiting Munters.
- Increased demand for Munters products, including carbon capture, cooling, dehumidification and FoodTechs digital solutions.

Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSP) 5-8.5 Scenario

SCENARIO 2 - SSP5-8.5 Fossil-fuelled Development Scenario
In this scenario fossil fuels are increasingly exploited, and social and economic development drives the adaptation of resources and energy intensive lifestyles around the world. Local environmental problems like air pollution are managed but high greenhouse gas releases drive high global warming and related increases in natural catastrophe exposure. Under this scenario, warming by the end of the 21st century is expected to be between 3.3 and 5.7°C.

This scenario aims to assess Munters physical and transitional risks related to these uncontrolled emissions.

Scenario assumptions
- CO_2 emissions will be three times today's level by 2100, and CH_4 emissions will increase significantly.
- The world's population increases to 12 billion, resulting in increased demand for grazing and farmland.
- Technological development and energy efficiency improvements continue, but at a slow pace.
- High dependence on fossil fuels.
- High energy demand.
- Total absence of further climate policies.

EVALUATED TIME-FRAME 2025-2100

Expected impact on Munters
- Disruptions in supply chains due to extreme weather events, leading to increased costs and reduced availability of materials.
- Local labour shortages resulting from worsening working conditions (extreme heat stress, temperature fluctuations, risks of illness due to poor water quality, etc.).
- Security disruptions as a result of increasing pandemics.
- Local and global disruptions due to electricity-, mobile and internet failures.
- Loss of biodiversity and increased unpredictability in Earth's climate and weather patterns affecting Munters operations.
- Increased demand for Munters products, including cooling and drying solutions.

Primary risks for Munters
- Disruptions in supply chains due to extreme weather events, leading to increased costs, reduced availability of materials, and operational challenges.
- Local labour shortages due to worsened working conditions (high temperatures, risks of illness, poor water quality, etc.).
- Operational disruptions and interruptions at both local and global levels arise from an unreliable infrastructure.
- Production facility relocations due to severe weather events. Increased regulations with extended stricter compliance requirements.

Primary opportunities for Munters
- Increased demand for Munters products, including carbon capture, cooling, dehumidification and FoodTechs digital solutions.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Impact, risks and opportunities

Munters climate-related impacts include negative impacts from greenhouse gas emissions across operations, distribution, product use and end-of-life, as well as positive impacts through the provision of energy-efficient solutions. Key risks relate to potential loss of customers and investors if sustainability demands are not met, limited climate adaptation at manufacturing sites, and supply chain disruptions from extreme weather events. An overview of climate-related risks according to our climate scenario analysis is presented on pages 96-98. Opportunities are linked to increasing demand for energy-efficient equipment such as cooling and dehumidification products, carbon capture technologies, digital solutions within FoodTech and our maintenance services. Additional opportunities include the potential to access new markets and strengthen stakeholder relationships by delivering more sustainable products and services, while also meeting stakeholder expectations for energy-efficient production and greater use of renewable energy across operations to reinforce long-term resilience. Further details on climate-related impacts, risks and opportunities are provided on pages 76-77.

Link to business strategy
For several years, Munters has focused on reducing carbon emissions within its own operations as a key part of its strategy. It is a continued priority for us to reduce emissions from production, with a particular emphasis on reducing reliance on natural gas and fossil-based electricity. Additionally, emissions from own operations and value chain emissions, which constitute the majority of Munters total carbon footprint, are integrated into the strategy through initiatives such as LTIP incentives, research and development efforts, and targeted investment plans.

Alongside these measures, Munters business strategy also incorporates the development of a sustainable offering and portfolio optimization to ensure long-term competitiveness. For example, during spring 2025, a project was carried out within AirTech to identify ways of increasing energy efficiency in products in line with Munters SBTi-validated Scope 3.11 target. Furthermore, the energy-efficient liquid cooling offering in DCT and cases of avoided emissions linked to FoodTech's solutions, demonstrate how sustainability is embedded in both innovation and customer value creation.

Policies

Munters Sustainability Policy
Munters Sustainability Policy outlines the company's core principles on sustainability, including climate change mitigation, adaptation and energy efficiency. It establishes the company's guiding principles for managing environmental impacts and ensuring responsible growth. Through the Sustainability Due Diligence process, Munters identifies, prevents, mitigates, remediates, and reports both current and potential negative impacts on the environment. This process covers impacts directly linked to our activities, products, services, and business relationships throughout the value chain. Additionally, Munters employs life-cycle analysis (LCA) methodology to identify key environmental factors and assess the impact of its products. This helps Munters minimize the negative impact of its operations while adopting a precautionary approach to environmental challenges. Munters prioritize continuous improvements by incorporating life-cycle perspectives into the design phase.

This policy applies to the entire Munters Group, covering all business areas and operations globally, as well as our extended value chain. The policy is owned and monitored by Group Vice President People, Culture & Sustainability and is formally approved by the Board of Directors. Implementation of the policy is governed by our Sustainability Management Procedure, which defines roles, responsibilities, and processes for managing our strategic sustainability focus areas. This procedure also sets out how we follow up on our commitments and report progress to internal and external stakeholders. It is supported by detailed instructions that guide our actions, ensuring that we remain on track to meet our sustainability goals and commitments. The policy has been developed in consultation with members of Group Sustainability, with input from relevant stakeholders across the organization to ensure alignment with referenced policies and business practices. The approved policy is communicated to all employees through Munters intranet, ensuring accessibility and transparency.

In addition to the sustainability policy, Munters has implemented a range of supporting procedures and instructions including a company car instruction, which sets emission factor targets and requirements for all newly acquired vehicles, ensuring a transition toward lower-carbon mobility. The Energy and Water conservation procedure requires production facilities to develop and implement local conservation programs, with progress monitored through quarterly EHS reporting.

Munters Environmental Policy
Munters Environmental Policy sets out our commitment for continuous improvement of the environmental performance of our business. We are committed to reducing environmental impacts and ensuring full compliance with all applicable environmental laws, regulations, and compliance obligations. The policy applies to all employees, suppliers, contractors, and the communities associated with Munters. Implementation is carried out by relevant stakeholders within QEHS (Quality, Environmental, Health, and Safety), with formal approval and oversight from Munters Group Management. Compliance with the policy and progress against its commitments are monitored through established management processes and reported to Group Management as appropriate.

Supplier Code of Conduct
Munters Supplier Code of Conduct (sCoC) requires all suppliers, partners, agents, distributors, subcontractors, and other business relations to commit to high environmental standards. Suppliers are urged to have an environmental management system implemented and work towards developing an environmental policy. Additionally, suppliers are expected to actively reduce and monitor greenhouse gas emissions and global warming potential (GWP) in line with the United Nations Framework Convention on Climate Change. Suppliers shall make practical efforts to minimize energy, water, and raw material use, prioritizing renewable or sustainably sourced inputs wherever possible. They are encouraged to set energy efficiency targets, monitor consumption, and take steps to eliminate or reduce waste levels, while ensuring proper disposal of both hazardous and non-hazardous waste in compliance with applicable laws and regulations.

The sCoC is incorporated into standard supplier contracts, is available in multiple languages, and is subject to ongoing monitoring through audits, supplier self-assessments, and information requests conducted by Munters. More information on the sCoC can be found on page 122.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management Approach

Group Sustainability, in cooperation with the cross functional Sustainability Core Team, oversees and coordinates the Group's climate strategy and targets. Group Sustainability ensures that sustainability is integrated into our operations and tracks progress on targets. This function acts as a Center of Excellence for sustainability and supports the business areas and rest of the organization with knowledge, engagement, training and tools to establish sustainability as a core competency. At the operational level, climate action strategies and policies are embedded across business units, market areas, and Group functions. Each organizational level is responsible for including their climate strategy and actions including funding of resources, in their business strategy plans and for implementing them and achieving the respective targets. Progress on targets are reported to the Management Team on a continuous basis as part of the quarterly review of overall business performance. The climate-related targets are approved by the Board of Directors and actions and related funding are embedded in the business plans approved by the Board. Munters Group Management, Group Sustainability and the Audit Committee receive a quarterly update on progress towards targets.

Actions and resources in relation to policies

In 2025, Munters successfully issued a Green Bond Framework, aligned with ICMA Green Bond Principles. The bond will help secure financing of initiatives related to climate change mitigation and adaptation. Processes for allocation and impact reporting are currently being designed to be ready in time for the first reporting on the bond in June of 2026 . In the 2025 issue of the Long Term Incentive Program (LTIP), annual milestones to reduce emissions in line with the SBTi validated targets were included, to provide a climate-related financial incentive for those participating in the three-year program, see page 65. During 2025, Munters did not implement or utilize any nature-based solutions aimed at climate change mitigation or adaptation.

Scope 1 and 2 emissions

In 2024, Munters finalized their detailed roadmaps to reduce Scope 1 & 2 emissions in line with SBTi validated target to achieve a 42% reduction in absolute emissions by 2030 from a new base year of 2023. The target encompasses Munters global operations in all regions, including new acquisitions. For target tracking purposes, the base year will be adjusted if a new acquisition or divestment has an impact on overall emissions by more than 5%.

Stakeholders include own management, employees, investors, customers, suppliers and local communities where we have operations. Stakeholder dialogue and engagement relating to this target and related actions take place in meetings with local communities and through media, with local site employees and management in town-hall meetings, workshops, operational planning and reviews, with participants in Munters Long Term Incentive Program through program updates and progress reports, in supplier and customer meetings and conferences, in strategic planning and performance reviews at Business Area, Group and Board level, in connection with analyst and investor meetings as well as meetings with banks.

Each Business Area has its own roadmap included in the strategic business plan, with detailed plans down to individual production facility and business unit. The plans include funding of both capital and operational expenditure for the roadmap initiatives. Part of Munters overall roadmap is a plan to transition the global vehicle fleet towards lower emission vehicles, targeting a 10% per year reduction in the average fleet emission factor. The Company Car Instruction sets an upper limit for emission factors of newly acquired vehicles and provides guidance on how to transition local fleets.

The Business Area plans include quantified annual milestone targets for reduced emissions, based on approved roadmaps. Scope 1 and 2 emissions are reported on individual production facility and business unit level every quarter, and progress is monitored by the Business Area as well as Group Sustainability. In addition to facility emissions, average emission factor in the vehicle fleet of each legal entity is followed up on a quarterly basis, to ensure transitioning towards lower emission vehicles.

Good progress has been made on the roadmap implementation. In 2025, the construction of the new manufacturing facility in Amesbury, Massachusetts, USA was completed; the first production facility in Munters planned and built to have net zero emissions and with own solar power generation. The fossil fuel-based heating system in the Tobo factory in Sweden was replaced with an efficient geothermal heating system, significantly reducing the facility's emissions. Another 2025 milestone was InoBram in Brazil becoming Munters first production site to reach zero CO_2e emissions. The annual progress in reduction of Scope 1 and 2 emissions is shown on page 101.

Scope 3 emissions

The mapping of Scope 3 emissions was finalized in 2024, establishing 2023 as the new base year for Munters climate targets. With Scope 3.11 constituting about 99% of Scope 3, a decision was made to focus efforts on reducing emissions from use phase of sold products, category 3.11. A target, validated by SBTi, was set to reduce emissions per number of sold units by 51,6% from base year 2023 to 2030. This target encompasses Munters global operations; all three Business Area's product sales and Scope 3.11 emissions are included . The baseyear will be adjusted if future acquisitions or divestments impact total emissions by more than 5%. Major stakeholders relating to Scope 3.11 are own management and employees, customers, investors and local communities where our customers operate. While the SBTi validated target is explicitly set for reduction of Scope 3.11, Munters strives to reduce the following downstream and upstream emissions, without having set specific numeric targets: Scope 3.1 from purchased goods and services; 3.4 from transportation; 3.5 from waste generated in own operations and 3.6 from air travel. By applying circular design concepts and providing guidance for responsible disposal of our products at the end of life, Munters also strives to reduce end-of-life Scope 3.12 emissions.

A new project was launched in business area AirTech in 2025, with the purpose to create a roadmap to achieve the Scope 3 climate target. Plans have progressed well and resulted in several pre-studies to be launched to further explore various technologies and add-ons to significantly increase energy efficiency of Air Tech products. In DCT, solutions are very customer centric, enabling close cooperation with customers to transition to renewable energy sources to reduce emissions during product use phase. The roadmaps, which span to 2030, are embedded in the overall 3-year business plan within each business area for the strategic plan period. Most of the resources will be R&D and technology related but also include activities relating to application development and selling.

The greenhouse gas emissions associated with sold products vary significantly depending on product mix and the geographic region where they are used. Markets with a higher share of fossil-based electricity in their grid mix show proportionally higher emissions per sold unit.

Several dependencies have been identified for the transition plans. The availability of competencies and resources is closely tied to the overall business

performance, which in turn is impacted by the general economic climate and trends in our markets and segments. Timely implementation of the transition plan requires continued profitability and cash generation in line with Munters financial targets. Significant external dependencies include sufficient and reliable availability of renewable energy, infrastructure and new technologies at economically viable cost, at our own sites as well as for customers. Many parts of the world where Munters operate have insufficient infrastructure for electric road vehicles and development is slow. With the strong growth in Service driving an increased need for service vehicles on the roads, transitioning the vehicle fleet at the targeted pace is a challenge. The recently issued Green Bonds increases the access to financing of initiatives included in the transition plan.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Transition plan

Munters transition plan is the consolidated result of the Business Area road maps to reach the SBTi validated targets. The transition plans are updated each year as part of the overall strategic planning process which is approved by the Board as a part of the business plans.

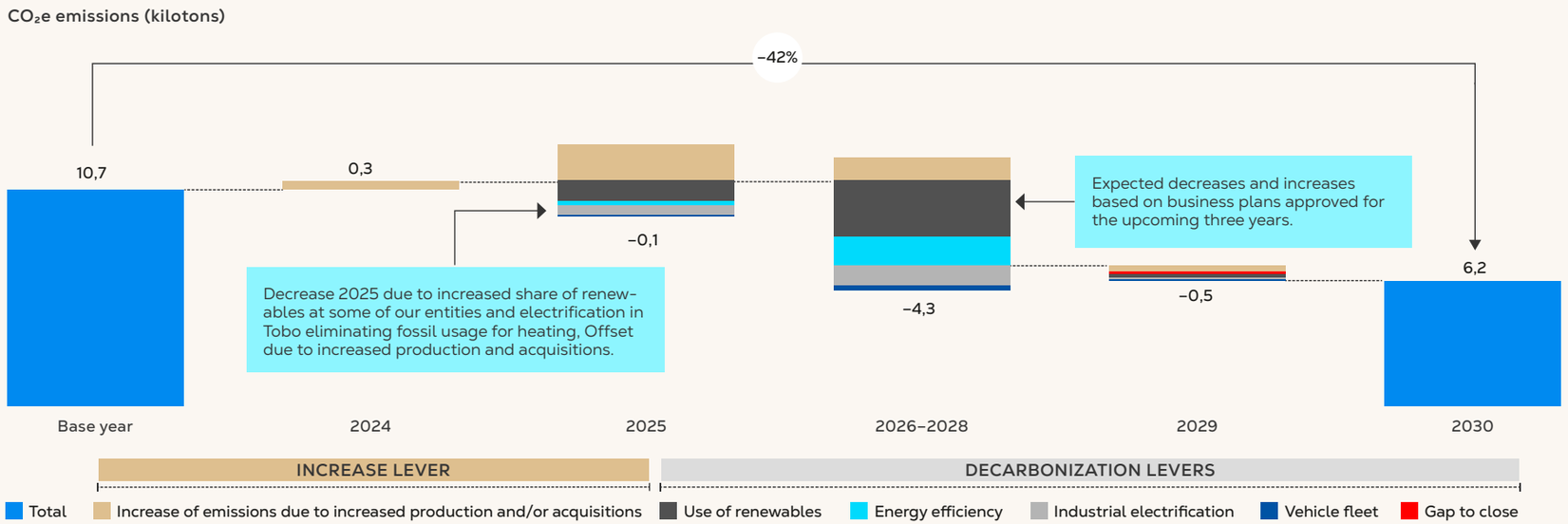
The underlying scenario for the transition plan is a climate scenario compatible with limiting global warming to 1.5 C. The emission targets to reduce scopes 1 and 2 emissions by 42% from 2023 to 2030 and scope 3.11 by 51.6% per unit of sold product, have been validated by SBTi in line with this climate scenario. The transition plan is designed to reach these midterm targets by 2030. The target is an absolute target, meaning that the same target applies also for assets acquired in the future. However, the financial cost of reducing emissions from future assets is not built into the plan due to uncertainty. This may impact the timeline and extent of emissions reduction for such future unknown assets.

To achieve the targets for reduced emissions, Munters must address the use of electricity from non-renewable sources, as well as use of fossil fuels like oil and gas, which in some factories or offices is used as energy for heating, to operate vehicles and equipment or process lines. Accordingly, the transition plan outlines a gradual transition to renewable energy while at the same time working to improve energy efficiency in our operations and facilities. In the plan, we aim to achieve 100% renewable electricity by 2030 and to also make significant progress with replacements for oil and natural gas. We anticipate that our vehicle fleet will not be fully electric by 2030 due to slow development of infrastructure in certain geographies.

When it comes to reducing scope 3.11, emissions from use of sold products during their lifetime, Munters transition plan largely consists of improving energy efficiency and developing and offering add-on solutions aimed at significantly saving energy and lowering emissions. However, as our equipment will always need power to operate, the plan also includes encouraging and supporting our customers' transition to lower emission fuels. The transition plan for scope 3.11 emissions captures locked in emissions by definition as the entire lifetime of sold products is included in the calculation of scope 3.11 emissions. To the extent that the actual operating lifetime of sold products deviates from the average 15-20 years assumed in the calculation, there is potential for lifetime emissions to be either underestimated or overestimated. The uncertainty about the development of emissions in the grid over the next 15-20 years, in combination with customers' choice of energy source not being in Munters control, represents a transition risk. The fact that product mix and geographical mix significantly impact emissions from sold products provides additional transition risk.

New long-term targets and transition plans will be developed post 2030.

Scope 1 & 2 transition plan



An increase of approximately 3%, compared to base year but a small decrease 2025 compared to 2024 due to increased share of renewables at some of our entities and electrification in the Tobo factory eliminating fossil usage for heating, The decrease is offset due to increased production at factories where we yet have 100% renewable energy and acquisitions which aren't a part of the base year.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Scope 1 & 2 transition plan

The transition plan for Scope 1 & 2 emissions are divided into four focus areas based on decarbonization lever:

- Use of renewable energy
- Energy efficiency
- Industrial electrification
- Transition of vehicle fleet to low or no emission

Increasing emissions from continued organic and acquired growth has been considered in the plan for reducing absolute emissions.

Use of renewable energy: This decarbonization lever accounts for over 50% of the emissions reduction in the transition plan to 2030, despite our significant and continuous increase in the proportion of electricity from renewable sources in our production facilities over the last five years. The decrease will continue in accordance with the transition plan, through a combination of procuring renewable electricity through investments in own generation, primary solar panels and direct purchase, RECs (Renewable Energy Certificates), I-RECs (International Renewable Energy Certificates), PPAs (Power Purchase Agreements) and GOs (Guarantee of Origin) .The transition plan targets our current production facilities reaching 100% of electricity from renewable sources by 2030, while newly acquired companies during the plan period may require a longer transition period depending on availability of renewable electricity. With the completion of the new Net Zero production facility in Amesbury, US, powered by own solar panels, the updated transition plan shifts emphasis from own generation to procurement, due to the heavy capital investment associated with own generation. This is necessary to make capital available for the more capital-intensive transition to decreased use of fossil fuels, which to some extent requires industrial electrification. The transition plan also includes investigating alternatives to natural gas and other fossil fuels, such as biogas or biomethane. As an example, in Tobo, Sweden, the fossil fuelled based heating system was replaced by geothermal heating in 2025, in line with the transition plan. Transitioning to use of renewable electricity and energy in our non-manufacturing premises is also part of the plan, either in cooperation with landlords or through own procurement. While use of renewable energy is the most significant decarbonization factor in the Scope 1 & 2 transition plan, it accounts for a smaller part of capital expenditure due to progress already made and the possibility of procuring instead of own generation. We measure progress by looking at proportion of renewable energy in relation to total energy use.

Energy efficiency: Improved energy efficiency also accounts for a significant part of the decarbonization in our transition plan. Through our MPS program, we work with continuous improvements in all our production facilities to make processes more efficient, reduce waste and increase throughput yield and quality. Using data and modern controls, we optimize equipment moving from single machines to processes to entire production lines as well as overall facility energy efficiency. With energy efficiency also reducing cost, this lever is important and helps finance some of the other activities such as replacing less costly fossil fuels with more expensive renewable alternatives. We measure progress by looking at total energy consumption relative to production output.

Industrial electrification: While most of our manufacturing consists of assembly with relatively low energy use, the production of rotor material, GLASdek and CELdek entails process manufacturing. Except for in Europe, these lines are presently powered by fossil fuel such as natural gas, for both technical and economic reasons. Electrifying these lines will require significant capital investments as well as innovation to secure quality, output and economic viability, which means slower progress. Hence, working with energy efficiency at the same time is critical. Paint lines, paint booths, and certain testing equipment also need to be electrified over time. As leases of forklifts and fork trucks expire, the plan includes replacing them with electrical versions. We measure progress by looking at the proportion of energy from electricity out of total energy use.

Vehicle fleet transition: Vehicles account for a relatively small portion of overall Scope 1 & 2 emissions but this decarbonization lever is nevertheless important and involves a significant number of employees. The initiative to transition our vehicle fleet towards lower emission vehicles started in 2020, setting clear targets and governance. Five years into this transition, we have achieved a 34% reduction in the average emission factor of the fleet, however in absolute terms, emissions have increased due to the increase in number of vehicles, driven by strong growth especially in Services. Vehicles are typically leased for 3-5 years and as leases expire, we look for lower emission replacements in line with company car procedure. In some regions, ethanol is an established way of reducing emissions.

Planned actions and estimated impact

Decarbonization levers	Action	Est. impact(tons)	Est. investment level
Use of renewables	• Increase of renewable electricity through RECs, I-RECs, GOs and PPAs • Feasibility studies and investments to switch from natural gas to renewable alternatives • Potential additional investments in solar energy production	–3.5	High
Energy efficiency	• In conjunction with MPS, work to reduce energy consumption and optimize equipment with better controls and data management (EMS) • Energy efficiency programs and productivity improvement initiatives	–1 .6	
Industrial electrification	• Investigating ways to reduce use of fossil fuels similar to actions made in Tobo, Sweden 2025 were the fossil fuelled based heating system in the factory was replaced by geothermal heating • Electrification of forklifts, generators, paint lines, paint booths	–1	
Vehicle fleet	• Transition to more hybrid and electric vehicles in all regions as leases expire • Transition to ethanol cars in certain regions where electric cars aren't an alternative	–0.4	
Increase of emissions	• Estimating an increase of emissions due to increased volume and growth, both organic and acquired • Continued short term increase of volume in regions where we as of today are dependent of fossil energy	+2	N/A
Estimated Totals	**(42% reduction from BY 2023 to 2030)**	**–4,5 ktCO_2e**	High

Emission reductions are calculated based on the agreed upon emission factors provided by Group Sustainability.
Estimated investment levels: Low <25 MSEK, Medium 25-100 MSEK, High >100 MSEK

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Scope 3 transition plan

The transition plan for Scope 3.11 emissions is divided into three focus areas based on decarbonization lever:

- Increased energy efficiency of our products and solutions
- Lower emission energy sources
- Product and market mix changes

Improved energy efficiency of our offered products and solutions accounts for approx. 15% of the emissions reduction in 3.11. Developing and manufacturing more energy efficient equipment through new rotor technology, heat recirculation and heat distribution are important elements, requiring increased investments in innovation and R&D. A project initiated in 2025 has identified several opportunities, some of which are already in development phase while others are in the pre-study phase. We already offer product add-ons and services that lower energy consumption and aim to increase sales of these. Through technological development such as smart control strategies, new rotor technology and heat recovery solutions, we can increasingly offer more energy efficient solutions. We also have products that can make our already installed base more energy efficient through upgrades, retrofits and product add-ons.

Customers using lower emission energy sources play a major part in achieving the 3.11 target. While we as suppliers have less control over this aspect, it is the largest decarbonization lever. General Grid Mix improvements in line with STEPS (Stated Policies Scenario), developed by the International Energy Agency (IEA), have been built into the plan. STEPS is one of the core scenarios used in the World Energy Outlook and other IEA analyses and reflects the current trajectory of the energy system based on existing and announced policies adopted or officially proposed by governments. In addition, we will engage with customers through knowledge sharing and support transitioning specific customers to renewable energy sources, through their own generation, RECs and PPAs.

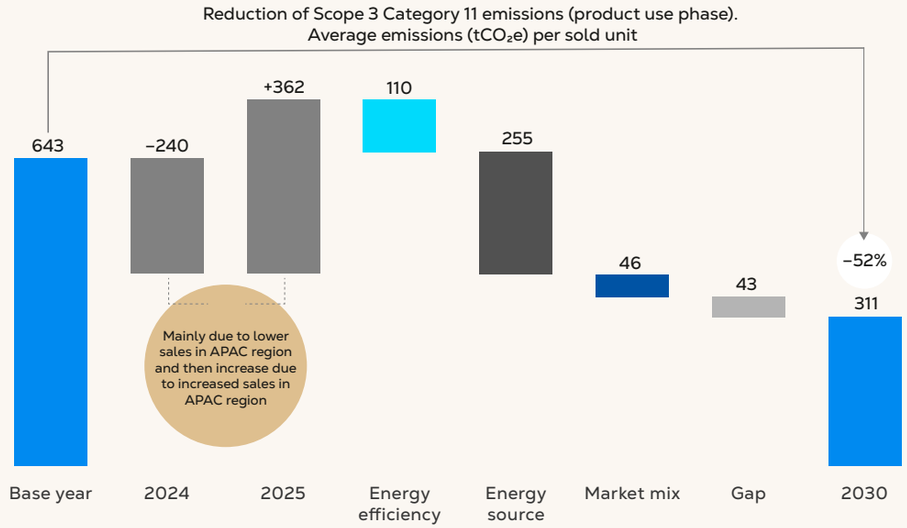
Our **Product and Market Mix** has a significant impact on emissions of products sold. By focusing our volume growth on less energy intense products and solutions and increasing sales of smaller units, we can impact emissions. Selecting product variants, designing applications and installing monitoring systems that can reduce redundancy and overcapacity is another path to reduced emissions. However, we also grow in geographies with high emission factors in the general grid, which negatively impacts emissions.

The transition plan for scope 3.11 includes a gap representing less than 10% of the overall reduction. The gap is partly driven by uncertainties in scaling of the technologies and development of general grid improvements.

While Munters scope 3 transition plan focuses on category 3.11, which is the overwhelming majority or 99% of all scope 3 emissions, we maintain ambitions to strive for reduced emissions in several other scope 3 categories. These include:

- Purchased goods and services, through working with our vendors, primarily tier-1 suppliers, and selecting materials with lower environmental impact.
- Transportation, through evaluation of own factory footprint, vendor locations, transportation mode and routes, use of logistics software solutions to help optimize transport and generate emissions reports.
- Waste, generated in operations, to continuously minimize waste and increase the share of recycled and reused waste.
- Business travel, both to reduce emissions and to improve work-life balance of employees. We make efforts to increasingly use digital platforms to collaborate and wisely choose face to face meetings.
- We measure our progress by monitoring the emissions for each of these categories as well as the average emission per number of sold products.

Scope 3 – consolidated



Planned actions and estimated impact

	Action	Est. impact(%)	Est. investment level
Energy Efficiency	• Manufacture more energy efficient equipment through new rotor technology, heat recirculation and heat distribution with increased investments in Innovation and R&D • Reduce emissions through product add-ons and services that lower energy consumption • In our new sales offering through technological development such as smart control strategies, new rotor technology and heat recovery solutions • In our installed base through upgrades, retrofits and product add-ons	~15% (10-20%)	High
Energy Sources	• General Grid Mix improvements (STEPS) • Specific Customer Engagement actions to shift to renewable energy sources through knowledge sharing	~35% (30-40%)	Low
Product and Market mix	• Volume growth - focused on less energy intense products • Market mix – selling more smaller units • Reduce emissions through sales of product variants that can reduce redundancy and overcapacity	~5% (0-10%)	Low
Gap	• The gap is partly driven by uncertainties in scaling of the technologies and development of general grid improvements.	~5% (5-10%)	Undefined
Estimated Totals	**(Target: 51,6% reduction from BY 2023)**	**-52% (-60% from 2025)**	**High**

Estimated investment levels: Low <25 MSEK, Medium 25-100 MSEK, High >100 MSEK

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Internal carbon pricing

In 2022, Munters introduced a sustainability analysis as part of larger capital expenditure requests for machinery and equipment used in our factory operations. The purpose of the analysis was to not only evaluate the technical and financial aspects of a proposed investment but also consider the environmental impact in form of effect on carbon emissions, energy, water and use of other resources, as well as work environment. Internal carbon pricing in the form of a shadow price was also introduced.

The main purpose of the sustainability analysis and internal carbon pricing initiative was to increase awareness and understanding of the impact on environment, tied to various investments, and to provide the decision makers with a more complete picture of total impact as basis for the investment decision. In October 2024, a new Capex process was launched which makes the sustainability analysis and internal carbon pricing mandatory for all Capex applications for operations, for investments over 1 MSEK. Internal carbon pricing may also be used for smaller investments, to support a business case. Thus, carbon pricing can be applied to all capital investments related to 100% of Scope 1 and 2 emissions. In the upcoming years, the functionality will be expanded to include carbon pricing analysis for Scope 3 related capital investments.

Internal carbon pricing is integrated in the Capex application process; a theoretical price is applied on the net increase or decrease in carbon emissions, resulting from the proposed Capex. This cost/benefit is included in the "sustainability adjusted" payback calculation. Carbon pricing is not systematically applied in decisions on operating expenses (OPEX), but the principle may be used in the analysis and in support of any spending decisions when purposeful. Carbon pricing is strictly a shadow price and not included in any financial statements.

The internal carbon price is currently set at 1000 SEK /ton CO2e. The price is determined based on the recommendation by The Carbon Pricing Leadership Coalition (CPLC), which in 2018 with support from the World Bank, recommended that a carbon price should be US$50–$100 per ton of CO2 by 2030. Munters has adopted a carbon price in the upper range of the CPLC recommended range to strengthen the business case for investments that can reduce carbon emission in its value chain and support the achievement of its SBTi validated targets. Munters expects its internal carbon price to be adjusted upwards in the future as market prices rise, or in line with new recommendations by CPLC. The carbon price is evaluated over time by Group Sustainability but has not been validated by an external body other than the assurance provider.

Internal carbon pricing

Type	Shadow price- theoretical price, used in Capex payback calculations
Scope	All Capex that impact Scope 1 & 2 emissions
Mandatory to use for	All Capex over 1 MSEK
Voluntary to use for	Capex under 1 MSEK
2025 Scope 1, $ktCO_2e$	8
2025 Scope 2, $ktCO_2e$, market based	3
2025 Scope 2, $ktCO_2e$, location based	14
Total Scope 1 & 2 market based, tCO_2e	11
Geography	All Munters owned operations worldwide
Price	1,000 SEK / tCO_2e
Based for price	The price is based on 2018 report from Carbon Pricing Leadership Coalition (CPCL), aligned with the objectives of the Paris Agreement, which sets the target carbon price to reach US$50–$100/ tCO_2e by 2030
Fixed or variable	Can be adjusted over time to reflect increase in market price
Internal carbon price included in financial reporting	No

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Targets & metrics – Climate change

Munters climate targets are based on the Double Materiality Assessment, which shows that carbon emissions are our most significant climate impact. Accordingly, reducing Scope 1, 2 and 3 emissions are at the center of Munters climate related initiatives and reducing downstream emissions is fundamental in the commercial strategy of the business areas. This section also aims to report on additional climate related targets, or sub-targets, that play a role in achieving the SBTi validated targets. Climate impact from our production primarily comes from the use of electricity and fossil fuels in production processes, heating, ventilation, and cooling. Reducing energy use through increased efficiency and transitioning to renewable energy sources are important cornerstones in the plan to achieve the near-term 2030 targets by 2030 and ultimately net zero emissions from operations beyond 2030. During 2025, several internal initiatives were undertaken to enhance the quality of the underlying data used for the targets. These improvements did not result in any significant changes to the measurement methodologies and therefore do not require a restatement of the targets. Our near-term climate targets are validated by the SBTi; however, all other targets and metrics have not been validated by an external body other than the assurance provider.

Near-term climate targets
In 2024, Munters took an important step in future proofing the company in line with the ambitions of the Paris Agreement. To be transparent about progress, near-term company-wide emission reduction targets were set for Scope 1 and 2 and Scope 3.11 respectively, and submitted to the Science Based Target initiative for validation. In 2025, the targets were validated by the Science Based Targets initiative (SBTi) and published. Our Scope 1 and 2 targets are based on the absolute contraction approach. For our Scope 3.11 target, we apply a normalization method to track emissions per unit of product sold. The boundaries of these targets are consistent with our GHG inventory boundaries. All seven greenhouse gases covered under the GHG protocol are considered and 100% of Scope 1, 2, 3.11 emissions are covered by the targets.

Electricity and energy efficiency target
Munters has for many years had a target to continuously use less electricity relative to output in our production facilities; the metric for measuring this progress is total kWh in relation to production output (production value at standard cost). We include all electricity used at a production facility in this metric, relating to machinery, lighting, heating, cooling and all other processes using electricity as a power source. Improvement activities range from basic measures like using energy efficient lighting, automated timers and thermostats to more sophisticated process improvements, aimed at increased or faster throughput and reduced waste in production. By monitoring the energy use of specific processes or machines, we can apply a systematic approach to efficiency improvement priorities and see the achievements.

However, with the ongoing electrification of processes, where we transition from use of fossil fuel-based energy sources to electricity, electricity use goes up, and the metric gets skewed. To address this, a new metric - energy efficiency - was introduced to measure total energy used in kWh relative to output in our production facilities. Our target is to continuously improve this ratio, year-over-year. In the long term, this is a more all-encompassing metric than electricity efficiency alone.

Renewable electricity target
One of the most effective ways to reduce the climate impact from our factories is to progressively switch to using energy from renewable sources. In the long term, we aim for 100% of our energy to come from renewable sources. For electricity, the interim goal is to achieve at least 80% by 2026 in our production facilities. No milestones have yet been set for the percentage of energy from renewable sources; for time being, the strive is to increase the proportion of energy from renewable sources year-over-year.

Target	Description of target	Target year (TY)	Base Year (BY)	BY value	2025	TY value	Trend	Comment
CLIMATE*								
CO_2 emissions	Scope 1 & 2: Reduce absolute emissions by 42% ($ktCO_2e$)	2030	2023	10.7	11.0	6.2	⚠	Small decrease in emissions during 2025 compared to previous year.
	Reduce Scope 3 category 11 CO_2e emissions by 51.6% per units of sold products (tCO_2e/sold unit)	2030	2023	643	765	311	!	Increased emissions due to variation in product mix, with increased sales in APAC, which has high average emission factors at the country level.
Electricity and energy efficiency	100% renewable electricity in production facilities (%)	2030	2021	46%	91%	100%	✓	In line with long-term target and exceeds interim goal which was 80% by 2026.
	100% renewable electricity in non-production facilities (%)	2030	2021	31%	52%	100%	⚠	Steady progress and in line with long-term target.
	Continuously reduce the energy usage in our factories in relation to production value (MWh energy usage / 1,000 SEK production value)	Recurring	2021	1.44	0.86	N.A	⚠	Steady progress compared to previous year (0.86).

✓ Well aligned with target ⚠ Progress made towards target ! Not aligned with target

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Energy Use (MWh)

Description	2024	2025	Change
Fuel from coal and coal products	0	0	0
Fuel use from crude oil and petroleum products	10,699	10,142	-5%
Fuel from natural gas	20,635	26,690	29%
Fuel from use of other fossil sources	0	0	0
Use of purchased or acquired electricity, heat, steam and cooling from fossil sources	6,629	4,629	-30%
Total fossil energy use	**37,963**	**41,461**	**9%**
Share of fossil sources in total energy use (%)	**55%**	**50%**	**-9%**
Energy use from nuclear sources	1,467	717	-51%
Total nuclear energy use	**1,467**	**717**	**-51%**
Share of energy use from nuclear sources in total energy use (%)	**2%**	**1%**	**-59%**
Fuel consumption from renewable sources, including biomass	0	0	0
Use of purchased or acquired electricity, heat, steam and cooling from renewable sources	29,719	39,299	32%
Use of self-generated non-fuel renewable energy*	262	705	169%
Total renewable energy use	**29,981**	**40,004**	**33%**
Share of renewable energy use (%)	**43%**	**49%**	**14%**
Total energy use	**69,411**	**82,182**	**18%**

*Increase in 2025 mainly driven by renewable energy production from solar panels that became operational at the Amesbury (USA) factory during the year.

Energy intensity

	2024	2025	Change
Total energy use per net revenue	5.1	5.6	9%

Accounting principles
All sites within Munters reports their energy usage quarterly throughout the year including the amount of purchased electricity, share of renewable and use of fossil fuel like natural gas and diesel. For vehicles operated by Munters we collect data quarterly on distances travelled which is used to estimate the energy usage. Additionally, majority of our operations can be classified under high climate impact sectors relating to NACE section C.

Emission intensity per net revenue

	2024	2025	Change
Total GHG emissions (location-based) per net revenue*	1.5	2.9	95%
Total GHG emissions (market-based) per net revenue*	1.5	2.9	95%

*Increase because of increase in Scope 3 Category 11 emissions, and thereby overall GHG emissions; due to variation in product mix with increased sales in APAC region which has high average emission factors at the country level.

Greenhouse Gas Emissions (ktCO_2e)

	Retro-perspective					Milestones and target years			
Reporting Line	2021	Base year 2023	2024	2025	% N/(N-1)	2028	2030	2050	Annual % target/ Base year
Gross Scope 1 GHG emissions	6	6	7	8	17%	-	-	-	-
Percentage of GHG emissions from regulated emission trading schemes (%)	0	0	0	0	0%	-	-	-	-
Scope 1 GHG emissions	**6**	**6**	**7**	**8**	**17%**	**-**	**-**	**-**	**-**
Scope 2 GHG emissions, market-based	**11**	**5**	**4**	**3**	**-30%**	**-**	**-**	**-**	**-**
Scope 2 GHG emissions, location-based	**11**	**11**	**12**	**14**	**22%**	**-**	**-**	**-**	**-**
Total Scope 1 & 2 GHG emissions, market-based	**17**	**11**	**11**	**11**	**-1%**	**6.7**	**6.2**	**-**	**-7.5%****
1. Purchased goods and services	-	445	337	439	30%	-	-	-	-
4. Upstream transportation and distribution	-	20	15	18	17%	-	-	-	-
5. Waste generated in operations	-	1	2	1	-8%	-	-	-	-
6. Business travel	-	2	3	2	-25%	-	-	-	-
11. Use of sold products*	-	38,336	19,558	41,649	113%	-	-	-	-
Significant Scope 3 GHG emissions*	**-**	**38,804**	**19,915**	**42,109**	**111%**	**-**	**-**	**-**	**-**
Total GHG emissions market-based*	**-**	**38,815**	**19,926**	**42,120**	**111%**	**-**	**-**	**-**	**-**
Total GHG emissions location-based*	**-**	**38,821**	**19,934**	**42,132**	**111%**	**-**	**-**	**-**	**-**

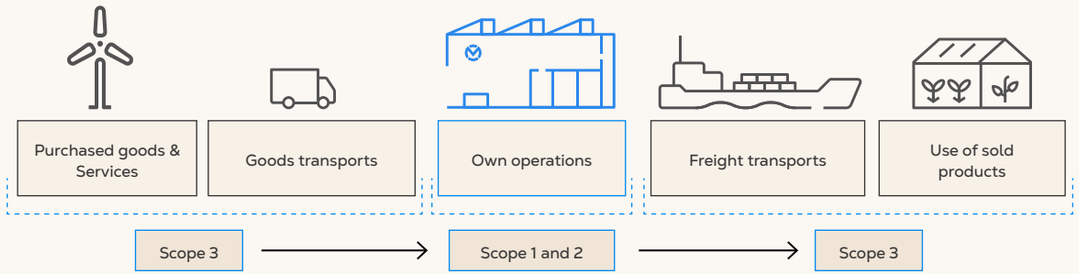
*Increase in Scope 3 Category 11, and thereby overall GHG emissions as well, due to variation in product mix with increased sales in APAC region which has high average emission factors at the country level.
**Average reduction calculated based on required year-on-year reduction trajectory; however, this may vary between years depending on the timing and impact of measures implemented during particular reporting periods.

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

GHG accounting methodology



Accounting in accordance with the GHG Protocol
Munters reports its emissions in accordance with the Greenhouse Gas Protocol Corporate Standard (GHG Protocol). Munters follows an operational control approach, accounting for all emissions over which it has operational control, as defined by the GHG Protocol. For Scope 2 emissions, we use both the market-based and location-based methods outlined in the GHG Protocol Scope 2 Guidance. This includes reporting emissions from purchased electricity and identifying the energy source, such as whether it is renewable or derived from fossil fuels.

In this report, we collect data for Scope 1 & 2 as well as significant categories in Scope 3 for our production sites. For our non-manufacturing locations (sales offices and warehouses), we gather data on Scope 1 & 2 emissions. 2023 is set as the base year for accounting greenhouse gas emissions, as Munters developed a more robust inventory and coverage of emissions starting from 2023, which expanded to several Scope 3 categories, mainly Category 3.11. Base year emissions recalculation is performed when changes in the methodology or reporting boundaries impact our emissions above a 5% threshold which follows the SBTi guidelines.

Biogenic emissions are not included, as they are not relevant to Munters since we do not use biomass in our operations, and the impact from biogenic emissions, as seen from our product life-cycle analyses, is insignificant. Munters does not have GHG removal or mitigation projects in place and does not utilize carbon credits or offsets.

Scope 1
Fuel use in offices and our production sites as well as the leakage of refrigerants. Estimated emissions from our global vehicle fleet, based on average distance travelled. Databases used for emission factors are the IEA 2022 and vehicle specific emission factor from leasing companies and manufacturers.

Scope 2
Electricity use and use of district heating within the organization. Data collected from internal systems, invoices, landlords or from suppliers. Databases used for emission factors are the IEA and supplier specific emission factors for market-based method.

Scope 3
A complete inventory of Scope 3 emissions was done for 2023. Use of Sold Products accounts for 99% of all upstream and downstream emissions, rendering all other Scope 3 categories in our value chain immaterial. Despite low relative significance, we report on the following selected Scope 3 categories, because these are emissions we can directly impact through a responsible way of working: purchased goods and services, transports we pay for, emissions from waste from production facilities and air travel.

Category 3.1. Purchased goods and services: estimated emissions from direct materials used in production, mainly using the spend-based methodology applying Exiobase emission factors. In 2025, 79% of emissions within this category are calculated using the hybrid methodology, which utilizes supplier-specific emission factors and secondary emission factors from the Ecoinvent database to calculate emissions of raw materials within key components in our highest-selling products.

Category 3.4. Upstream transportation and distribution: emissions from transports paid for by Munters. About 16% of data is based on emissions reports from logistics management suppliers (distance-based method), remainder is based on spend data applying Exiobase emission factors (83%) and extrapolation in relation to yearly spend where type of transportation data is missing (2%).

Category 3.5: Waste generated in operations: emissions are calculated based on waste in kgs generated by production facilities. Waste is reported by each factory in the quarterly EHS report, using data from waste management companies or own estimations. Emissions from waste are calculated with emission factors from GHG cross sector tool.

Category 3.6. Business travel: air travel only. Data is collected from travel agency reports (est. 95%) complemented by internal accounting. Over 50% of travel agency reports apply the UK BEIS methodology, where a Radiative Forcing Index (RFI) of 2 has been added to flight travel, starting in 2024, which led to a large increase in emissions compared to 2023. The remainder of emissions are calculated in accordance with the International Civil Aviation Organization (ICAO) methodology.

Category 3.11. Use of Sold products: emissions from use of our products sold for an estimated lifetime and energy use (kWh) at customer site. Energy use is calculated in line with values and assumptions that can be considered typical for the application and reasonably reflect the average for sold products. It should be noted that especially in AirTech, a very high number of different applications and solutions in combination with varying climate and operating conditions around the geographies, make estimations extremely complex and necessitate general assumptions, potentially resulting in a larger margin of error (approx. 20%). Emissions calculations consider the type of energy, electrical vs. natural gas, and assume that the product is installed and used in the country where the customer is located; emissions are in accordance with the country's average grid emission factor according to IEA 2022. The calculations are based on actual sales data per product family. Our customers are present mainly in North America, Europe and Asia. With the large differences in grid emission factors between regions and countries, changes in sales volume and regional mix affect the emissions significantly.

During 2025, we expanded our organizational boundary for accounting emissions to include our acquisitions Airprotech and Geoclima. These inclusions resulted in an estimated 1.3% increase in total emissions within this category. Emissions from 2024 and base year 2023 have not been updated to reflect these reporting boundary changes. During 2026, we will investigate the inclusion of our other acquisitions, Hotraco and AEI, for this category.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

E5 Circularity and resource use

Impacts, risks and opportunities 109
Policies 109
Management approach 110
Metrics & targets 111

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Impact, risks and opportunities

Munters impacts, risks and opportunities related to resource use and circular economy are primarily linked to material usage, resource outflow and waste generation across operations and the product life cycle. Negative impacts include the use of virgin, non-renewable resources and the generation of waste from scrap materials and packaging at both operational and end-of-life stages. Risks relate to geopolitical uncertainties, changing trade regulations and material scarcity affecting the cost and availability of critical raw materials, as well as potential failure to reduce the environmental impact of resource outflows and meet evolving customer expectations. At the same time, opportunities arise from strengthening circularity and offering services that help customers reduce their Scope 1 and 2 emissions, thereby enhancing Munters market position and competitiveness through a more resource-efficient and sustainable offering. Further details are provided on page 77.

Link to business strategy
As a manufacturing company, Munters depends on natural resources, making resource efficiency a key component of our strategy for sustainable growth. Munters focuses on optimizing material use across the value chain to reduce environmental impact while supporting its customers in improving their operational efficiency. Circular design principles and life-cycle analyses guide product development to minimize waste, enable recycling, and promote the use of more sustainable materials. These actions not only contribute to cost savings and resilience in resource supply but also support progress toward Munters climate and circularity targets.

Munters made significant progress during 2025 by advancing several initiatives that promote resource efficiency and circularity. In APAC, we piloted a rental business model for standalone dehumidifiers, supporting more sustainable product use. At our Tobo factory (Sweden), we successfully repurposed residual salt, a byproduct, by collaborating with partners to use it as a valuable ingredient in plasterboard manufacturing. This initiative aligns with the waste hierarchy principle of recycling and represents an upcycling effort, as our byproduct enhances the performance of another industry's product. We also focused on extending product lifespans through refurbishment and repair, achieving greater resource efficiency compared to new replacements. Additionally, investments made in modularity for rotors and cassettes are expected to deliver a 5% direct material reduction. Finally, our continued application of lean principles within operations helps optimize processes and minimize waste across our activities.

Policies

Munters Sustainability Policy
Munters Sustainability Policy defines our aim to increase the circularity of materials used for our products and to develop business models that enable take-back of obsolete products, retrofitting and service to extend lifespan. This policy also states our ambition for sustainable products and offerings, where we strive to offer our customers energy and resource efficient solutions and services which enable a lower carbon and circular economy so that they can reduce their environmental impact. Further information on our Sustainability Policy can be found on page 99.

Munters Circularity Procedure
The Munters Circularity Procedure complements our Sustainability Policy and serves as a guiding framework for embedding circular economy principles across our operations. The procedure, approved by Group Vice President People, Culture and Sustainability, is available to all employees through our intranet, Munters World. Recognizing that perceptions of circularity such as the use of non-virgin materials or repurposed components vary across regions, Munters engages with stakeholders on a case-by-case basis, tailoring its approach to local sustainability maturity and context. Our circularity strategy encompasses both upstream and downstream considerations, ensuring that interventions are aligned with customer needs, regional legislation, and local priorities such as landfill avoidance and waste management practices.

The procedure is fully aligned with the waste hierarchy, formally prioritizing waste prevention through avoidance and minimization measures, including design for lightweighting, as well as reuse, repair, refurbishment, and life extension, all of which take precedence over recycling. It also refers to the EU Circular Economy Action Plan (CEAP) as a key policy framework guiding Munters approach to circular design, resource efficiency, and product stewardship. Furthermore, the circularity procedure addresses circular business models such as Product-as-a-Service (PaaS) and rental schemes, promoting higher utilization rates throughout a product's lifetime.

To ensure a holistic approach, the procedure advocates the use of Life Cycle Assessment (LCA) as the primary methodology for evaluating the circularity of our value chain and guiding product design, procurement, and sales strategies. Beyond the procurement of secondary raw materials, it emphasizes design for disassembly and the use of recyclable materials to facilitate end-of-life recycling. Through this structured and comprehensive approach, Munters integrates circularity principles into both strategic decision-making and operational execution, supporting our long-term commitment to resource efficiency and sustainability.

Supplier Code of Conduct
The Supplier Code of Conduct (sCoC) comprises standards on how Munters conducts socially, ethically and environmentally responsible business. Suppliers are urged to develop requirements and systems like those presented in the sCoC and communicate these to their suppliers and sub-contractors. As part of the sCoC, Munters urges suppliers to have an Environmental Management System in place. Suppliers are also encouraged to make practical efforts to minimize the use of energy, water and raw materials, which should be renewable or sustainably sourced where possible, and to eliminate or reduce waste generated by proper in-house or third-party waste management, sorting and recycling. The sCoC document is reviewed regularly.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management Approach

Actions during the year

In 2024-2025, Munters joined and completed a Circularity Development program. The program was cross-functional involving representatives of R&D, Sourcing, Service, Product Management, Sales as well as Group Sustainability. The program, spanning approximately one year, was divided into five chapters: from current state analysis to circular product design, circularity in procurement, circular business models and management of outflows. The licensing of the Circular IQ CTI software, for the duration of the program, enabled component data input and analysis of Munters product portfolio, establishing a baseline of knowledge on the circular potential of our major product lines, both upstream and downstream. The program not only opened the mindset to new business models that can both generate recurring revenue and contribute to a significant reduction in finite resource depletion but also ended with a Circularity roadmap of initiatives to be implemented from 2026 and onwards.

After participating in this Circularity Development program, Munters has renewed its circularity strategy and set new targets connected to own operations. We also plan to increase collaboration with our major suppliers to be able to drive more circular procurement.

In April 2025, Munters launched a dedicated project to strengthen supplier sustainability engagement and enhance data collection on suppliers' ESG performance. The initiative focused on gathering detailed information about suppliers' environmental practices, including the management of hazardous substances and waste handling, as well as the recycled content in the raw materials and components purchased by Munters. This effort aims not only to establish a clear understanding of the current level of recycled content embedded in our supply chain but also to identify opportunities for collaboration with suppliers to further increase it over time.

As part of this project, Munters distributed a comprehensive ESG questionnaire covering multiple sustainability dimensions to its key suppliers. Notably, 50% of respondents expressed a strong interest in continuing the sustainability dialogue with Munters, demonstrating shared commitment to advancing responsible practices across the value chain. Among the ESG topics evaluated, Resource Use and Circularity emerged as the second most prioritized area, following Climate Change. This insight underscores the alignment between Munters and its suppliers on prioritizing circular economy principles and responsible resource management.

Ecodesign in product development

Munters work with life cycle assessments of its products started in 2022 and new criteria were introduced into the Munters Product Development (MPD) process. This included evaluation of product environmental impact, light-weighting, choice of raw material, and design for recovery through recycling or reuse at end-of-life. Circularity as opposed to a linear model of "take, make and dispose" was also introduced among the criteria, which resulted in a new Sustainability Scorecard that was added to the MPD process. The scorecard is reviewed on a regular basis cross-functionally including functions such as R&D, Offer Management and Group sustainability.

Resource use

Resource inflows

Munters products are manufactured using a range of natural resources, primarily carbon steel, aluminium, copper, and paper. Among these, copper is identified as the main critical raw material, alongside bauxite, the ore from which aluminium is derived. In addition, based on supplier declarations, Munters is aware of the presence of smaller quantities of other critical raw materials, including but not limited to, coking coal, magnesium, titanium, silicon metal, manganese, niobium, phosphorus, and nickel. Munters also utilizes plastics and fibreglass, while packaging materials predominantly consist of wood, complemented by cardboard and plastic wrap.

During 2025, Munters initiated a project to assess the share of recycled and reused content in the raw materials, components, and packaging materials purchased. While a consolidated baseline is not yet established, initial data collection from key suppliers (those with the highest financial impact on our business) provides valuable insights. According to supplier statements, 86% of metal suppliers report that their materials contain recycled content, though the percentage varies widely. Among the broader group of component suppliers, 30% declare some level of recycled content in their parts, again with considerable variation. Coverage of packaging suppliers was limited during this first information-gathering round, as most were not part of the scope. Over the next years, Munters will continue collaborating with suppliers to improve data coverage, establish a clear baseline, and set measurable targets to progressively increase the use of recycled and reused materials across our supply chain. This initiative supports our broader circularity and resource efficiency goals.

Currently, we do not measure the weight of secondary reused or recycled components, secondary intermediary products, or secondary materials used in manufacturing our products. During 2025 we initiated a process to systematically capture this data, and these efforts will continue and expand throughout the upcoming years to establish a reliable baseline and improve reporting accuracy. Additionally, we do not measure the amount of biological materials (and biofuels used for non-energy purposes) used in manufacturing our products that is sustainably sourced.

Resource outflows

The lifespan of Munters products in the market typically ranges from 10 years to over 25 years, with an average Reference Service Life (RSL) of 15 years, as established in the Product category rule (PCR) for industrial dehumidifiers. This RSL is also used as the benchmark in Munters Environmental Product Declarations (EPDs) and life cycle assessments. Extending product life and ensuring long-term durability are central to Munters service offering, supported through scheduled maintenance programs, refurbishment, and service contracts. This proactive approach not only enhances customer value but also reinforces Munters leadership position in equipment longevity within its industry segment.

By weight, the primary materials used in Munters products are carbon steel, aluminium, and copper; all of which are widely recyclable when properly disassembled and separated. Likewise, packaging materials, consisting mainly of cardboard, wood, and plastic film, are also recyclable through advanced waste management systems available in most markets. As a result, Munters products (when considered percentage by weight) are almost entirely recyclable, provided that end-of-life treatment follows appropriate segregation and recycling practices.

To further enhance circularity at the design stage, Design for Disassembly is included as a key Ecodesign criterion within the MPD process. Compliance with this principle is enabled through the Sustainability Scorecard, which guides product designers in improving material recovery potential and supporting the transition toward a more circular product portfolio. Additionally, serviceability is evaluated from the concept design stage itself, as part of the MPD process, allowing us to assess ease of maintenance and reparability requirements early in product development and integrate these considerations into the overall design.

Waste from own operations

The waste generated in Munters operations primarily originates from our production sites and is managed in compliance with local environmental regulations through contracted waste management partners. The majority of waste consists of metals, including aluminium, copper, and steel, as well as paper and plastics. Smaller volumes of office waste are also produced. Munters confirms that no radioactive waste is generated in its operations.

A notable portion of Munters total waste stream currently goes to landfill, including fibreglass, which is a non-recyclable material, as well as other forms of industrial scrap where local recycling infrastructure is limited. To address this challenge, during 2025 Munters established a new waste reduction target to reduce the amount of landfill waste from operations by 2030. Local action plans are being developed at each production site to support this goal, in line with the waste hierarchy principles defined in the Munters Circularity Procedure - with a focus on prevention, reuse, and recovery before disposal. At the Tobo (Sweden) facility, Munters has implemented specific measures to minimize landfill waste related to fibreglass materials. Investments made during 2024–2025 enable fiberglass blocks and dust to be processed into energy recovery streams. Additionally, at Tobo, Munters is pursuing an initiative in partnership with an external partner to filter-press and recover residual salt from production processes. This material is successfully repurposed for use in plasterboard manufacturing, representing an upcycling solution that supports circular economy principles and cross-industry resource efficiency. In 2024-2025, Munters also collaborated with waste management partners at the Daleville facility to repurpose wood waste into mulch and biofuels. Through these targeted initiatives, Munters continues to advance its commitment to waste reduction, material recovery, and circular resource management, supporting our long-term ambition of minimizing environmental impact across all operations.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management Approach, cont.

Service

Munters products are inherently durable and long-lasting. For our desiccant dehumidifiers, Munters defines a RSL of 15 years, as stated in the PCR for the industry segment, which was developed and published by Munters in 2025. In practice, however, we consistently strive to extend the service life of our equipment through ongoing repair, refurbishment, and maintenance.

A significant proportion of Munters units are large, static installations that are challenging to remove once installed, often located in hard-to-access areas such as rooftops or basements. In such cases, it is typically more resource-efficient to repair or replace individual components rather than install a new unit. As a result, many Munters systems remain fully operational for 25 years or even longer, well beyond their defined RSL. By pursuing life extension, Munters actively upholds the top principle of the waste hierarchy, Prevention, by avoiding premature replacement and minimizing material use.

The installed base of equipment serviced by Munters continues to grow annually, reflecting strong customer confidence in our service offering. Our comprehensive service portfolio includes preventive maintenance programs, refurbishments, repairs, and upgrades, all designed to maximize lifespan while maintaining optimal performance and energy efficiency. In addition, Munters provides installation and start-up services, energy audits, performance checks, and customer training to ensure that equipment operates under the best possible conditions throughout its lifecycle. For customers seeking flexibility, Munters also offers rental solutions through both its own fleet and strategic partnerships. A rental business model has been successfully piloted in the APAC region, enabling customers to access high-performance equipment without ownership while improving product use intensity - that is, operating hours per year - and enhancing resource efficiency. These models, including potential Product-as-a-Service (PaaS) and sharing approaches, contribute to material reuse and align with the second principle of the waste hierarchy, Reuse.

With a strong local presence worldwide, Munters ensures timely field service support and leverages digital connectivity and advanced monitoring solutions to enable remote diagnostics and optimization, thereby improving both Munters and customers' operational efficiency.

Targets & Metrics – Circularity and resource use

Applying circular practices to optimize resource management is a core strategy for reducing the environmental impact of products. All targets related to resource use and circular economy are voluntarily established by Munters as part of our commitment to sustainability. Our targets align with the objectives of our policies on resource use and circular economy, reflecting our ambition to deliver more sustainable products and offerings, and to strengthen waste management practices, including landfill avoidance. These targets were developed with the support of subject matter experts within Group Sustainability, in collaboration with relevant stakeholders from the business areas and informed by scientific research to ensure technical correctness. Currently, the targets and metrics have not been validated by any external bodies other than the assurance provider.

In 2025, Munters defined and acted upon two key upstream value chain goals, both of which have been initiated and partially achieved. The first goal was to establish a supply chain sustainability framework to better understand the ESG maturity of our supplier base. This framework has now been implemented for our key suppliers, representing those with the highest financial and operational significance. To enhance coverage and data accuracy, Munters plans to adopt an automated supplier sustainability assessment solution in 2026, enabling broader inclusion of additional supplier tiers.

The second goal focused on developing a baseline measurement of material use, including total material mass, the share of virgin and non-virgin sources, and material origin. This measurement process is currently underway, supported by enhanced data collection systems. A circularity roadmap is also being prepared and will be implemented in the upcoming years. The roadmap outlines strategic focus areas and targets that will guide Munters progress in embedding circularity across the value chain. The focus areas will include product design, waste reduction, circular business models, corporate integration and scalability.

Due to ongoing developments in the areas of sustainable sourcing and use of renewable resources, Munters has not established any targets relating to these topics yet and will continue to evaluate the need of adopting such targets to track effectiveness of policies and actions in the upcoming years.

Recycle and reuse

We strive to reduce waste from our production facilities and increase the proportion of waste that is recycled or reused through systematic quality work. Our goal is to continuously increase the recycling and reuse rate. These efforts are directly aligned with the reuse and recycling tiers of the waste hierarchy, prioritizing material recovery over disposal.

Service and components

Service entails both product-related services (including installation and aftermarket) and digital services (both one-offs and recurring) for all business areas, as well as components. The service business is of a recurring nature and grows as our installed base of products increases. Our service offering is important to customers, particularly from a sustainability perspective, as service extends the products' lifespan and increases the efficiency of the installed solutions. In the long term the goal is for the services and components share to constitute a minimum of 1/3 of net sales.

Landfill waste

A significant portion of Munters operational waste still requires landfill disposal. To mitigate this, Munters introduced a new waste reduction target in 2025, including a landfill diversion goal to be achieved by 2030, supported by site-specific action plans. Efforts will focus on waste prevention, reuse, recycling, and energy recovery, with the overarching ambition to eliminate disposal to landfill over time.

Target	Description of target	Base year (BY)	BY value	2025	Target year (TY)	TY value	Trend	Comment
CIRCULARITY								
Recycle and reuse	Continuously increase the recycling and reuse rate.	2024	43%	58%	N.A. (Recurring)	N.A.	⚠	Positive progress made during 2025 due to more recycling and reuse initiatives.
Service and components	Long-term goal for service and components share to contribute a minimum of 1/3 of net sales.	2023	27%	25%	N.A. (Recurring)	33%	⚠	With organic growth, service and components accounted for 25% of net sales.
Landfill	Reduction in amount (tons) of landfill waste by 50% to 2030	2024	4,914	3,390	2030	2,457	✓	Decrease due to adoption of landfill waste reduction initiatives in several factories.

✓ Well aligned with target ⚠ Progress made towards target ! Not aligned with target

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Waste in own operations (tons)

Description	2024	2025	Change
Hazardous waste	867	655	-24%
Reuse	0	0	-
Recycled	53	86	62%
Incineration*	236	510	116%
Landfill*	577	59	-90%
Other recovery	1	0	-100%
Non-hazardous waste	8,908	11,373	28%
Reuse	713	872	22%
Recycled	3,404	6,033	77%
Composting	3	2	-38%
Incineration*	450	1,128	151%
Landfill*	4,337	3,331	-23%
Other recovery	0	7	-
Waste diverted from disposal	4,174	7,000	68%
Waste to disposal	5,601	5,028	-10%
Total non-recycled waste	**5,604**	**5,037**	**-10%**
% of non-recycled waste	**57%**	**42%**	**-26%**
Total waste generated	**9,775**	**12,027**	**23%**

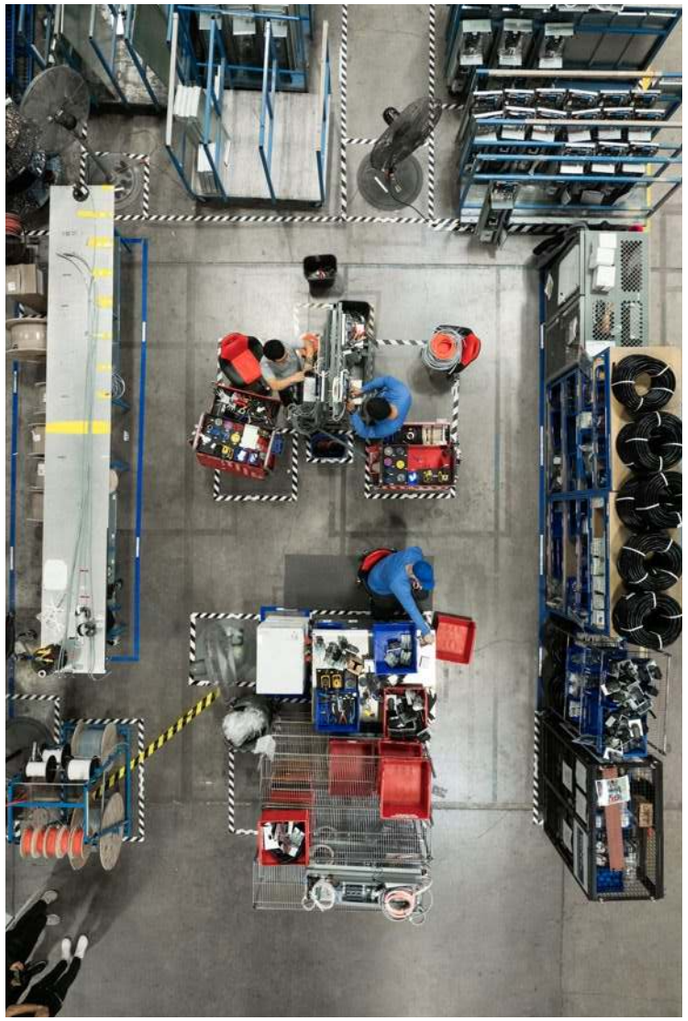
*Incineration increased in 2025 as a result of a higher proportion of waste being diverted from landfill towards incineration. Going forward, we will continue to assess opportunities to reduce incineration as well and promote recycling and reuse of waste.

Accounting principles
Waste: The waste volumes include waste transferred directly from our factories and non-factories, including material and energy recovery, landfill disposal, and hazardous waste treatment. Each quarter our sites are reporting their waste volumes based on invoices, own measurements or supplier data. For certain offices, data isn't available and have been excluded from the reporting since their volume are estimated to be under 1% of our total waste generation. In addition, during 2025 Munters generated construction waste associated with factory expansion projects (e.g., Tobo). Such waste does not qualify under the existing definitions of factory or non-factory waste. Based on available data, the total volume is estimated at 2 kilotons. This volume will not be expected from 2026 due to completion of the project.

Resource inflows	2025 (kilotons)
Steel	15
Aluminium	3
Copper	2
Other metals	0
Thermosetting polymers, elastomers and thermoplastics	2
Glass and ceramics	1
Electronics	1
Others*	7
Total	**31**

*Mainly includes materials such as paper, chemicals, and paint, and components like gas burners, motors, rotors, and electronic parts present in fans and compressors.

Accounting principles
Resource inflows: Total resource inflow for Munters is calculated by extrapolating material usage from products with verified LCAs, based on the number of units sold during a year and net sales data retrieved from internal sales systems. A material hierarchy has been established to map all materials listed in the bills of materials used in the LCAs. Material weights and total product weights are sourced from LCA reports and technical product data-sheets and classified according to this material hierarchy. For certain product variations where primary data is not available, material composition is extrapolated using data from comparable products within the same product family.



Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

S1 Own workforce

Impacts, risks and opportunities 114
Policies 114
Management approach 115
Metrics & targets 118

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Impact, risks and opportunities

Munters impacts, risks and opportunities in relation to its own workforce primarily concern working conditions, equal treatment and other work-related rights. Negative impacts may arise from hazardous or unsafe working environments, potential restrictions on freedom of association, unequal treatment or harassment, and risks related to personal data protection. Poor working conditions may lead to financial and operational impacts such as higher staff turnover, increased sick leave, reduced employee satisfaction and reputational harm, while unequal pay or lack of diversity could hinder the company's ability to attract and retain talent. Conversely, maintaining fair, safe and inclusive working conditions strengthens Munters employer brand, supports innovation through a diverse workforce, and enhances competitiveness by attracting and retaining skilled employees. Further details are provided on pages 78-79.

All individuals working at, or for, Munters are exposed to these impacts, risks and opportunities, and our governance and management of the topics apply to all. This includes Munters employees as well as contractors, consultants and temporary staff. The level of risk faced by members of our workforce varies based on several factors, including job role and geographic location. Factory-based employees are generally more exposed to occupational health and safety risks due to the nature of their work. Workers located in regions with less stringent legal protections or more relaxed safety cultures may be at heightened risk. Recognizing these disparities is essential to ensuring appropriate mitigation measures are in place across all areas of our operations. However, no risk of forced or compulsory labour has been identified in our own workforce.

Link to business strategy
Our workforce plays a key role in delivering Munters business strategy and achieving our 2030 ambition to double in size while remaining a leading expert, superior value provider, and trusted partner. Guided by our purpose, for customer success and a healthier planet, our people are the driving force behind innovation, customer-centric excellence, and sustainable growth. Our values and Code of Conduct shape how we work together and how we engage with customers and stakeholders, forming the foundation for everything we do. The Munters People Agenda, which enables growth through People Empowerment, directly supports our strategic goals by fostering a learning organization, strengthening an inclusive and safe culture, and developing leadership capabilities that empower our teams to perform and grow. Effective and responsible leadership is key to strengthening the core of our business, which is driven by building scalability, advancing digital transformation, and driving sustainable value creation. In line with our commitment to diversity and inclusion, we strive to increase the representation of women across all levels, with gender balance being one of the key KPIs monitored quarterly. These actions reflect our dedication to long-term workplace sustainability and to creating a culture where everyone can thrive and contribute to Munters success.

Munters views the green transition as a positive opportunity for our workforce. With sustainability fully integrated into our products and operations, we believe our employees are well-equipped and often benefit from this shift. We continuously provide training, especially within R&D, to develop the skills needed to design and deliver products that meet evolving market demands. This approach is key to successfully managing our Scope 3 emissions transition and supporting our climate goals.

Policies

Munters Code of Conduct
Munters Code of Conduct outlines our commitment to conducting business ethically, responsibly, and in compliance with all relevant laws and regulations. It emphasizes respect for human rights, labour rights, and environmentally responsible practices, aligning with international standards such as the UN Global Compact, the UN Universal Declaration of Human Rights and the International Labour Organization's conventions.

The Code of Conduct prohibits all forms of discrimination based on race, gender, religion, age, or other characteristics which is outlined in detail in our Anti-Discrimination and Harassment Policy and connected procedures. It promotes a diverse and inclusive workplace, ensuring equal opportunities in employment, development, and compensation. Munters strictly prohibits forced labour, child labour, human trafficking, and practices that compromise workers' rights, health, and safety .

The Code of Conduct applies to all employees and business partners working for Munters, as well as subsidiaries, agents, distributors and joint ventures where Munters is a participant. All new employees are trained in the Code of Conduct as part of their onboarding , and all employees are required to refresh their awareness by taking an e-learning once every two years. This is followed up quarterly. The Code of Conduct is approved by the Board of Directors and is available on Munters intranet.

Work Environment Policy
Our global Work Environment Policy sets clear expectations for appropriate behaviours and attitudes across various work settings within the organization. This policy applies to all employees and contractors in Munters Group and subsidiaries. It is approved by the CEO and implementation is the responsibility of the respective business areas. The policy ensures that all employees treat colleagues with courtesy and respect, fostering a positive and collaborative working environment. It outlines standards for conduct and interactions, emphasizing the importance of maintaining professionalism in all work environments, whether on-site, remote, or during company-related events. Munters is dedicated to upholding these principles to maintain a safe, inclusive, flexible, accessible and productive working environment for everyone. The policy is monitored by the respective business areas, which normally have work environment committees that conduct regular surveys and other initiatives.

Health and Safety Policy
Our global Health and Safety policy establishes that Munters is committed to providing a safe and healthy working environment for all our employees, suppliers, contractors, and communities. This is achieved through our health and safety practices by complying with all legal and other requirements and by encouraging and empowering all employees to identify risks, reduce risks and eliminate workplace hazards. The policy also highlights the importance of achieving a culture of safety excellence through leadership, training and employee empowerment. The policy assigns the organization the responsibility to continuously enhance its culture by implementing safety initiatives, setting measurable goals, and conducting follow-ups as part of the policy's evaluation process. Munters Group Management assures that we work in line with the above through reviews of our Health & Safety Policy, including certain decided measurements, roles, and responsibilities. Implementation and monitoring of this policy is a responsibility of the respective business areas. The policy objectives on H&S are communicated to our suppliers through the sCoC described on page 122.

Data Protection Policy
Munters Data Protection Policy provides guidance to all employees on the processing of personal data to ensure compliance with applicable data protection regulations. The policy applies to all companies and employees within the Munters Group, as well as to consultants and other parties working on behalf of Munters. It is approved by the CFO, and Munters strives, as a minimum, to comply with the EU General Data Protection Regulation (GDPR). In addition, Munters has a Data Protection Employees Notice Procedure, approved by the CEO, which informs employees how their personal data is collected, used, stored, transferred, and protected throughout the employment relationship. Both documents are available to all individuals working at Munters via the company intranet.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management Approach

Munters has established processes to identify and respond to actual or potential negative impacts, material risks, and opportunities related to our own workforce. These processes aim to ensure that our business practices support fair, safe, and inclusive working conditions across all operations.

The identification of necessary and appropriate actions is informed by multiple sources. For example, survey results and incident reporting inform improvements to working conditions as well as ensuring that employees are treated well, while whistleblowing channels and job framework reviews support fair treatment and equal opportunities. Policies related to freedom of association and privacy are continuously developed, communicated, with training provided to ensure awareness. The actions taken vary depending on the nature of the impact, risk, or opportunity and are described in more detail below.

Implementation is carried out by the business areas, supported by Group level frameworks. Plans are formulated ahead of each year and followed up throughout the period. Resources are allocated through our Sustainability and People & Culture strategies, ensuring responsibilities are embedded across the organization. Munters monitors the outcomes of its workforce-related initiatives through a range of methodologies, including employee surveys and evaluations. For example, in relation to trainings, Munters assesses the extent to which courses support real-world performance and employee development. This includes measuring the relationship between time invested and value gained, capturing employees' overall perceived value of the training, and monitoring internal performance indicators.

Employee Relations and Dialogue

Munters bases its relationship with employees, including workers' councils, unions, and representatives, on trust, transparency, and early involvement, irrespective of region or country. These principles ensure that employees' voices are heard and integrated into decision-making processes at all levels of the organization. To gain valuable insights into the employee experience and continuously improve the workplace environment, Munters conducts an annual Employee Voice Survey. This survey ensures accessibility for all employees, regardless of location or role, and provides confidential feedback that shapes team-level action plans . Managers are trained to use survey results to implement meaningful improvements, fostering a culture of accountability and ongoing development. The Employee Voice Survey is administered by the Group People & Culture function to ensure consistent engagement practices across the organization.

Beyond the survey, Munters ensures regular communication with workers' councils and unions through known points of contact and scheduled discussions. These dialogues cover a variety of topics, such as work-life balance, flexible working arrangements, and future work trends, tailored to local demands and organizational needs. Representatives are also consulted in alignment with legal and contractual requirements prior to major organizational changes. We also engage with our employees through our Performance, Development and Appraisal (PDA) process described under "Career and development". The PDA process is overseen by the Group People & Culture function, while relationships with workers' councils and representatives are managed within the respective business areas.

Employee representatives actively contribute to shaping strategic decisions, ensuring that workforce perspectives are integrated into the company's direction. Through these measures, Munters demonstrates its commitment to fostering a collaborative, inclusive, and continuously improving workplace culture. All engagements with employee representatives are conducted in accordance with local labour regulations, ensuring efficiency and compliance.

Channels for raising concerns

Employees are encouraged to report concerns related to corruption, fraud, accounting, internal controls, abuse of authority or power, human rights issues, health and safety violation or any other matters that may constitute a legal violation or pose a risk to Munters business, reputation, employees, or shareholders. All employees are required to complete Code of Conduct training at least every two years, which includes information on the whistleblowing process. This, together with regular follow-up of any incoming cases, helps ensure the channel is known and its effectiveness can be monitored.

Reports can be made directly to the employee's manager, the manager's superior, the Ethics committee or through the anonymous whistleblower channel. For more information on our whistleblower process see pages 126-128.

05
Board of Directors' report

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management Approach

Compensation and rewards

To ensure fairness and competitiveness, a revised job framework was established and rolled out in 2025. This framework enables effective benchmarking of compensation and ensures that all employees are treated and paid equitably. Across all countries, Munters ensures that all employees are paid adequate wages in accordance with applicable benchmarks and local laws.

During the year, we also entered into an agreement with a global broker for insured benefits. This partnership allows us to benchmark and align our benefits offering, ensuring that they remain competitive and consistent with our overall compensation principles.

Health and safety

Munters achieves a culture of safety excellence through leadership and education at all organizational levels, and the health and safety culture is continuously improved through Munters Production System initiatives and management driven goals.

Munters Group Management assures the safety excellence culture by reviews of the Health and Safety Policy, including decided measurements, KPIs, roles, and responsibilities.

Munters has committed to strive for a triple certification of all our manufacturing sites (baseline 2020). In 2025, 8 sites were certified according to ISO9001:2015, ISO14001:2015 and 45001:2018. The Munters ISO certifications are per entity and the resources for certification as well as the progress is followed by the same. The plan for ISO-certification for new acquisitions is to be defined during the integration process.

Incident reporting and investigation

Munters has a zero-tolerance policy against workplace accidents, and all incidents requiring medical attention following OSHA's (Occupational Safety and Health Administration) standards, are followed up and reported to management. Local management is responsible for the outcome of incident investigations and corrective actions, according to local regulations. Minimum requirements are defined by the Munters Incident Management procedure launched in 2025.

Proactive safety and STOP (Safety Training Observation Program)

We do systematic risk assessments of the production facilities to proactively increase focus on health and safety according to local regulations and ISO-certificates. We support wellness programs for our employees.

The rollout of STOP (Safety Training Observation Program), which was introduced in 2020 continued during 2025. The aim of the program is to improve safety at the production sites by focusing on behaviours and create engagement through discussions regarding safe and unsafe acts. The STOP observations are a valuable input to Safety campaigns and targeted safety trainings.

Diversity and inclusion

Munters ambition is to attract, develop, and retain exceptional talent. To achieve this, we continue to broaden and strengthen our recruitment and talent development strategies to build a strong leadership pipeline. This pipeline is designed to reflect the full spectrum of talent across the external labour landscape and is guided by our firm commitment to ensuring that selection decisions are always fair, objective, and based on merit. We believe that teams with diverse ideas, perspectives, and experiences are more innovative, productive, and better equipped to make comprehensive business decisions. Therefore, we are strongly committed to accessing the full breadth of the available talent base.

We monitor our ability to effectively reach and engage a wide pool of qualified candidates and ensure that our processes remain free from discrimination. Through our sustainability-linked loan KPIs and our Long-Term Incentive Program (LTIP), we assess how well we engage this broader candidate community. The LTIP tracks the percentage of appointed women leaders as one indicator of our ability to attract professionals who reflect the breadth of talent available across the wider talent pool, always based on merit.

We conduct multiple initiatives to advance inclusion and belonging. These include Munters "What Will It Take?" workshops – manager driven commitments to actionable tasks, Women + Allies resource groups, anti-discrimination and harassment policies, eLearning, unconscious bias training, inclusive recruitment, and leadership development.

Our commitment to diversity and inclusion is further reflected in policies that strictly prohibit discrimination and harassment and sets our expected behaviours at work. Clear procedures and eLearning modules support these policies, enabling proactive steps to create a safe and respectful environment for all employees. Additionally, gender transition guidelines provide support for employees undergoing or completing gender reassignment, ensuring they feel valued and included, in line with Munters overarching requirement that all employees should be respected. By setting clear goals, monitoring progress, and gathering regular feedback through employee surveys, we work to maintain a workplace where all employees are treated with respect and have the opportunity to contribute and grow.

Career and development

Performance & Talent Management

We believe that when employees have clear expectations, understand their impact on the business, and receive ongoing feedback and coaching, they can truly thrive. Our PDA process is crafted to ensure just that.

It includes two essential touchpoints: an End of Year reflection and a Career & Growth dialogue. Employees are encouraged to update their goals regularly and have frequent check-ins to receive the support they need for their development.

During the Career & Growth dialogue, we encourage our team members to identify skills they wish to develop, aligning with their current roles or future career aspirations. This approach not only fosters personal growth but also strengthens our collective capabilities, contributing to the sustainability of our

05
Board of Directors' report

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

organization. Through People Strategy Sessions, we engage in talent and succession planning to ensure the growth of both individuals and our organization.

Learning
At Munters, we provide a wide range of learning experiences and resources, such as in-classroom courses, e-learning, job aids, mentors, exchange networks etc, to suit the diverse learning preferences of our employees. We have dedicated learning programs about learn to learn, power skills, digital skills, and safety & compliance. We also have specialised learning programs for our sales and service employees. Lastly, we focus on leadership development. At Munters, we lead with I ACT. We make sure that leaders enable Innovation, foster Accountability, encourage Collaboration and create Trust within their teams. We train our managers to reflect on their strengths and development areas and drive their self-leadership.

In 2023, we implemented the HRM system Workday as part of our commitment to employee development and engagement. Throughout the year, we continued to expand and refine our learning content, broadening our training offerings to provide employees with enhanced opportunities for growth and development. During 2025, we integrated our newly acquired companies ZECO and Airprotech into Workday, including training, and this will remain the ambition for all future acquisitions as well.

Work-life balance

At Munters, we recognize the importance of family-related leaves in supporting a healthy work-life balance within our workforce. In majority of countries where Munters operates, our employees are entitled to take family-related leaves, including maternity, paternity, parental, and carers' leave. These leave options are designed to provide employees with the necessary time and flexibility to provide care for their families and manage personal responsibilities.

Family-related leave entitlements at Munters are established through a combination of local social policies and, where applicable, collective bargaining agreements and national social protection programs. We encourage all employees, regardless of gender or other personal characteristics, to utilize these leave options equitably, reflecting our commitment to work-life balance, equality and inclusion. By promoting transparency in family-related leave practices, we aim to ensure that all employees feel supported in balancing their professional and personal lives, thereby contributing to a more resilient and sustainable workforce.

Collective bargaining

At Munters, we are committed to ensuring fair working conditions and terms of employment for our workforce, and we recognize the importance of collective bargaining in achieving this. We disclose the extent to which the working conditions and terms of employment of our employees are determined or influenced by collective bargaining agreements. These agreements play a significant role in shaping key aspects of employment, such as wages, benefits, working hours, health and safety standards as well as safeguarding key labour rights, while ensuring that employee voices are heard and respected. In the European Economic Area (EEA), Munters engage in social dialogue both at the establishment and European levels. Our employees are represented through various channels that facilitate social dialogue, allowing them to participate in discussions related to workplace policies, conditions, and broader organizational initiatives.

Incidents, complaints and severe human rights impacts

During 2025, Munters adopted a Human Rights Procedure reinforcing our commitment to respecting human rights. It explains the mitigation measures Munters have in place, including actions, process and responsibility, and provides guidance in cases of non-conformity. The procedure also states our commitment to providing appropriate remediation if or where we have been found to cause or contribute to adverse human rights impacts.

In 2025, no severe human rights impacts or incidents have been reported. During the year, 5 complaints regarding discrimination (including harassment) were filed. By year-end, three of these complaints had been investigated and closed, while two remained under review. Data has been consolidated through formal reporting from all Munters entities globally, complemented by cases received through the whistleblower channels. No fines, penalties, or compensation for damages related to human rights or discrimination incidents were issued or paid during the reporting period.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Targets & Metrics – Own workforce

Munters utilizes a data-driven approach for monitoring and analysis of key metrics and targets related to our workforce. These indicators are reviewed on a regular basis to evaluate performance trends and identify improvement initiatives. Learnings and best practices are continuously exchanged across business areas to strengthen overall performance. The implementation and monitoring of these targets are conducted jointly by Group Management, Group Sustainability, and the People & Culture function. At present, Munters employees or their representatives are not directly involved in the processes of target setting, progress tracking, or knowledge sharing. Targets and metrics related to our own workforce are not validated by any external bodies other than the assurance provider.

Gender diversity
We believe that accessing the full breadth of the talent pool is essential to our long-term success. To support this, we monitor our ability to reach and engage diverse talent through fair, merit-based, inclusive, and non-discriminatory processes. As part of our commitment, we have set a goal for women to represent 30 percent of our total workforce and 30 percent of our salary-setting managers by 2030. The purpose of this goal is to broaden and strengthen our recruitment and talent development efforts so that we attract, develop, and retain the most qualified individuals from all backgrounds. Tracking the percentage of appointed women leaders helps us assess whether we are effectively reaching and engaging a diverse talent pool that reflects the breadth of talent available in the market.

Health and safety
Munters has a zero ambition on workplace accidents, and all incidents requiring medical attention are followed up and reported monthly to management. We have a goal that no accidents shall occur in production measured by total recordable incident rate (TRIR).

ISO-certifications
Munters has committed to strive for a triple certification according to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 of all our manufacturing sites (baseline 2020). The intention is that newly acquired companies will also be certified as part of the integration. ISO 45001 is an international standard that provides a framework for organizations to manage occupational health and safety risks and improve overall safety performance in line with our H&S policy objectives.

Target	Description of target	Base year (BY)	BY value	2025	Target year (TY)	TY value	Trend	Comments
OWN WORKFORCE								
Gender diversity	30% salary-setting managers who are women	2023	21%	21%	2030	30%	!	In 2025 women represented 27% of newly appointed salary-setting managers. Significant efforts will be required in upcoming years to achieve the target, which necessitates that more than 30% of newly appointed salary-setting managers are women.
	30% women in workforce	2023	22%	23%	2030	30%	⚠	Improvements made through initiatives within the business areas. Partly offset by an increase in manufacturing employees due to increased order intake (department with higher proportion of men).
Health and safety	Zero workplace accidents - in factories (TRIR)	2021	1.5	0.8	N.A. (Recurring)	0	✓	Significant improvements in 2025 as compared to 2024 (1.2) and previous years.
ISO-certifications	Triple ISO-certifications for factories operational in 2020	2020	3	7	2026	13	⚠	Not aligned with target and requires significant efforts during 2026. Due to increase in operations and number of production facilities, during 2026 this target will be updated.

✓ Well aligned with target ⚠ Progress made towards target ! Not aligned with target

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

CHARACTERISTICS OF EMPLOYEES

Employees by gender in countries with at least 50 employees representing at least 10% of total workforce

	2024			2025		
Headcount	**Female**	**Male**	**Other**	**Female**	**Male**	**Other**
Sweden	203	385	0	190	372	0
United States of America	323	1,061	0	318	1,153	0
India	58	694	0	66	648	0
Other countries	563	1,792	0	591	1,856	0
Total employees	**1,147**	**3,932**	**0**	**1,165**	**4,029**	**0**

Employees by contract type, region, and gender

	2024			2025		
Number of employees	**AMER**	**EMEA**	**APAC**	**AMER**	**EMEA**	**APAC**
Female	494	490	163	534	462	168
Male	1,487	1,423	1,022	1,649	1,403	978
Other	0	0	0	0	0	0
Total employees	**1,981**	**1,913**	**1,185**	**2,183**	**1,865**	**1,146**

	2024			2025		
Number of permanent employees	**AMER**	**EMEA**	**APAC**	**AMER**	**EMEA**	**APAC**
Female	487	470	157	524	437	161
Male	1.480	1,385	1,013	1,633	1,326	964
Other	0	0	0	0	0	0
Total permanent employees	**1,967**	**1.855**	**1,170**	**2,157**	**1,763**	**1,125**

	2024			2025		
Number of temporary employees	**AMER**	**EMEA**	**APAC**	**AMER**	**EMEA**	**APAC**
Female	7	20	6	10	25	7
Male	7	38	9	16	77	14
Other	0	0	0	0	0	0
Total temporary employees	**14**	**58**	**15**	**26**	**102**	**21**

Employee movement

Headcount / Percent (%)	**2024**	**2025**
Number of employees who have left	937	992
Employee turnover rate	18.6	19.3

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Collective bargaining coverage and social dialogue

	Collective bargaining coverage within EEA		Collective bargaining coverage outside EEA		Workplace representation within EEA	
Coverage rate	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
0-19 %			India, United States of America	India, United States of America		
20-39 %						
40-59 %						
60-79 %						
80-100 %	Sweden	Sweden			Sweden	Sweden

DIVERSITY METRICS

Top management by gender

	2024			2025		
Gender distribution (%)	**Female**	**Male**	**Other**	**Female**	**Male**	**Other**
Munters Group Management	44	56	0	50	50	0
Top management	43	57	0	36	64	0

Age distribution

(%)	**2024**	**2025**
Under 30 years old	18	17
30-50 years old	55	56
Over 50 years old	27	27
Total employees	**100**	**100**

Accounting principles
In Sweden, all employees, except the Group Management are covered by the collective bargaining agreement. Reported figures for Sweden therefore includes all Munters employees except Group Management. For other countries, collective agreements are considered according to local labour laws. Worker representation is based on local legal legislations and collective bargaining agreements. New acquisitions are included.

Accounting principles
- The figures presented include all Munters companies that belonged to the Munters Group as of December 2025. New acquisitions are included.
- Employees are reported as headcount and not full-time equivalent as the number of part-time employees are not material for the calculations.
- The number of employees used in the calculations is the number at the end of the reporting period (31 December 2025).
- The figure also includes non-active employees such as employees on family-related leave.
- Top management includes executives and senior management; Group Management is considered as presented in pages 56-57.
- Employee turnover rate is calculated as the number of permanent employees who have left the company relative to the average number of permanent employees in the financial year. The figures include all employees leaving regardless of reason.
- **Permanent Employee:** An employee hired for a position without a predetermined time limit
- **Temporary Employee:** An employee hired for a position with an end date/time limit.
- Note 31 presents employee & gender distribution in FTE.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
→ Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

TRAINING AND SKILLS

Performance and career development

(%)	2025
PDA Completion Rate (%)	87

(%)	2023	2024	2025
Code of Conduct Training Completion Rate (%)	71	83	90

Accounting principles
Figures presented for PDA 2025 reflect the completion rate of the FY2024 PDA process, which is conducted during the first quarter of the subsequent year.For Code of Conduct, the divested business, Equipment, has not been excluded from comparison years.

HEALTH AND SAFETY

Work-related injuries - Factories (OSHA)	2021	2022	2023	2024	2025
Fatalities resulting from work-related injuries	0	0	0	0	0
Number of recordable incidents	36	47	34	54	38
Number of lost time recordable incidents	20	37	19	19	26
Number of hours worked	4,785,407	5,550,118	6,369,063	9,227,381	9,405,771
Total recordable incident rate	**1.5**	**1.7**	**1.1**	**1.2**	**0.8**

Work-related injuries - Factories and Non-Factories (ESRS)	2025
Fatalities resulting from work-related injuries	0
Number of recordable incidents	52
Number of lost time recordable incidents	39
Number of hours worked	11,603,500
Total recordable incident rate	**4.5**

Accounting principles
Health and safety
- The Total Recordable Incident Rate (TRIR) is the number of accidents where the employees had to seek medical assistance, multiplied by 200,000 and divided by total hours worked in accordance with the OSHA's standards. Additionally, TRIR is also calculated as the total number of incidents multiplied by 1,000,000 and divided by total hours worked in accordance with the ESRS S1 application requirements.
- Number of incidents and hours worked are reported every quarter by our factories and starting 2025 by our offices as well. Both employees and contingent workers are included.
- Cases of work-related ill health are not included in the Health and Safety metrics.

REMUNERATION METRICS

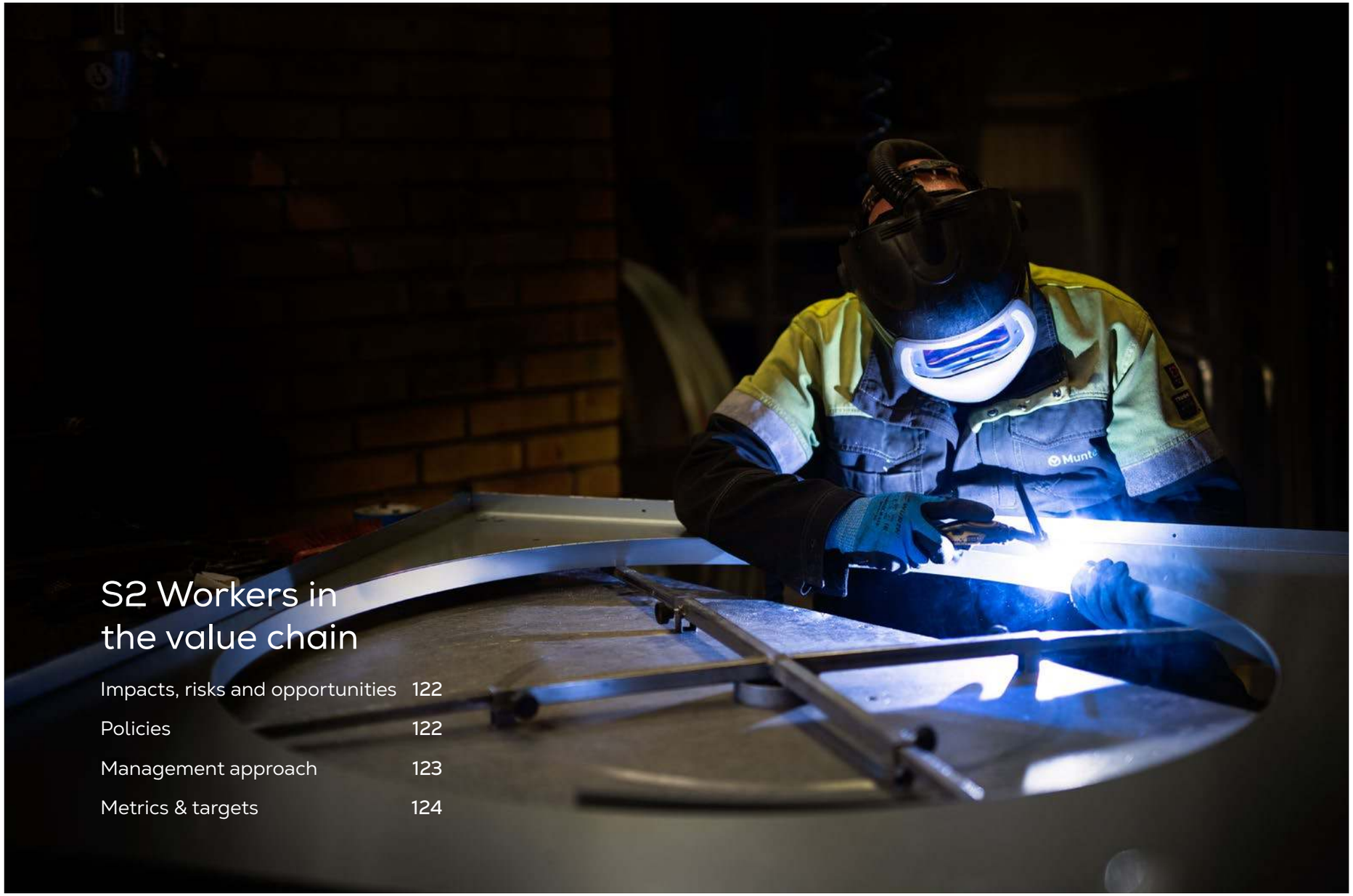
Average gender pay ratio (%), 2025	All employees incl. Group CEO	All employees excl. Group CEO
Total	**2.3**	**1.1**

	2025
Annual total remuneration ratio	59

Accounting principles
- The average gender pay ratio is calculated as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees. Figures are presented both including and excluding CEO to reflect the impact of senior level remuneration on the total gender pay gap.
- The annual total remuneration ratio is calculated as the ratio of the highest paid individual (CEO) to the median annual total remuneration for all employees excluding the highest paid individual (CEO).
- Remuneration/pay includes base salary, variable pays, and benefits. In the calculations, all variations of base salary are annualised and includes guaranteed cash/fixed allowances.
- Variable pay includes payouts from short-term incentives (performance pay), sales compensation, local bonuses, profit sharing programs and long-term incentives over the period October 2024 – September 2025.
- Benefits include the value amount of insured/fringe/other benefits that are offered to Munters employees. Only those benefits have been considered material that amounts to above 8.5% of an individual's annual base salary. We aim to reduce this threshold in the upcoming years.
- Remuneration metrics are calculated based on headcount, not FTE; meaning each employee is counted as one individual regardless of contractual working hours or employment type.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents



S2 Workers in the value chain

Impacts, risks and opportunities 122
Policies 122
Management approach 123
Metrics & targets 124

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Impact, risks and opportunities

Munters is committed to protecting workers across its value chain who may be materially impacted by the Group. This includes those employed by entities in the upstream supply chain, all of whom are governed by our Supplier Code of Conduct. Impacts on value chain workers stem from Munters business model and dependency on raw materials, components and workers in the value chain. While material negative impacts are not widespread or systemic, they may occur in connection with specific incidents or individual business relationships. These challenges require ongoing due diligence and transparency.

To improve sourcing, the goal is to reduce the number of suppliers, while ensuring that we have enough suppliers of critical components. Through regionalisation in recent years, we have secured a supplier network in each region and reduced vulnerability. In total, we buy goods from over 1 900 suppliers in over 35 countries.

Munters potential negative impact on people within our value chain consists primary of potential violations in relation to human rights issues upstreams, related to extraction and manufacturing of raw materials such as steel, copper and aluminium, which account for the biggest share of our material usage. Some of Munters Tier 1 suppliers are located in China, India and Mexico where there are elevated risks in certain regions, of workers facing inadequate wages, insecure employment, substandard housing, and unsafe working conditions. Munters also identifies potential negative impacts on inequality in the upstream value chain including pay gaps and potential harassment.

Beyond Tier 1 suppliers, Munters identifies risks related to forced and child labour in these regions, particularly linked to the materials and components we procure. In relation to the potential negative impact identified further up in our value chain, Munters also sees financial risks that could lead to reputational harm and regulatory penalties or loss of fundings if child of forced labour would occur. Further details on workers in the value chain-related impacts, risks and opportunities are provided on pages 79-80.

Link to business strategy
Responsible sourcing requires a strong supply chain. We have established processes to evaluate suppliers, along with a Supplier Code of Conduct (sCoC) that must be adhered to in order to do business with us. Munters recognizes the complexity of our value chain and the need for continuous efforts to strengthen our processes in this area. Through these measures, we aim to ensure that our values of integrity, inclusiveness, and responsibility permeate the entire value chain.

Policies

Munters has several policies aimed at mitigating any potential impacts on our value chain workers, which together apply to all relevant stakeholders and geographies. The Sourcing Policy governs all aspects of the procurement process as well as supplier management, and applies to everyone involved in sourcing activities. The Supplier Code of Conduct (sCoC) sets clear expectations for our suppliers, including requirements that must also be extended to their sub-suppliers. In addition, our Sustainability Policy and Human Rights Procedure outline Munters commitment to respecting and promoting human rights throughout the entire value chain. Furthermore, the Whistleblowing Policy and Anti-Corruption and Anti-Bribery Policy sets expectations on behaviour and protects against retaliation for reporting misconduct. Together, these policies form a strong foundation for ensuring ethical standards, safeguarding worker rights, and supporting sustainable supply chain practices globally. In 2025, no violations of the policies or their referenced frameworks have been reported.

Sourcing Policy
Munters Sourcing Policy contains guiding principles for procurement, rules on governance and supplier approval. The policy is approved by the CFO and describes the sourcing framework, as well as the roles and responsibilities of those involved in sourcing activities. Munters Sourcing function manages the supplier base through the supplier management process, with the intent to ensure transparency on suppliers used, qualification, performance, and regularly perform supplier evaluations against a set of criteria. The Sourcing Policy allows flexible payment options for verified SME (small and medium-sized enterprises) suppliers, supporting their financial sustainability, pending usual approvals. This ensures consideration of SMEs in our processes.

Supplier Code of Conduct
The signed Supplier Code of Conduct is a pre-requisite for doing business with Munters. The sCoC comprises standards on how Munters conducts socially, ethically and environmentally responsible business. The code is based on internationally agreed regulations and standards, such as the UN Guiding Principles, the Universal Declaration on Human Rights, and the International Labour Organization's Core Conventions on Labour standards. Suppliers are urged to develop requirements and systems similar to those presented in this Code and communicate these to their own suppliers and sub-contractors. The sCoC includes, but is not limited to, requirements on prohibition of forced, compulsory or any form of involuntary labour and human trafficking, fair treatment, non-discrimination, freedom of association and collective bargaining, working conditions, health and safety and diversity. The sCoC is approved by the Vice President of Strategic Operations in AirTech, who also chairs the Sourcing council. It is updated regularly to correspond to Munters most material and salient issues. If a supplier deviates from the Supplier Code of Conduct, Munters personnel are responsible for reporting the non-conformance and the consequences of those non-conformances may result in terminating business relations. Perspectives of external stakeholders have been taken into consideration by building the work on international standards and relevant industry and sector reports.

Munters Sustainability Policy
Our Sustainability Policy states our overall commitment to respecting human rights and conducting a human rights due diligence process in accordance with internationally recognized standards and guidance. Progress and status are disclosed and communicated in this report, which also constitutes our annual statement for the Modern Slavery Act.

Munters Human Rights Procedure
During 2025, Munters has adopted a Human Rights Procedure, approved by Group Vice President People, Culture and Sustainability. The Human Rights Procedure establish Munters framework for respecting and promoting human rights across our operations, value chain and business relationships. It focuses on Munters most severe human rights impacts, as concluded through our human rights impact analysis, and reflects our commitment to dignity, equality, and well-being for all individuals affected by our activities, including employees, value chain partners, and local communities. The Human Rights Procedure was developed by a cross-functional team reflecting key internal stakeholders. Perspectives of external stakeholders have been taken into consideration by building the work on international standards and relevant industry and sector reports.

The procedure addresses human rights topics including child labour, forced labour, human trafficking, freedom of association, abuse and harassment, non-discrimination and equal treatment, health and safety as well as worker contracts, working hours and wages. It explains the mitigation measures Munters have in place, including actions, process and responsibility, and provides guidance in cases of non-conformity. The procedure also states Munters commitment to cooperating and providing remedy for negative impacts on value chain workers.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Management approach

Process for engaging with value chain workers

Addressing impacts, risks and engagement with value chain workers

Understanding the perspectives of value chain workers helps us take informed action to create positive outcomes and reduce potential negative impacts. We aim to conduct regular engagement, as well as at key stages of projects and business processes. It begins with risk mitigation activities such as supplier screening and continues through supplier site visits. These engagements may involve participation, consultation, or information sharing, and are carried out with contractors and business partners, or through supplier representatives. The responsibility for ensuring engagement and integrating insights into Munters approach lies ultimately with the Munters Group Management, and is implemented and monitored by sourcing teams in the respective business area.

Munters continuously identifies and assesses potential and actual adverse human rights impacts and designs mitigating measures. This human rights impact analysis is based on stakeholder input including, but not limited to, key personnel and external research and industry reports as proxies for value chain worker input. Our analysis shows that our most salient risks are related to our direct material suppliers and their value chains. We always strive to incorporate input from our stakeholders as we strengthen our governance and processes. In 2025, we received valuable information from our suppliers through the ESG Supplier Questionnaire.

Process to remediate negative impacts

Access to remedy

If or where Munters has been found to cause or contribute to adverse human rights impacts, we are committed to providing appropriate remediation, as stated in our Human Rights procedure. We commit to cooperating with relevant authorities and complying with applicable law. In addition to providing our own grievance mechanism, we are committed to cooperating with National Contact Points (NCPs) where concerns are raised through that channel.

Channels for raising concerns

Munters has a web-based whistleblower function managed by an independent external party where reporters are guaranteed anonymity. Our whistleblowing channel is publicly available on our website. Munters have not had specific dialogue with workers in our value chain to assess the effectiveness and trust of our whistleblower function. To promote accessibility and use, the whistleblower is available in 16 languages to allow for value chain workers, and other external parties, to safely and anonymously report potential non-compliance cases.

Munters monitors and tracks all whistleblower reports, including those submitted by employees, contractors, and value chain workers, to ensure timely follow-up and resolution. The company regularly reviews trends, types of concerns raised, and the outcomes of investigations to assess the effectiveness of its reporting channels. Feedback from affected stakeholders is considered, where appropriate, to improve processes and prevent recurrence. For example, lessons learned from prior reports have resulted in updates to internal controls and targeted compliance training for employees.

Munters will not tolerate any attempt on the part of anyone to apply sanctions or to discriminate against any person who has reported to the Company a serious and genuine concern that they have regarding an apparent wrongdoing. Also, witnesses who cooperate in an investigation, whether voluntarily or as part of their duties, shall be protected from any form of retaliation or adverse action because of their cooperation. Any such victimization will be dealt with swiftly and with strict disciplinary consequences. More information about our whistleblowing process can be found on page 128.

Taking action on material impacts on value chain workers

To mitigate the material risk of non-compliance among suppliers and business partners, Munters implemented several targeted initiatives during the reporting year. These actions, spanning both our own operations and our upstream value chain, provided valuable insights and we will continue to drive continuous improvement efforts in the years ahead.

Supplier due diligence

Munters is committed to ensuring that all suppliers uphold our social responsibility and sustainability standards. All of our direct suppliers and our key indirect suppliers must agree to our sCoC as part of our evaluation process. We regularly assess both direct and indirect suppliers for compliance through a combination of questionnaires, on-site visits, and audits where necessary. These measures help us identify and address potential risks while fostering sustainable practices across our supply chain.

If a supplier does not meet our requirements, we establish a corrective action plan. Should the plan fail to deliver satisfactory results, we re-evaluate the relationship, with termination considered as a last resort. Supplier audits, whether for new or existing partners, are conducted based on factors such as ability to deliver zero-defect products, historical quality performance, compliance with the sCoC, and responsiveness to corrective actions.

Munters conduct regular visits to key suppliers on a multi-year cycle to monitor compliance. In 2025, we expanded our due diligence by conducting an additional survey covering all key suppliers, representing approximately 45% of our total supplier base by monetary value. The survey focused on material environmental and social topics, including, but not limited to, health and safety, labour rights and working conditions, non-discrimination and equal opportunity, ethics, and transparency. Based on these insights, we are prioritizing follow-up actions with suppliers identified as high-risk.

To further enhance our risk assessment and mitigation capabilities, Munters will implement new software to automate and strengthen supplier risk evaluations, drive corrective actions, and monitor progress. This investment marks a significant step in refining our overall due diligence process, enabling us to better assess, engage, and monitor suppliers to reduce material impacts and identify opportunities for improvement.

Enhancing M&A process with Sustainability due diligence

During 2024 and 2025, Munters developed a standardized ESG due-diligence checklist to systematically integrate sustainability considerations into the M&A process. Previously, sustainability assessments were conducted on a case-by-case basis. This enhanced approach ensures a consistent and structured evaluation of environmental, social, and governance factors across all potential acquisitions. The due-diligence process is designed to identify key impacts, risks, and opportunities covering areas such as fair working conditions, human rights, environmental performance, and health and safety prior to acquisition. In addition, the ESG checklist enables early identification of potential gaps and required investments needed to meet Munters sustainability commitments, targets, and initiatives.

Training and awareness

Munters have developed and offers eLearning on sustainable procurement, open to all employees and directed at employees in sourcing. The course is dedicated to our procurements teams globally and is suggested to be taken annually. To help everyone stay informed and aligned with our standards, we require all employees to complete Code of Conduct training at least every two years. In 2025, targeted training on sustainability due diligence to ensure preparedness for the upcoming Corporate Sustainability Due Diligence Directive (CSDDD) was conducted for the sourcing and procurement teams across the group, as well as responsible managers and leaders.

Remedy and human rights incidents

In 2025, there have been no cases of human rights incidents related to workers in the value chain and Munters has not provided or enabled remedy in relation to an actual material impact. Munters has not been approached by the OECD or any National Contact Point (NCP) regarding allegations or inquiries during the year.

Munters allocate resources to the management of our material impacts, including to the implementation of all activities performed during 2025. These resources are integrated in the relevant business units' budgets and are not separately disclosed.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Targets & Metrics – Workers in the value chain

To manage material risks related to value chain workers, our ambition is that all our major suppliers follow and sign our Code of Conduct for suppliers. Currently, we are not monitoring and consolidating any additional targets on group level. Over the next years, we aim to expand our indicators and strengthen targets to further improve oversight and performance management throughout the value chain. Our target on sCoC is in conjunction with the objective of our Sourcing and Sustainability policy. The target includes all major direct suppliers to sign the sCoC. The scope has been set based on where our most salient risks have been identified. Major direct suppliers refer to a spend value over 50,000 SEK and covers all direct suppliers of materials and/or components. It is applicable for all Munters operations including acquisitions from day one. No external stakeholders have been involved in setting the target, and the outcome is followed internally every quarter. As of 2025 92% of our major suppliers have signed our sCoC. The target have no specific milestones since it is recurring with the standing goal to reach 100%. Targets and metrics related to workers in the value chain are not validated by any external bodies other than the assurance provider.

Target	Description of target	Base year (BY)	BY value	2025	Target year (TY)	TY value	Trend	Comments
WORKERS IN THE VALUE CHAIN								
Supplier Code of Conduct	100% Compliance from major suppliers	2023	98%	92%	N.A. (Recurring)	100%	⚠	Off-target mainly due to inclusion of newly acquired entities where we are not yet tracking the share of signed sCoC.

✓ Well aligned with target ⚠ Progress made towards target ! Not aligned with target

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

G1 Business conduct

Impacts, risks and opportunities 126
Policies 126
Management approach 127
Metrics & targets 129

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
→ Business conduct
ESRS-index
Financial reports
Other information

Contents

Impact, risks and opportunities

Munters potential negative impact within business conduct relates to corruption, bribery, and unethical business conduct which pose significant barriers to social and economic progress. Munters operate in over 30 countries and sell to many others, including regions with weaker institutions and higher risks of bribery and corruption. Our diverse sales channels, which include distributors, agents, contractors, and direct sales to end customers, increase our exposure to various parties. As a result, we have a potential negative impact across numerous areas due to our engagement with a wide range of stakeholders in different regions. There is also a risk dependent on the potential negative impact where incidents of corruption and bribery lead to reputational damage and/or significant costs from regulatory penalties.

Other potential negative impacts identified relate to poor management of suppliers where delayed payments or poor payment practices can lead to financial hardship, increased stress, reduced mental well-being, and strained personal and professional relationships for humans. Further details on business conduct-related impacts, risks and opportunities are provided on page 81.

Link to business strategy
Ethical business conduct is fundamental to Munters strategy. By upholding integrity, transparency, and accountability in all our operations, we build trust with customers, partners, and our other stakeholders. This commitment strengthens our market position, supports sustainable growth, and ensures long-term value creation.

Policies

Munters Code of Conduct
Munters Code of Conduct, based on values like "Sustainable value creation", "Passion for results", "There is always a better way", and "Team Spirit", promotes honesty, integrity, and high ethical standards. The Code of Conduct applies to all employees and business partners working for Munters, as well as subsidiaries, agents, distributors or joint ventures where Munters is a participant. All new employees are trained in the Code of Conduct as part of their onboarding , and all employees are required to refresh their awareness by taking an eLearning once every two years. This is followed up quarterly. The Code of Conduct is approved by the Board of Directors and is available on Munters intranet. Find more information about our Code of Conduct on page 114.

Munters Anti-Bribery & Anti-Corruption Policy
The Munters Anti-Bribery & Anti-Corruption Policy enforces zero tolerance for bribery, corruption, and fraud. It complements the Code of Conduct and governs all dealings involving gifts, entertainment, travel, business partners, sponsorships, charitable contributions, conflicts of interest, discounts, commissions, kickbacks, and facilitation payments.

The policy applies to all employees and business partners, with detailed instructions to ensure compliance and immediate reporting of any suspected misconduct. For high-risk roles such as management, sales, procurement, and representatives, mandatory conflict of interest declarations is required annually and whenever circumstances change. This policy is consistent with the United Nations Convention against Corruption.

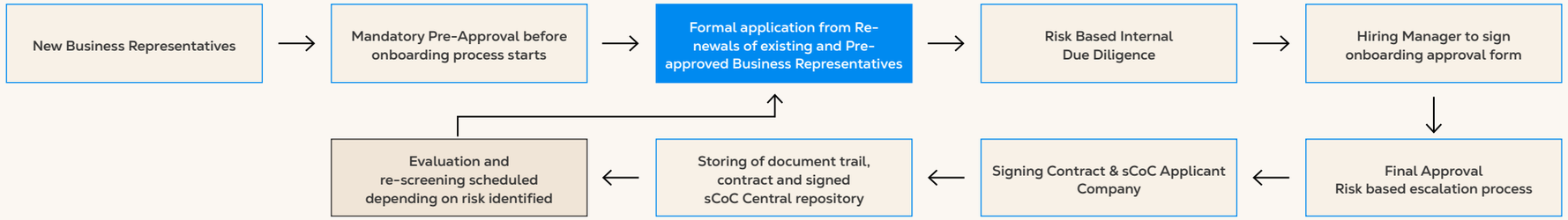
The policy is communicated group-wide through the Munters intranet, business area communications, targeted face-to-face and online trainings, and an eLearning module that also forms part of the onboarding program for new employees. The Group Management is responsible for approving and implementing this policy across all business areas and functions, which is reviewed annually. Members of the Group Management also evaluate their area of responsibility to identify areas of higher risks for violations and together with the compliance function, focus on efforts towards those identified risk areas.

Munters Supplier Code of Conduct
Our sCoC outline Munters stringent requirements set in our governing documents for our suppliers and business representatives. We regularly review our direct suppliers and their compliance with our sCoC. The guidelines for payment terms are established in our Sourcing policy. The sCoC lies under the Sourcing policy which is approved by the CFO in Munters Group Management. For more information about our sCoC see page 122.

Munters Whistleblowing Policy
The Whistleblowing policy is designed to encourage employees to raise serious concerns about any issues within or related to Munters. All employees receive information about Munters whistleblowing channels as part of the mandatory Code of Conduct training, which is regularly updated and includes practical guidance on how to raise concerns and use the whistleblowing channels. We are committed to addressing any reported wrongdoing by Munters or its employees, consultants, contractors, or suppliers. Such reports will be handled promptly, thoroughly investigated, and result in corrective actions where necessary. We will also explore ways to prevent similar issues from arising in the future. Employees can submit whistleblower complaints through various channels, including our Global Ethics Committee, or via global or local anonymous channels provided by an external provider. This policy is implemented by the People & Culture function and is approved by the Group Management, which is reviewed annually.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Due diligence for business representatives



Due diligence process for business representatives rolled out during 2025.

Management approach

Prevention and detection of bribery and corruption
Munters prevents and addresses corruption and bribery through an integrated framework of internal auditing, whistleblowing mechanisms, risk-based internal controls, supplier monitoring and continuous ethical training, combining both preventive and investigative methods to uphold compliance integrity.

Potential cases of corruption or bribery are identified through multiple detection mechanisms, including financial and transactional controls, due-diligence screening of business representatives, monitoring of high-risk markets and the whistleblowing channels managed by an independent external provider. These processes enable early identification of red flags and support timely investigation and remediation.

Action plans and resources
Munters manages its material corruption and bribery risks through a structured compliance program that includes annual policy updates, risk-based roll-out of procedures, targeted training for functions-at-risk and strengthened due diligence for business representatives. The Global Compliance & Business Ethics Lead, local compliance coordinators and the independent Investigation Group are responsible for implementation, supported by internal controls, and the external whistleblowing platform. These resources ensure that mitigation measures are aligned with the material impacts, risks and opportunities identified in our assessment.

Key actions and expected outcomes
Key actions taken to manage corruption and bribery risks include updating the Anti-Bribery & Anti-Corruption Policy, enhancing due diligence for business representatives, and strengthening controls for gifts, entertainment, hospitality, third-party travel, conflicts of interest, and sponsorships. Targeted training for at-risk functions and expanded access to confidential whistleblowing channels are provided to reinforce compliance. These measures ensure robust prevention, early detection, and effective mitigation of misconduct, supporting Munters commitment to high ethical conduct and integrity in all business activities.

Scope of key actions
These actions apply across all Business Areas and cover both our own operations and interactions with external business representatives in the value chain, including distributors, agents and other third parties. The updated due-diligence processs was rolled out first in higher-risk geographies, while the Code of Conduct training apply globally to all employees, consultants and temporary staff. Strengthened whistleblowing channels and investigation procedures cover all stakeholder groups, including employees, contractors, suppliers and business representatives.

Time horizon
Short-term actions focus on completing the roll-out of updated procedures and targeted training. Medium-term actions emphasise strengthening transactional monitoring and supplier screening. Long-term actions focus on integrating compliance requirements into business planning and continuing to develop the Group-wide compliance management system.

Due diligence for business representatives
Munters Group engages business representatives for various tasks, including sales and business development. These representatives, such as distributors, agents, and consultants, must adhere to Munters CoC and relevant policies, as Munters can be held liable for any legal violations by these representatives. All business representatives must be carefully selected and used only for legitimate business purposes with clear goals and reasonable terms.

During 2024, an update was carried out on our due diligence process for approval of business representatives. The process outlines a proper due diligence process for engaging any business representative, described in Munters Business Representative Procedure. All agreements must be documented and include a standard anti-corruption clause. This process has been rolled out during 2025 and is described in the figure above aimed to strengthen our processes to achieve our policy commitments. The roll out is managed by Munters Global Compliance & Business Ethics lead together with the Business Areas. The roll out of the updated process started in countries with high risks. Going forward there will be a continued refining and risk-based roll out of the process.

Conflict of interest
Munters employees must avoid any actual, potential, or perceived conflicts of interest (COI) and are required to disclose such situations promptly. Selected roles within the Munters organization are requested to complete a mandatory "Conflict of Interest Disclosure Form" to ensure transparency and compliance. Business transactions with external parties, particularly in a global context, may involve bribery risks. Employees must act in Munters best interest and report any policy violations through designated channels.

Gifts & entertainment
Munters procedure on gifts and entertainment emphasizes that such benefits should be limited, well-documented, and reasonable to avoid undue influence on corporate duties. Expenses involving officials should be avoided. Employees may offer or receive modest business gifts and hospitality only if it does not influence decisions and is pre-approved. Gifts and hospitality must be for legitimate business reasons and not benefit external parties or officials personally.

Prevention of anti-competitive behaviour
Munters is committed to fair competition and prohibits all forms of anticompetitive behaviour. Our Competition Compliance Policy and Supplier Code of Conduct set clear expectations for all employees, business representatives and suppliers. Employees, suppliers and business representatives are prohibited from engaging in:

- Price-fixing in any form, market allocation, or bid rigging with competitors.
- Sharing sensitive commercial information with competitors.
- Agreements or understandings that restrict competition, including with suppliers, distributors, or customers.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
→ Business conduct
ESRS-index
Financial reports
Other information

Contents

Munters has processes to ensure that significant business decisions, such as mergers or acquisitions, are evaluated to maintain compliance with competition laws and preserve fair market practices.

Ethical corporate culture

Munters is committed to fostering an ethical and responsible corporate culture across all its operations. To support this commitment, the company conducts regular training sessions and actively engages with employees on topics related to ethics, integrity, and workplace behaviour. While Munters does not have a standalone policy dedicated to training in business conduct, all employees are required to complete mandatory onboarding training on the Munters Code of Conduct. In addition, a range of eLearning modules are available covering key subjects such as anti-bribery and anti-corruption practices, ensuring that employees understand and adhere to the highest standards of professional conduct.

To continuously assess and strengthen our ethical culture, Munters utilize the Employee Voice Survey. Employees are encouraged to share their feedback on topics such as the personal relevance of Munters core values, experiences of misconduct, anti-discrimination, and fairness. The results of this survey are used to identify areas for improvement and guide initiatives aimed at nurturing an inclusive, transparent, and ethical workplace. More information on our employee voice survey can be found on page 115.

Non-compliances and protection of whistleblowers

Munters whistleblowing procedure forms an integral part of the company's Code of Conduct, supporting an open and transparent business culture. Employees are encouraged to report concerns related to corruption, fraud, accounting, internal controls, human rights issues, or any other matters that may constitute a legal violation or pose a risk to Munters business, reputation, employees, or shareholders. Reports can be made directly to their manager, the manager's superior, the Ethics Committee, or through the anonymous whistleblower channel.

Munters operates a web-based whistleblower platform, managed by an independent external party, ensuring complete anonymity and confidentiality for reporters. Local whistleblower channels have been established for all EU entities with more than 50 employees, in accordance with the Whistleblower Protection EU Directive. Munters strictly prohibits any form of discrimination or retaliation against individuals who report compliance concerns in good faith.

Upon receiving a case, the designated Investigation Group, composed of independent internal members, reviews the report and determines the appropriate course of action. The Group assigns an investigating officer, either internal or external, to lead the investigation. Where an external party is required, the selection depends on the nature and characteristics of the case. This may include, for example, an audit firm, a law firm, or an environmental specialist. Once the investigation is completed, a written report is submitted to the Investigation Group for review and discussion. The Group will oversee the implementation of any agreed-upon recommendations resulting from the investigation, while simultaneously reporting to the Audit Committee.

Members of the Investigation Group have received targeted briefings in the whistleblowing process and ongoing support from external legal advisors in relation to case management. Combined with their extensive experience in compliance, Internal Control, and HR, this ensures that all cases are handled professionally, confidentially, and in accordance with internal procedures and legal requirements.

The Investigation Group operates independently from the management or business units involved in any reported matter, ensuring that all investigations are conducted promptly, objectively, and without influence from those implicated, in line with Munters zero-tolerance policy on fraud and commitment to ethical business practices.

Munters monitors and tracks all whistleblower reports, including those submitted by employees, contractors, and value chain workers, to ensure timely follow-up and resolution. The company regularly reviews trends, types of concerns raised, and the outcomes of investigations to assess the effectiveness of its reporting channels. Feedback from affected stakeholders is considered, where appropriate, to improve processes and prevent recurrence. For example, lessons learned from prior reports have resulted in updates to internal controls and targeted compliance training for employees.

In the upcoming years Munters plans to further enhance the whistleblowing framework by increasing awareness among suppliers and other business partners about Munters whistleblowing channels and procedures, reviewing case handling procedures, and strengthening reporting transparency in line with evolving EU regulations.

Training and awareness

To ensure that all employees are aware of the principles we follow, regular training is conducted for all employees in our Code of Conduct. All employees, consultants and temporary hired staff at Munters must complete online training in the CoC every second year, aligned with the target of achieving 100% coverage in our digital training program on the CoC.

In the scope of anti-bribery and anti-corruption, we updated our policy framework during 2024, with underlying procedures for approval of business representatives, gifts, entertainment, hospitality and third-party travel and conflict of interest. In 2025 we started rolling out training in general compliance, as well as more targeted training for risk groups in the areas related to our procedures and sanctions. Functions at risk include sourcing, sales, the management team and various functions within finance. Functions at risk are defined as people within Munters that have external contact. All functions at risk are required to do the eLearning but not all are required to perform the class-room trainings. Class-room training is performed on selected groups where we see an increased risk of anti-bribery and corruption. During the year, a conflict-of-interest disclaimer process was carried out as a pilot in China. We plan to roll this out for all Munters entities on an annual basis to specific functions including sales, sourcing and top management as well as selected management.

Payment practices and management of relationships with suppliers

Munters standard payment terms are outlined in our Sourcing Policy, which sets a standard payment term of 60 days unless otherwise stated by the agreement or local regulations. When engaging with verified SME (small and medium enterprises), flexible payment options are considered to support financial sustainability. As part of Munters ethical business practices, we are committed to timely payment of our suppliers within the agreed terms. Munters does not have a standalone policy dedicated solely to preventing late payments.

Munters applies the same standard payment term of 60 days across all main supplier categories, and no category-specific payment terms are used. Therefore, the requirement to disclose payment terms by supplier category is not applicable. Munters does not yet collect consolidated data on the percentage of payments aligned with standard payment terms, the number of outstanding legal proceedings related to late payments, or complementary contextual information on payment practices. These metrics will not be available for the current reporting year due to the absence of a Group-wide system for tracking invoice-level payment performance. Munters will evaluate the need to implement such tracking processes in future reporting cycles if required under forthcoming regulatory acts.

Social, ethical and environmental criterias on our suppliers are outlined through our Supplier Code of Conduct which is a pre-requisite for doing business with Munters, and through our sourcing policy. The only exceptions are one-time purchases or annual purchase value less than 50 000 SEK. When assessing potential suppliers, Munters considers compliance with the Supplier Code of Conduct, including requirements related to labour practices, human rights, health and safety, ethical conduct, environmental management and waste handling. Suppliers are expected to have appropriate management systems in place and to demonstrate responsible practices. Suppliers may alternatively submit their own Code of Conduct provided that it meets or exceeds Munters requirements as determined by the Sourcing team responsible. In such cases, the supplier's Code of Conduct must be reviewed and formally approved by Sourcing before any business can commence.

Business Conduct Training

Activity	Functions at risk (955)	All employees (5,194)
Class-room Trainings	215 employees á 2 hours	-
e-Learning	724 employees, 40 minutes	4,665 employees, 30 minutes
Training interval	Annually	Biennially
Topics Covered		
Definition of corruption	●	●
Policy and procedures	●	
Vetting of business reps	●	
Gift, entertainment, hospitality & 3rd party travel	●	
Conflict of interest	●	●
Sponsorship	●	
Whistleblower	●	●

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
ESRS-index
Financial reports
Other information

Contents

Targets & Metrics – Business conduct

Code of Conduct
All employees are to undergo training in the Code of Conduct at least every other year. Newly hired employees are to be trained when employment begins.

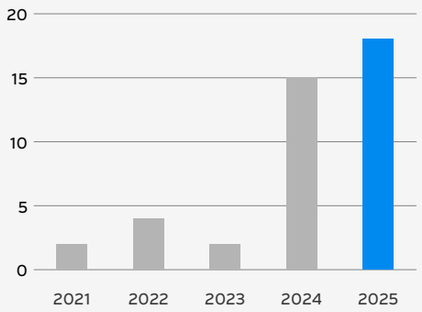
Supplier Code of Conduct
Our ambition is for our major suppliers to follow and sign our Code of Conduct for suppliers. We regularly review our direct suppliers and their compliance with our Code of Conduct.

Environmental fines
We place great emphasis on reducing our impact on the environment from our business activities. Our environmental commitment is described, among other things, in our Code of Conduct and our Sustainability Policy. Munters goal is to receive no environmental fines due to non-compliance with environmental laws and regulations.

Target	Description of target	Base year (BY)	BY value	2025	Target year (TY)	TY value	Trend	Comments
GOVERNANCE								
Code of Conduct	All employees are to undergo training in the Code of Conduct at least every other year. Newly hired employees are to be trained when employment begins.	2023	71%	90%	N.A. (Recurring)	100%	⚠	An increase from previous years due to focused training efforts. (The divested business, Equipment, has not been excluded from the base year.)
Supplier Code of Conduct	100% compliance from major suppliers	2023	98%	92%	N.A. (Recurring)	100%	⚠	Off-target mainly due to inclusion of newly acquired entities where we are not yet tracking the share of signed sCoC.
Environmental Fines	Zero environmental fines (SEK)	2021	0	0	N.A. (Recurring)	0	✓	No environmental fines during 2025.

✓ Well aligned with target ⚠ Progress made towards target ! Not aligned with target

Whistleblower cases received
Number



Whistleblower cases 2025
In 2025, 18 reports were submitted through the company's whistleblowing channels. Of these 18 reports, 1 was classified as a whistleblower case. The case was investigated by an external firm, and the investigation found no evidence to substantiate the allegations, read more on page 125 and 127 about the process. Since 2023, local whistleblower channels are established for our EU entities with more than 50 employees, in accordance with the Whistleblower Protection EU Directive.

Whistleblowing is the act of bringing management's attention to potential illegal or unethical practices, also referred to as wrongdoing. At Munters, wrongdoing includes any unlawful or unethical behaviour, such as fraud, corruption, and bribery.

Corruption or bribery incidents

Number of convictions	0
Amounts of fines (SEK)	0

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
→ ESRS-index
Financial reports
Other information

Contents

Index of ESRS disclosure requirements

ESRS	Disclosure requirement	Page
GENERAL INFORMATION		
ESRS 2	BP-1 General basis for preparation of sustainability statements	69
ESRS 2	BP-2 Disclosures in relation to specific circumstances	69
ESRS 2	GOV-1 The role of the administrative, management and supervisory bodies	70
ESRS 2	GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	70-71
ESRS 2	GOV-3 Integration of sustainability-related performance in incentive schemes	72
ESRS 2	GOV-4 Statement on due diligence	73
ESRS 2	GOV-5 Risk management and internal controls over sustainability reporting	73
ESRS 2	SBM-1 Strategy, business model and value chain	74-75
ESRS 2	SBM-2 Interests and views of stakeholders	82
ESRS 2	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	76-81
ESRS 2	IRO-1 Description of the process to identify and assess material impacts, risks and opportunities	83
ESRS 2	IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement	130
ENVIRONMENTAL INFORMATION - E1, climate change and E5, resource use and circularity		
E1	ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes	72
E1	E1-1 Transition plan for climate change mitigation	101-103
E1	ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	96-99
E1	ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities	96-99
E1	E1-2 Policies related to climate change mitigation and adaptation	99
E1	E1-3 Actions and resources in relation to climate change policies	100
E1	E1-4 Targets related to climate change mitigation and adaptation	105
E1	E1-5 Energy consumption and mix	106
E1	E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	106
E1	E1-7 GHG removals and GHG mitigation projects financed through carbon credits	N/A
E1	E1-8 Internal carbon pricing	104
E1	E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	phase-in
E5	ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	83, 109
E5	E5-1 – Policies related to resource use and circular economy	109
E5	E5-2 – Actions and resources related to resource use and circular economy	110-111
E5	E5-3 – Targets related to resource use and circular economy	111
E5	E5-4 – Resource inflows	112
E5	E5-5 – Resource outflows	112

ESRS	Disclosure requirement	Page
SOCIAL INFORMATION - S1, own workforce and S2, workers in the value chain		
S1	ESRS 2 SBM-2 Interests and views of stakeholders	82
S1	ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	78-79
S1	S1-1 Policies related to own workforce	114
S1	S1-2 Processes for engaging with own workforce and workers' representatives about impacts	115
S1	S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns	115
S1	S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	115-117
S1	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	118
S1	S1-6 Characteristics of the undertaking's employees	119
S1	S1-7 Characteristics of non-employees in the undertaking's own workforce	phase-in
S1	S1-8 Collective bargaining coverage and social dialogue	119
S1	S1-9 Diversity metrics	119
S1	S1-10 Adequate wages	116
S1	S1-11 Social protection	phase-in
S1	S1-13 Training and skills development metrics	120
S1	S1-14 Health and safety metrics	120
S1	S1-15 Work-life balance metrics	phase-in
S1	S1-16 Remuneration metrics (pay gap and total remuneration)	120
S1	S1-17 Incidents, complaints and severe human rights impacts	117
S2	SBM-2 Interests and views of stakeholders	82
S2	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	79-80
S2	S2-1 Policies related to value chain workers	122
S2	S2-2 Processes for engaging with value chain workers about impacts	123
S2	S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	123
S2	S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	123
S2	S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	124
GOVERNANCE INFORMATION - G1, business conduct		
G1	GOV-1 The role of the administrative, supervisory and management bodies	70
G1	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	81
G1	G1-1 Business conduct policies and corporate culture	126
G1	G1-2 Management of suppliers	128
G1	G1-3 Prevention and detection of corruption and bribery	127-128
G1	G1-4 Incidents of corruption or bribery	129
G1	G1-6 Payment practices	128

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
→ ESRS-index
Financial reports
Other information

Contents

List of data points in cross-cutting and topical standards that derive from other EU legislation

Disclosure requirement	Paragraph	Disclosure requirement and related data point	SFDR	Pillar 3 reference	Benchmark Regulation	EU Climate Law	Page
GENERAL							
ESRS 2 GOV-1	21 (d)	Board's gender diversity ratio	●		●		71
ESRS 2 GOV-1	21 (e)	Percentage of independent board members			●		71
ESRS 2 GOV-4	30	Statement on due diligence	●				73
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	●	●	●		Non-material
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	●		●		Non-material
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	●		●		Non-material
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			●		Non-material
ENVIRONMENTAL							
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				●	101-103
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks		●	●		Non-material
ESRS E1-4	34	GHG emission reduction targets	●	●	●		105
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	●				106
ESRS E1-5	37	Energy consumption and mix	●				106
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	●				106
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	●	●	●		106
ESRS E1-6	53-55	Gross GHG emissions intensity	●	●	●		106
ESRS E1-7	56	GHG removals and carbon credits				●	Non-material
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			●		Phase-in
ESRS E1-9	66 (a) 66 (c)	Disaggregation of monetary amounts by acute and chronic physical risk Location of significant assets at material physical risk		●			Phase-in
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		●			Phase-in
ESRS E1-9	69	Degree of exposure of the portfolio to climate- related opportunities			●		Phase-in
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	●				Non-material
ESRS E3-1	9	Water and marine resources	●				Non-material
ESRS E3-1	13	Dedicated policy	●				Non-material
ESRS E3-1	14	Sustainable oceans and seas	●				Non-material
ESRS E3-4	28 (c)	Total water recycled and reused	●				Non-material
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	●				Non-material
ESRS 2- SBM 3 - E4	16 (a) i		●				Non-material
ESRS 2- SBM 3 - E4	16 (b)		●				Non-material Non-material
ESRS 2- SBM 3 - E4	16 (c)		●				Non-material
ESRS E4-2	24 (b)	Sustainable land / agriculture practices or policies	●				Non-material
ESRS E4-2	24 (c)	Sustainable oceans / seas practices or policies	●				Non-material
ESRS E4-2	24 (d)	Policies to address deforestation	●				Non-material
ESRS E5-5	37 (d)	Non-recycled waste	●				112
ESRS E5-5	39	Hazardous waste and radioactive waste	●				110, 112

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl.
Sustainability statement
General disclosures
EU taxonomy report
Climate change
Circularity and resource use
Own workforce
Workers in the value chain
Business conduct
→ ESRS-index
Financial reports
Other information

List of data points in cross-cutting and topical standards that derive from other EU legislation, continued

Disclosure requirement	Paragraph	Disclosure requirement and related data point	SFDR	Pillar 3 reference	Benchmark Regulation	EU Climate Law	Page
SOCIAL							
ESRS 2- SBM3 - S1	14 (f)	Risk of incidents of forced labour	●				114
ESRS 2- SBM3 - S1	14 (g)	Risk of incidents of child labour	●				114
ESRS S1-1	20	Human rights policy commitments	●				114
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8			●		114
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	●				114
ESRS S1-1	23	Workplace accident prevention policy or management system	●				114
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	●				115
ESRS S1-14	88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	●		●		120
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	●				Non-material
ESRS S1-16	97 (a)	Unadjusted gender pay gap	●		●		120
ESRS S1-16	97 (b)	Excessive CEO pay ratio	●				120
ESRS S1-17	103 (a)	Incidents of discrimination	●				117
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	●		●		117
ESRS 2- SBM3 – S2	11 (b)	Significant risk of child labour or forced labour in the value chain	●				80
ESRS S2-1	17	Human rights policy commitments	●				122
ESRS S2-1	18	Policies related to value chain workers	●				122
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	●		●		122
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			●		122
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	●				123
ESRS S3-1	16	Human rights policy commitments	●				Non-material
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	●		●		Non-material
ESRS S3-4	36	Human rights issues and incidents	●				Non-material
ESRS S4-1	16	Policies related to consumers and end-users	●				Non-material
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	●		●		Non-material
ESRS S4-4	35	Human rights issues and incidents	●				Non-material
BUSINESS CONDUCT							
ESRS G1-1	10 (b)	United Nations Convention against Corruption	●				126
ESRS G1-1	10 (d)	Protection of whistleblowers	●				126, 128
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery law	●		●		129
ESRS G1-4	24 (b)	Standards of anti- corruption and anti- bribery	●				129

Contents

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
→ Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Contents, Financial information

Financial information

Financial statements, Group
Consolidated statement of comprehensive income 134
Consolidated statement of financial position 135
Consolidated statement of changes in equity 136
Consolidated cash flow statement 137

Financial statements, Parent Company
Income statement 138
Balance sheet 138
Change in equity 139
Cash flow statement 140

Notes 141

The Board's Assurance 2025 164
Auditor's report 165
Auditor's report on the corporate governance statement 168
Auditor's report on the statutory sustainability statement 169
Five-year summary 170
Definitions of key financial indicators 171

Notes

Note 1 Company information and general accounting principles 141
Note 2 Significant estimates and assessments 142
Note 3 Financial risk management 143
Note 4 Net sales 144
Note 5 Operating segments 145
Note 6 Cost by nature 146
Note 7 Fees to auditors 146
Note 8 Depreciation, amortization and impairment loss 146
Note 9 Other operating income and expenses 146
Note 10 Financial income and expenses 146
Note 11 Income taxes 147
Note 12 Earnings per share 147
Note 13 Intangible assets 148
Note 14 Property, plant and equipment 150
Note 15 Right-of-use assets 151
Note 16 Participations in subsidiaries 152
Note 17 Participations in associated companies and other financial assets 152
Note 18 Inventory 152
Note 19 Accounts receivable 153
Note 20 Prepaid expenses and accrued income 153
Note 21 Equity 153
Note 22 Proposed distribution of earnings 153
Note 23 Financial instrument by category 154
Note 24 Interest-bearing liabilities 155
Note 25 Provisions for pensions 156
Note 26 Other provisions 157
Note 27 Accrued expenses and deferred income 157
Note 28 Pledged assets, contingent assets and contingent liabilities 157
Note 29 Transactions with related parties 157
Note 30 Business combinations 158
Note 31 Average number of employees and gender distribution 159
Note 32 Salaries, other remuneration and social security expenses 159
Note 33 Remuneration to the Board and Senior Executives 159
Note 34 Long term incentive programs 162
Note 35 Discontinued operations 162
Note 36 Reconciliation of alternative performance measures 163

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Consolidated statement of comprehensive income

MSEK	Note	2025	2024
Net sales	4, 5	14,712	13,587
Cost of goods sold		–10,091	–8,795
Gross profit		**4,621**	**4,792**
Selling expenses		–1,388	–1,367
Administrative expenses		–1,457	–1,197
Research and development costs		–487	–408
Other operating income and expenses	9	–57	–62
Share of earnings in associates	17	–3	–12
Operating profit	5, 6, 7, 8	**1,228**	**1,746**
Financial income	10	42	45
Financial expenses	10	–454	–404
Profit after financial items		**815**	**1,388**
Tax	11	–253	–434
Net income, continuing operations		**562**	**954**
Net income, discontinued operations	35	–444	66
Net income, total operations		**118**	**1,020**
Attributable to Parent Company shareholders		106	973
whereof continuing operations		550	906
whereof discontinued operations		–444	66
Attributable to non-controlling interests		12	47
Earnings per share attributable to Parent Company shareholders			
Earnings per share, continuing operations, SEK	12	3.01	4.96
Earnings per share, discontinued operations, SEK	12	–2.43	0.36
Earnings per share, total operations, SEK	12	0.58	5.33

MSEK	Note	2025	2024
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss:			
Exchange-rate differences on translation of foreign operations	21	–1,152	449
Exchange-rate differences reclassified to profit or loss		–53	–
Items that will not be reclassified to profit or loss:			
Financial assets at fair value through OCI	23	–42	–
Actuarial gains/losses on defined-benefit pension obligations	25	11	16
Income tax relating to actuarial gains/losses	11	–2	–3
Other comprehensive income, net after tax		**–1,239**	**462**
Total comprehensive income		**–1,120**	**1,482**
Attributable to Parent Company shareholders		–1,130	1,436
Attributable to non-controlling interests		9	46

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Consolidated statement of financial position

MSEK	Note	2025	2024
ASSETS			
Non-current assets			
Intangible assets	8, 13	8,819	11,149
Property, plant and equipment	8, 14	1,846	1,789
Right-of-Use assets	8, 15	1,624	1,000
Participations in associated companies	17	42	54
Other financial assets	17, 23	158	189
Deferred tax assets	11	512	403
Total non-current assets		**13,002**	**14,584**
Current assets			
Inventory	18	1,884	2,283
Accounts receivable	3, 19, 23	1,912	2,567
Derivative instruments	23	–	4
Current tax assets		239	178
Other receivables	23	237	240
Prepaid expenses and accrued income	20	963	593
Cash and cash equivalents	23	1,492	1,530
Total current assets		**6,727**	**7,395**
TOTAL ASSETS		**19,728**	**21,979**

MSEK	Note	2025	2024
EQUITY AND LIABILITIES			
Equity			
Attributable to Parent Company shareholders	21		
Share capital		6	6
Other capital contributions		5,144	5,144
Reserves		70	1,272
Profit brought forward		-362	–527
Equity attributable to Parent Company shareholders		**4,858**	**5,894**
Non-controlling interests		8	14
Total equity		**4,866**	**5,908**
Non-current liabilities			
Interest-bearing liabilities	23, 24	5,348	3,780
Lease liabilities	23, 24	1,462	847
Provisions for pensions	25	271	277
Other provisions	26	91	90
Other non-current liabilities	23	419	803
Deferred tax liabilities	11	591	598
Total non-current liabilities		**8,182**	**6,394**
Current liabilities			
Interest-bearing liabilities	23, 24	829	2,734
Lease liabilities	23, 24	280	237
Other provisions	26	203	249
Accounts payable	23	1,461	1,789
Derivative instruments	23	12	3
Current tax liabilities		77	108
Advances from customers	4	2,462	1,821
Other current liabilities	23	361	1,242
Accrued expenses and deferred income	27	995	1,496
Total current liabilities		**6,680**	**9,677**
TOTAL EQUITY AND LIABILITIES		**19,728**	**21,979**

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Consolidated statement of changes in equity

	Attributable to Parent Company shareholders						
MSEK	Share capital	Other capital contributed	Reserves	Profit brought forward	Total	Non-controlling interests	Total equity
Opening balance, January 1, 2025	**6**	**5,144**	**1,272**	**–527**	**5,894**	**14**	**5,908**
Net income	–	–	–	106	106	12	118
Other comprehensive income	–	–	–1,202	–34	–1,235	–3	–1,239
Total comprehensive income	**–**	**–**	**–1,202**	**72**	**–1,130**	**9**	**–1,120**
Transactions with owners in their capacity as owners:							
Change in non-controlling interests	–	–	–	–13	–13	1	–12
Put/call option related to non-controlling interests	–	–	–	218	218	–	218
Deferred tax related to exercise of put/call option	–	–	–	180	180	–	180
Dividends paid	–	–	–	–292	–292	–16	–308
Total transactions with owners	**–**	**–**	**–**	**93**	**93**	**–15**	**78**
Closing balance, December 31, 2025	**6**	**5,144**	**70**	**–362**	**4,858**	**8**	**4,866**
Opening balance, January 1, 2024	**6**	**5,144**	**822**	**–715**	**5,257**	**1**	**5,258**
Net income	–	–	–	973	973	47	1,020
Other comprehensive income	–	–	450	13	463	–1	462
Total comprehensive income	**–**	**–**	**450**	**986**	**1,436**	**46**	**1,482**
Transactions with owners in their capacity as owners:							
Exercised share options	–	–	–	1	1	–	1
Acquisition of non-controlling interests	–	–	–	–	–	9	9
Change in non-controlling interests	–	–	–	43	43	–43	–
Put/call option related to non-controlling interests	–	–	–	–604	–604	–	–604
Dividends paid	–	–	–	–237	–237	–	–237
Total transactions with owners	**–**	**–**	**–**	**–798**	**–798**	**–34**	**–832**
Closing balance, December 31, 2024	**6**	**5,144**	**1,272**	**–527**	**5,894**	**14**	**5,908**

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Consolidated cash flow statement

MSEK	Note	2025	2024
Operating activities			
Operating profit		1,228	1,746
Reversal of non-cash items:			
Depreciation and amortization		751	568
Other profit/loss items not affecting liquidity		219	31
Change in provisions		8	81
Cash flow before interest and tax		**2,205**	**2,426**
Paid financial items		–397	–339
Taxes paid		–335	–606
Cash flow from operating activities before change in working capital		**1,473**	**1,482**
Cash flow from changes in working capital:			
Change in accounts receivable		227	–200
Change in inventory		–108	–149
Change in accrued income		–380	440
Change in accounts payable		63	267
Change in advances from customers		974	193
Cash flow from change in operating working capital		**777**	**551**
Change in other working capital		–532	55
Cash flow from change in working capial		**245**	**607**
Cash flow from operating activities, continuing operations		**1,718**	**2,089**
Cash flow from operating activities, discontinued operations		–138	279
Cash flow from operating activities		**1,580**	**2,367**

MSEK	Note	2025	2024
Investing activities			
Business acquisitions	30	–1,150	–1,680
Investments in associated companies		–	–37
Investments in participations and securities in other companies		–22	–89
Sale of property, plant and equipment		0	0
Investments in property, plant and equipment	14	–592	–745
Investments in intangible assets	13	–266	–291
Cash flow from investing activities, continuing operations		**–2,031**	**–2,842**
Cash flow from investing activities, discontinued operations		1,020	–23
Cash flow from investing activities		**–1,011**	**–2,865**
Financing activities			
Exercised share options		–	1
Loans raised	24	8,375	2,664
Amortization of loans	24	–8,240	–1,796
Repayment of lease liabilities	24	–202	–155
Dividends paid	21	–292	–237
Dividends paid to non-controlling interests		–16	–
Other changes to financing activities		–87	18
Cash flow from financing activities, continuing operations		**–461**	**494**
Cash flow from financing activities, discontinued operations		–10	–27
Cash flow from financing activities		**–471**	**467**
Cash flow for the period, total operations		**98**	**–30**
Cash and cash equivalents at January 1		1,530	1,532
Exchange-rate difference in cash and cash equivalents		–135	28
Cash and cash equivalents at December 31	23	**1,492**	**1,530**

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Parent company income statement

MSEK	Note	2025	2024
Net sales		–	–
Gross profit		**–**	**–**
Administrative costs		–11	–15
Other operating income and expenses	9	0	2
Operating profit		**–11**	**–13**
Financial income and expenses	10	–41	–29
Profit before tax		**–52**	**–41**
Tax	11	–	–
Net income		**–52**	**–41**
STATEMENT OF COMPREHENSIVE INCOME			
Net income		–52	–41
Other comprehensive income, net after tax		–	–
Total comprehensive income		**–52**	**–41**

Parent company balance sheet

MSEK	Note	2025	2024
ASSETS			
Non-current assets			
Participations in subsidiaries	16	4,098	4,098
Deferred tax assets		4	4
Total non-current assets		**4,102**	**4,102**
Current assets			
Other receivables		0	0
Prepaid expenses and accrued income	20	1	2
Current tax assets		2	1
Receivables from subsidiaries		2,266	17
Cash and cash equivalents		0	0
Total current assets		**2,269**	**19**
TOTAL ASSETS		**6,371**	**4,122**
EQUITY AND LIABILITIES			
Equity	21		
Share capital		6	6
Restricted equity		**6**	**6**
Share premium reserve		4,136	4,136
Other capital contributions		18	18
Profit brought forward		–980	–646
Net income		–52	–41
Unrestricted equity		**3,123**	**3,467**
Total equity		**3,128**	**3,472**
Non-current liabilities			
Interest-bearing liabilities		2,395	–
Provisions for pensions and similar commitments		7	5
Total non-current liabilities		**2,402**	**5**
Current liabilities			
Interest-bearing liabilities		794	–
Accounts payable		1	2
Accrued expenses and deferred income	27	41	54
Liabilities to subsidiaries		1	581
Other liabilities		5	7
Total current liabilities		**841**	**644**
TOTAL EQUITY AND LIABILITIES		**6,371**	**4,122**

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Parent company change in equity

	Restricted equity	Unrestricted equity				
MSEK	Share capital	Share premium reserve	Other capital contributions	Profit brought forward	Net income	Total equity
Opening balance, January 1, 2025	**6**	**4,136**	**18**	**–646**	**–41**	**3,472**
Net income	–	–	–	–	–52	–52
Transactions with owners in their capacity as owners:						
To be carried forward	–	–	–	–41	41	–
Dividends paid	–	–	–	–292	–	–292
Total transactions with owners	**–**	**–**	**–**	**–333**	**–52**	**–385**
Closing balance, December 31, 2025	**6**	**4,136**	**18**	**–980**	**–52**	**3,128**
Opening balance, January 1, 2024	**6**	**4,136**	**18**	**–413**	**3**	**3,750**
Net income	–	–	–	–	–41	–41
Transactions with owners in their capacity as owners:						
Exercised share options	–	–	–	1	–	1
To be carried forward	–	–	–	3	–3	–
Dividends paid	–	–	–	–237	–	–237
Total transactions with owners	**–**	**–**	**–**	**–233**	**–41**	**–277**
Closing balance, December 31, 2024	**6**	**4,136**	**18**	**–646**	**–41**	**3,472**

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Parent company cash flow statement

MSEK	Note	2025	2024
Operating activities			
Profit before tax		–52	–41
Profit/loss items not affecting liquidity		2	4
Taxes paid		–1	–
Cash flow from operating activities before changes in working capital		**–51**	**–37**
Cash flow from changes in working capital		–15	16
Cash flow from operating activities		**–67**	**–20**
Financing activities			
Exercised share options		–	1
Loans raised from subsidiaries		3,189	254
Change in intra-group receivables and liabilities		–2,830	–
Dividends paid	21	–292	–237
Cash flow from financing activities		**67**	**17**
Cash flow for the period		0	–3
Cash and cash equivalents at January 1		0	3
Cash and cash equivalents at December 31		**0**	**0**

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Notes

NOTE 1 Company information and general accounting principles

Munters Group AB, corp. reg. no. 556819-2321, is a Swedish public limited company registered in Sweden with registered office in Stockholm, Sweden. The address of the headquarter is Borgarfjordsgatan 16 in Kista.

This Annual Report and Consolidated Accounts were signed by the Board of Directors for Munters Group AB on March 5, 2026, and approved for release by the Board on the same date. The income statements and balance sheets for the Parent Company and the Group published in the Annual Report and Consolidated Accounts is to be adopted by the Annual General Meeting on April 30, 2026.

General accounting principles
The most material accounting policies applied in preparing the financial reports are reported below. Other accounting principles that Munters deem to be essential will be presented under the respective note. In general, the same principles applies for both the Parent Company as for the Group. To the extent which the Parent Company's accounting policies differ from those of the Group, or to which it was deemed important to explain the principle applied in the Parent Company, is indicated under a separate heading at the end of this Note.

Basis of preparation
The Consolidated Accounts were prepared in accordance with IFRS® accounting standards as adopted by the EU, the Swedish Annual Accounts Act and the Swedish Corporate Reporting Board's recommendation RFR 1 – Supplementary Accounting Rules for Corporate Groups. The Parent Company's Annual Report has been prepared in accordance with the Annual Accounts Act and with the application of the Swedish Corporate Reporting Board's recommendation RFR 2 – Accounting for Legal Entities. IFRS rules for measurement and disclosure are thus applied, with the exception of the deviations indicated in the section titled Accounting Policies of the Parent Company.

New and amended IFRS applied by the Group
No new and/or amended accounting standards that came into effect on 1 January 2025 and are applied by the Group from that date have had any material impact on the consolidated financial statements.

New and amended IFRS that have not started being applied
A number of new standards and interpretations will come into effect for financial years beginning after 1 January 2026 and have not been applied in the preparation of this financial report. None of these new IFRS or IFRIC amendments are expected to have any significant impact on the Group's financial statements going forward.

IFRS 18 *Presentation and Disclosure in Financial Statements* will replace IAS 1 *Presentation of Financial Statements* and shall be applied from 1 January 2027, subject to EU endorsement of the standard. The new standard introduces new requirements for the presentation of income and expenses in the income statement, which are to be classified into five different categories. In addition, two mandatory subtotals ("Operating profit" and "Profit before financing and income taxes") are introduced. The standard also introduces disclosure requirements for selected key performance measures. Finally, the current options for the presentation of the statement of cash flows are removed. The effects of the new standard on Munters' financial statements have not yet been fully evaluated.

Basis of consolidation
The Consolidated Accounts encompass Munters Group AB and its subsidiaries. Subsidiaries are all companies over which the Group has a controlling influence.

The financial statements for the Parent Company and its subsidiaries included in the Consolidated Accounts refer to the same period and have been prepared in accordance with the accounting policies that apply to the Group. All intra-group transactions, revenues, costs, gains, or losses that arise in transactions between companies included in the Consolidated Accounts have been eliminated.

The Consolidated Accounts are prepared in SEK, which is the functional and reporting currency of the Parent Company. Results of operations and financial condition for all Group companies that have a functional currency other than the reporting currency are translated into the Group's reporting currency.

Transactions in foreign currencies are translated to the functional currency using the currency rates on the transaction date. Exchange rate differences on operating receivables and operating liabilities are recognized in Operating profit, while exchange rate differences attributable to financial assets and liabilities are recognized as financial income or financial expense. Realized and unrealized exchange rate differences are thus recognized in income for the year.

Accounting for discontinued operations
During the first quarter of 2025, Munters classified the Equipment business within FoodTech as held for sale and as a discontinued operation. As a result, profit after tax from discontinued operations is presented on a separate line in the income statement. The comparative period in the income statement has been restated as if the discontinued operation had already been classified as discontinued at the beginning of the comparative period. Intercompany balances and transactions between continuing and discontinued operations have been eliminated. On May 30, 2025, the transaction was completed and assets and liabilities attributable to Equipment were removed from the balance sheet.

Cash flow from discontinued operations has been separated from cash flow from continuing operations and is presented on separate lines within cash flow from operating activities, investing activities, and financing activities for the current period and comparative periods. See Note 35 for further information on discontinued operations.

The following significant foreign exchange rates have been used in translating accounts:

		Average rate		Closing rate	
Currency	Country	2025	2024	2025	2024
AUD	Australia	6.34	6.97	6.15	6.86
CAD	Canada	7.04	7.71	6.72	7.64
CNY	China	1.37	1.47	1.31	1.51
DKK	Denmark	1.48	1.53	1.45	1.54
EUR	Euro zone	11.08	11.43	10.82	11.49
GBP	United Kingdom	12.98	13.50	12.40	13.85
INR	India	0.11	0.13	0.10	0.13
JPY	Japan	0.07	0.07	0.06	0.07
NOK	Norway	0.94	0.98	0.91	0.97
SGD	Singapore	7.53	7.91	7.15	8.11
THB	Thailand	0.30	0.30	0.29	0.32
USD	US	9.87	10.56	9.19	11.00

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 1 Company information and general accounting principles, cont.

Accounting principles of the Parent Company
The Parent Company's Annual Report has been prepared in accordance with the Annual Accounts Act and with the application of the Swedish Corporate Reporting Board's recommendation RFR 2 – Accounting for Legal Entities. This means that IFRS are applied with the deviations and additions presented below.

Financial statements
Under the requirements in RFR 2, the Parent Company's financial statements deviate from those presented for the Group. This means that the Parent Company has the following five statements in the Annual Report: income statement, other comprehensive income, balance sheet, statement of cash flow and statement of changes in equity.

Financial instruments – Recognition and measurement
The Parent Company does not apply IFRS 9 Financial Instruments. Instead, measurements are based on the acquisition costs of assets and liabilities.

Ownership of subsidiaries
Holdings in subsidiaries are recognized in the Parent Company using the cost method. If there are indications of a decline in value, the value is tested and, if required, the holdings are impaired.

Group contributions
The Parent Company recognized all Group contributions, paid and received, as appropriations.

Shareholders' contributions
Shareholders' contributions from the Parent Company are recognized directly in the receiver's equity and capitalized in the shares and participations of the Parent Company, to the extent impairment is not required.

Leasing
In the event that the Parent Company has any leases, these are not recognized in the balance sheet but are expensed linearly over the contract period of the lease.

NOTE 2 Significant estimates and assessments

In preparing the financial statements, Group Management and the Board of Directors makes assessments and assumptions that affect the final accounts and disclosures. These assessments are based on experience and the various assumptions that management and the Board consider reasonable under the prevailing circumstances. The conclusions thus drawn form the basis for determinations concerning carrying amounts of assets and liabilities in cases where they cannot be readily determined using information from other sources. Actual outcomes may differ from these assessments, if other assumptions are made or other conditions applied. The estimates and assessments that are considered to have the greatest impact on Munters earnings and financial position are outlined below.

Measurement of goodwill
The Group tests for impairment of goodwill each year. This test requires an estimation of parameters affecting future cash flows and a determination of a discount rate. Then the recoverable amount of each individual cash-generating unit is established by calculating the value in use. Note 13 presents the significant assumptions made to test goodwill and describes the effects of reasonable and possible changes to the assumptions on which the calculations were based. At the end of 2025 the Group recognized goodwill to a value of MSEK 5,458 (7,769).

Acquired intangible assets and establishing useful lives
When businesses are acquired, the intangible assets acquired are measured at fair value. In cases where there is an active market for the acquired assets, the fair value is determined based on prices in that market. Because active markets are often lacking for these assets, valuation models have been developed to estimate fair values. One example of a valuation model is discounted future cash flows. These assets are amortized based on established useful lives. Company management makes assumptions and judgements regarding how long each asset will generate financial benefits for the Group. At the end of 2025 the Group recognized Technology, Customer relationships and Brands to a value o MSEK 1,824 (1,816).

Development costs
Determining whether an intangible asset resulting from development should be recognized as an asset requires an assessment of the extent to which certain specific conditions are satisfied. With regard to capitalized development projects, management's assessment is that their technical and financial feasibility are confirmed. At the end of 2025 the Group recognized intangible assets regarding product development to a value of MSEK 661 (671).

Deferred tax assets on loss carry-forwards
The Group recognizes deferred tax assets on loss carry-forwards to the extent that it is probable such losses can be deducted from future profits. The actual outcome may deviate from the assessments made because of factors such as changes in the business climate or to tax regulations.

As the end of 2025 the Group's total tax loss carry-forward was MSEK 2,171 (1,793). In the consolidated balance sheet, a tax value of capitalized loss carry-forward was recognized in the amount of MSEK 74 (37).

Contingent purchase considerations
A contingent purchase consideration in connection with acquisitions is often dependent on future financial performance related to the acquired unit. Actual results may differ from these assumptions, which involve changing a previously recognized contingent consideration.

Warranty provision
Munters warranty provision is based upon management's best estimates of amounts necessary to settle future and existing claims. The provision is based on historical trends of units sold and payment amounts, combined with current understanding of the status of existing claims. Regular evaluations are made of the adequacy of these provisions, and they are adjusted when appropriate. However, the future realized outcome for settling the warranty claims can differ materially from the provision recorded.

Revenue recognition
A number of customer contracts fulfill the requirement to be recognized over time based on the degree of completion. The forecasts for each contract constitute an estimate of final revenue and expenses.

Sustainability related opportunities and risks
Munters has assessed climate-related risks and opportunities using scenario analysis based on the Shared Socioeconomic Pathways SSP1-2.6 and SSP5-8.5. Key climate-related risks identified include physical risks arising from an increased frequency and severity of extreme weather events, and transition risks driven by evolving customer expectations, stakeholder demands and regulation. An overview of the scenario analysis and identified risks and opportunities is presented on pages 96-98.

Physical risks: Extreme weather events may result in unexpectedly higher costs for input materials, freight and logistics and may cause supply chain disruptions. Physical impacts could also affect the operations through insufficient energy supply and related production interruptions. In addition, increasing occurrence of extreme weather and higher risk of diseases may require alternative working arrangements for employees, implying additional requirements for security, health and operational adaptability.

Transition risks: Increasing and/or stricter regulation and compliance requirements may lead to higher costs and additional investments. A shift in stakeholder demands towards energy efficiency and clean technologies may require increased investments in research and development and product management to maintain competitiveness and meet customer requirements.

Opportunities: Increased demand for Munters products, including carbon capture, cooling, dehumidification and digital solutions. Service, upgrades and maintenance requirements may increase, benefiting Munters.

Sustainability-related matters may affect the financial statements through changes in operating costs and capital expenditure. The assessment is subject to uncertainty inherent in scenario analysis and the timing and magnitude of future regulatory developments and physical climate impacts. As of the reporting date, Munters has not separately quantified the financial effects attributable to the identified sustainability-related risks and opportunities in the financial statements.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 3 Financial risk management

Through its operations in a global environment, Munters is exposed to several different financial risks, such as currency risk, interest rate risk, credit risk, and liquidity risk.

The financial risks are controlled and managed based on a financial policy approved by the Board of Directors. The policy covers the entire Group and is updated on an annual basis. The purpose of the policy is to create a framework for managing the various financial risks. Risk management and financing activities are handled centrally by CFO and the Group Treasury function, monitored and controlled by the Board of Directors, Audit Committee and CEO. The overall objective is to limit the volatility attributable to financial factors in the income statement and balance sheet, protect financial assets and future cash flows, as well as optimize the Group's financing and meet financial covenants in banking agreements. The Treasury function, which acts as the Group's internal bank, identifies, evaluates, and hedges financial risks in close cooperation with the Group's operational units.

	Percentage of revenue		Percentage of costs	
Currency	**2025**	**2024**	**2025**	**2024**
USD	54.2%	55.0%	48.3%	46.6%
EUR	22.4%	22.7%	21.9%	21.7%
CNY	8.0%	6.5%	7.5%	5.9%
INR	3.0%	3.3%	3.1%	3.4%
SEK	2.9%	2.9%	8.0%	10.6%
JPY	1.3%	1.7%	1.7%	2.8%
GBP	1.6%	1.1%	1.7%	0.4%
BRL	2.9%	0.9%	2.7%	0.8%
AUD	0.9%	0.8%	0.8%	0.6%
SGD	0.6%	0.7%	0.5%	0.2%
DKK	0.6%	0.7%	0.5%	0.6%
KRW	0.4%	0.6%	0.3%	0.4%
Other	1.2%	3.0%	3.2%	6.0%
Total	**100%**	**100%**	**100%**	**100%**

Currency risk
Due to Munters' global presence, the Group is exposed to transaction exposure by transactions in foreign currency and through translation exposure when translating income statements and balance sheets into SEK.

Transaction exposure
Group internal sales in foreign currency primarily occur through the Group's production companies, which invoice the Group's sales companies in their functional currency. By doing so, transaction exposure and hedging operations are concentrated to a few companies in the Group.

The hedging of transaction exposure shall primarily occur through so-called natural hedges, whereby incoming and outgoing cash flows in foreign currencies are matched to minimize the net exposure. For example, Munters has decided to have a major part of its external loans in USD to get a natural hedge towards the large inflows of USD presented in the table above. Otherwise, hedging shall primarily occur through forward selling of currency.

The value of forward contracts at year-end was MSEK –12 (0), see note 23. Munters does not apply hedge accounting for these financial instruments.

A significant proportion of Munters' income and expense is generated in foreign currencies, of which the most significant are presented in the table above. The geographic distribution of Munters' production plants results in a matching of revenues and expenses in local currencies, which limits the currency exposure.

Munters' sensitivity to variations in exchange rates is presented in the table below. The analysis includes transaction exposure and is based on EBIT for 2025. All other factors influencing earnings are assumed unchanged in the calculation.

	Estimated effect on EBIT
SEK +10% compared with	**MSEK**
USD	–221.9
EUR	–60.4
CNY	–27.2
BRL	–9.6
INR	–6.1
AUD	–4.5
DKK	–3.4
CZK	10.0
ILS	10.6
MXN	11.9
Other currencies	–9.9
Total	**–310.4**

Translation exposure
A large proportion of Munters' subsidiaries have net assets in their functional currency, which is different from the Group's reporting currency. When these are translated into SEK, translation differences arise which are recognized in other comprehensive income. Translation differences attributable to net investments in foreign currency are not hedged. However, pursuant to the financial policy, this is monitored and calculated regularly to determine its impact on earnings and financial position. The effect on other comprehensive income of the translation of foreign subsidiaries' net assets into SEK totaled MSEK –1,152 (449). This refers mainly to subsidiaries that have USD, EUR, and CNY as functional currency.

Interest rate risk
Interest rate risk refers to the risk of the value of financial instruments and interest-bearing assets and liabilities changing due to changes in interest rate levels. To ensure efficiency and risk control according to policy, the majority of the borrowings are managed by the Group Treasury function.

Munters is exposed to interest rate risk through interest-bearing borrowings, which are one of the Group's sources of financing in addition to equity and cash flow from operating activities. Interest-bearing borrowings consist primarily of long-term bank loans with a variable interest rate. In addition, few subsidiaries are permitted to keep individual third party bank debt. The Group has no significant interest-bearing assets besides bank balances, so revenues and cash flow from operating activities are largely independent of changes in market interest rates.

The Group had at the end of 2025 no outstanding interest rate derivatives.

Interest exposure
The average fixed interest term for the Group's external loans was 2.5 months (2.2) at year-end 2025. If the interest rate increases by one percentage point in all countries where Munters has loans or investments, the impact on net financial income and expense would be approximately MSEK –49 (–52). This sensitivity analysis assumes that all other factors, such as exchange rates, remain unchanged.

Credit risk
Credit risk is the risk of Munters incurring losses due to a counterparty failing to pay.

Credit exposure
For Munters, the predominant portion of credit risk relates to accounts receivable. Munters works actively to limit this risk. An approved credit rating is required for a counterparty to be approved. Advance payment is generally encouraged, and a partial advance payment is a requirement when the value of the order is a significant amount and delivery extends over a long period of time. Accounts receivable are also mainly spread among many customers, primarily companies in different industries and with wide geographical distribution, which limits concentration of the credit risk.

To ensure that the Group's accounts receivables are paid, the management of receivables is regulated in a special policy. According to this policy, each business unit must have established and documented processes for handling unpaid receivables. The documented processes include specifications of time limits for taking various actions, including legal action, as well as who is responsible at various stages of the process. Documentation of actions taken ensures that follow-up is possible. The measures are matched to amounts and to different groups of customers and business areas in a manner that will result in efficient handling of overdue accounts receivable.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 3 Financial risk management, cont.

Counterparty exposure
A list of approved counterparties and maximum exposure to each approved counterparty is established in the financial policy. Approved counterparties should be characterized by high ethical values and have a credit rating of at least A-/A2 according to Standard & Poor's/Moody's credit assessments. Exceptions may sometimes be made for local banks, but such cases must have the advance approval of the CFO.

Liquidity risk
Liquidity risk refers to the risk of Munters, at a given point in time, not having sufficient liquidity to cover expected or unforeseen expenses. The liquidity reserve is defined as bank balances or invested funds that can be released within two banking days without any additional or minor cost, plus any unutilized credit facilities, committed for minimum 12 months, less any outstanding uncommitted debt. Management continually monitors forecasts of Group cash flows and liquidity reserves to ensure that the Group has sufficient funds to satisfy the needs of operating activities and to cover interest payments and loan repayments. According to the financial policy, the long-term liquidity reserve shall exceed an amount equivalent to 10% of the rolling twelve months Net Sales with an annual review. A risk to go below the permitted threshold level requires immediate actions. At the end of 2025, the Group had unutilized credit facilities of MSEK 2,304 (1,733). The Group's total liquidity reserve less restricted cash per end of 2025 amounted to MSEK 2,830 (2,916).

Group Treasury works actively to ensure an effective cash management structure within the Group by centralizing the liquidity to the parent company through cash pools and other form of sweeping mechanisms. Cash surplus shall primarily be used to repay external debt. The Group's cash and cash equivalents shall be deposited in bank accounts or high-liquidity interest-bearing instruments. Any surplus liquidity in subsidiaries shall be deposited with Group Treasury. By securing accessibility to guaranteed long-term credit facilities, spreading maturities and sources of financing for borrowings, the Group will avoid expensive financing and refinancing difficulties. For more information about the Group's borrowings, see Note 24.

Capital structure
Munters aims to have a capital structure that ensures long-term stability in operations, satisfies various investment requirements and safeguards the value of the Group. Munters endeavors to ensure that Group's subsidiaries shall have an optimal capital structure relating to financing requirements, foreign exchange and tax regulations in each jurisdiction. Subsidiary financing shall mainly be done by internal loans or capital contributions. Requirements in the Groups external loan agreement and common praxis following the type of business of the individual subsidiary and country shall be taken into consideration when deciding form of financing. An analysis of the subsidiaries' capital structure is done on a yearly basis to secure that the different requirements are met.

NOTE 4 Net sales

Satisfaction of performance obligations and payment terms
Munters overall supply consists of goods, such as equipment, components and spare parts, and services, such as installation, startup commissioning and maintenance services.

Customer contracts range from pure component deliveries, mainly within FoodTech and in segment Clean Technologies within AirTech, to contracts comprising equipment, installation, start-up and commissioning services, within other parts of AirTech and Data Center Technologies.

The performance obligation to deliver goods within AirTech and FoodTech is in the majority of contracts satisfied when Munters delivers the goods according to the delivery terms in the contract, however there are contracts within AirTech that are satisfied over time as Munters produces the goods. The performance obligation to deliver goods in Data Center Technologies is satisfied over time as Munters produces the goods. This because the Data Centers customer contracts are customer- specific deliveries without alternative use for Munters and with the right to recover cost incurred with a reasonable profit margin if the customer should decide to terminate the contract.

Installation, startup and commissioning services are services satisfied over time as Munters performs. The same relates to aftermarket services, such as maintenance services and extended warranties, and services and subscription contracts within Munters software delivery.

Allocation of the transaction price in a customer contract with several performance obligations is based on standalone selling prices.

Allocation of Net sales

2025, MSEK	AirTech	Data Center Technologies	FoodTech	Total
Goods transferred at a point in time	5,646	577	1,337	7,226
Goods transferred over time	832	5,087	–	6,253
Services transferred over time	578	242	413	1,232
Total	**7,056**	**5,906**	**1,750**	**14,712**

2024, MSEK	AirTech	Data Center Technologies	FoodTech	Total
Goods transferred at a point in time	5,885	305	540	6,731
Goods transferred over time	1,640	3,931	31	5,603
Services transferred over time	664	155	434	1,254
Total	**8,190**	**4,392**	**1,006**	**13,587**

Contract balances
Accounts receivables are non-interest bearing receivables with a general payment term of 30–90 days. Within FoodTech and segment Clean Technologies within AirTech revenue recognition and billing in general aligns. However, within FoodTech there are contracts with billing annually in advance. These contracts qualifies for revenue recognition over time and therefore deferred revenue balances arises.

Within AirTech it is common with advanced billings, which creates advances from customers. Within AirTech the great majority of customer contracts qualifies for at a point in time revenue recognition meaning that once equipment are delivered, revenue is recognized fully for that performance obligation and any advances in the balance sheet is netted off and remaining balance is recognized as an accounts receivable.

Within segment Data Center Technologies the great majority of the customer contracts qualifies for over time revenue recognition meaning that as soon as the measurement of progress of a performance obligation exceeds any advanced billings contract assets are recognized due to the fact that billing terms does not allow for further billing until further milestones have been reached.

Contract balances

MSEK	2025	2024
Contract assets		
Accounts receivable (Note 19)	1,912	2,567
Accrued income (Note 20)	646	329
Contract liabilities		
Advances from customers	2,462	1,821
Deferred revenue (Note 27)	51	73

Transaction price allocated to remaining performance obligations
The aggregate transaction price allocated to remaining performance obligations at the balance sheet date amounts to MSEK 17,282, whereof MSEK 9,464 is expected to be recognized as revenue during 2026 and MSEK 7,819 is expected to be recognized as revenue during 2027 or later.

Per December 31, 2024, the aggregate transaction price allocated to remaining performance obligations amounted to MSEK 11,287.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 5 Operating segments

Reportable operating segments
The Group's reportable operating segments have been identified from a management perspective. Thus, the segment information disclosed is based on internal reporting to the chief operating decision maker, which at Munters has been equated with Group Management. The Group's operations are managed and reported by three business segments: AirTech, Data Center Technologies and FoodTech.

AirTech is a global leader in energy-efficient air treatment for a broad range of applications, providing advanced climate solutions requiring precise humidity and temperature control. Data Center Technologies is a leading provider of advanced, energy-efficient cooling solutions for data centers. FoodTech is a global leader of innovative digital solutions enabling data driven optimization of the global food supply chain.

The business areas are consolidated applying the same policies as for the Group. Transactions between business areas are conducted on market terms. Key control and reporting concepts are order intake, net sales, EBIT, and operating working capital.

Business area Data Center Technologies has got a large customer, net sales from this customer represents 14% (15%) of Munters total net sales in 2025.

Geographic information
The information to the right is based on where customers have their registered head office.

	AirTech		Data Center Technologies		FoodTech		Other and eliminations		Total	
MSEK	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Order intake	7,300	7,365	13,889	4,088	1,867	1,007	–72	–28	22,984	12,431
Order backlog	2,782	2,986	13,787	7,604	714	697	–	–	17,282	11,287
Net sales, external	7,056	8,189	5,906	4,392	1,750	1,006	–	–	14,712	13,587
Net sales, internal	135	15	–	–	3	9	–138	–24	–	–
Net sales	**7,191**	**8,204**	**5,906**	**4,392**	**1,753**	**1,015**	**–138**	**–24**	**14,712**	**13,587**
Adjusted EBITA	453	1,113	1,149	920	297	238	–37	–167	1,862	2,104
Amort. intangible assets	–63	–49	–32	–24	–131	–102	–84	–54	–310	–229
Items affecting comparability	–88	–114	–	–12	–196	–16	–40	14	–324	–128
Operating profit (EBIT)	**301**	**949**	**1,118**	**884**	**–29**	**121**	**–162**	**–208**	**1,228**	**1,746**
Change in acc. receivable	59	49	142	–260	10	–5	16	17	227	–200
Change in inventory	22	–121	–72	–100	–16	29	–41	44	–108	–149
Change in accrued income	–31	100	–343	334	–6	7	–	–	–380	440
Change in acc. payable	–148	58	186	253	17	–3	8	–41	63	267
Change in adv. from customers	–31	–49	966	271	–2	15	41	–44	974	193
Cash flow from operating working capital	**–129**	**36**	**878**	**496**	**3**	**43**	**25**	**–24**	**777**	**551**
Other disclosures										
Investments	504	660	180	176	128	112	–46	88	858	1,036
Depreciation	–377	–294	–118	–89	–168	–128	–87	–57	–751	–568
Number of employees	3,245	3,380	987	903	627	555	131	139	4,990	4,977

External net sales

MSEK	2025	2024
US	8,001	7,136
China	1,015	741
Germany	632	490
India	563	591
Brazil	463	314
Italy	303	171
Netherlands	301	134
United Kingdom	290	391
Spain	261	96
Ireland	260	400
Japan	238	273
Sweden	222	312
Canada	192	529
France	191	206
Belgium	188	181
Australia	171	119
Mexico	169	242
Poland	157	186
Denmark	105	91
Türkiye	91	42
South Korea	87	113
Singapore	80	121
Other countries	730	711
Total	**14,712**	**13,587**

Non-current assets

MSEK	2025	2024
US	2,256	1,533
Sweden	1,402	1,312
Netherlands	400	285
Ireland	295	368
India	293	255
China	209	247
Other countries	724	769
Total	**5,579**	**4,770**

The information presented in the table above regarding non-current assets is grouped according to assets location, i.e. where the entity carries on its production of goods and services. Non-current assets consist of tangible assets, right-of-use assets and intangible assets excluding goodwill and brands with an indefinite useful life.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 6 Cost by nature

MSEK	Group 2025	Group 2024
Material cost	–6,509	–5,675
Personnel costs (Note 32)	–3,980	–3,776
Depreciation	–751	–568
Other purchase costs etc	–2,184	–1,748
Total	**–13,423**	**–11,767**

NOTE 7 Fees to auditors

The fees and remuneration to the Group's auditors expensed during the period are presented below. Audit assignments refer to the statutory audit of the annual report and accounting records, as well as the administration by the Board of Directors and the Managing Director, other tasks that are the responsibility of the company's auditor to perform, and advice or other assistance prompted by observations made during such examination or the implementation of such other tasks. Tax consultancy services refers to consultation on taxation issues. Other services refer to advice that cannot be attributed to any of the aforementioned categories.

KSEK	Group 2025	Group 2024	Parent Company 2025	Parent Company 2024
Ernst & Young				
Audit assignments	13,640	14,726	426	896
Audit activities other than the audit assignment	1,800	600	–	100
Tax consultancy services	1,629	1,167	–	–
Other services	1,282	697	–	498
Other auditors				
Audit assignments	1,941	1,297	–	–
Audit activities other than the audit assignment	44	–	–	–
Tax consultancy services	1,630	1,344	–	–
Other services	1,353	3,066	–	–
Total	**23,318**	**22,897**	**426**	**1,494**

NOTE 8 Depreciation, amortization and impairment loss

Amortization of intangible assets and depreciation of property, plant, and equipment are based on the historical acquisition cost and the estimated useful life of different groups of assets. For assets acquired during the period, depreciation or amortization is calculated from the acquisition date. Depreciation and amortization are charged primarily on a straight-line basis over the following useful lives.

Research and development work	3–5 years
Patent, licenses, brands (with finite useful lives)	3–10 years
Customer relationships	7–12 years
Technology	6–8 years
Brands (with indefinite useful lives)	Not amortized
Machinery and equipment	3–15 years
Buildings	25–33 years

Depreciation, amortization, and impairment losses on non-current assets were charged to income for the year as shown below:

MSEK	Group 2025	Group 2024
Cost of sales	–346	–252
Selling expenses	–130	–108
Administrative expenses	–135	–99
Research and development costs	–140	–110
Total	**–751**	**–568**

NOTE 9 Other operating income and expenses

MSEK	Group 2025	Group 2024	Parent Company 2025	Parent Company 2024
Internal operating income	–	–	–	2
Government grants related to R&D	16	22	–	–
Restructuring costs	–77	–94	–	–
Exchange-rate differences	–10	12	–	–
Other	14	–1	–	–
Total	**–57**	**–62**	**–**	**2**

Restructuring expenses are mainly related to ongoing strategy implementation initiatives within AirTech.

NOTE 10 Financial income and expenses

MSEK	Group 2025	Group 2024	Parent Company 2025	Parent Company 2024
Financial income				
Interest income, subsidiaries	–	–	13	0
Interest income, other	38	45	0	0
Other financial income	3	0	–	–
Total	**42**	**45**	**14**	**0**
Financial expenses				
Interests expenses, subsidiaries	–	–	–12	–29
Interest expenses, loans	–289	–317	–43	–
Interest expenses, leases	–114	–48	–	–
Financing fees	–21	–21	–1	–
Exchange-rate differences	11	7	–	0
Other financial expenses	–42	–26	–	–
Total	**–454**	**–404**	**–55**	**–29**
Net financial items	**–413**	**–359**	**–41**	**–29**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 11 Income taxes

	Group		Parent Company	
MSEK	2025	2024	2025	2024
Current tax	–244	–538	–	–
Deferred tax	–9	104	–	–
Income tax for the year	**–253**	**–434**	**–**	**–**
Reconciliation effective tax				
Profit/loss before tax	**815**	**1,309**	**–52**	**–41**
Tax according to tax rate for the Parent Company	–168	–270	11	8
Tax effect of:				
Differences attributable to foreign tax rates	–31	–102	–	–
Non-deductible expenses	–53	–62	–10	–6
Non-taxable income	24	29	–	0
Utilization of losses not recognized	10	18	–	–
Tax losses not recognized	–46	–41	–1	–3
Changes in tax rates, deferred tax	–1	7	–	–
Tax attributable to prior years	–3	–3	–	–
Withholding tax	–17	–19	–	–
Other	31	9	–	–
Tax recognized in income statement	**–253**	**–434**	**–**	**–**

Tax attributable to components of OCI

	Group	
MSEK	2025	2024
Deferred tax attributable to:		
Actuarial gains and losses on defined benefit pension obligations	–2	–3
Exchange-rate differences recognized in OCI	–	–6
Total	**–2**	**–9**

Deferred tax assets

	Group	
MSEK	2025	2024
Intangible assets	139	53
Property, plant and equipment	7	10
Inventory	103	102
Provisions for pensions	19	16
Lease liabilities	425	254
Loss carry-forward	74	37
Other deferred tax assets	148	217
Netting of deferred tax assets	–403	–287
Closing balance	**512**	**403**

Deferred tax liabilities

	Group	
MSEK	2025	2024
Intangible assets	468	527
Property, plant and equipment	67	52
Right-of-Use assets	395	231
Other deferred tax liabilities	64	76
Netting of deferred tax liabilities	–403	–287
Closing balance	**591**	**598**

Reconciliation of net change in deferred tax assets from the beginning of the year to the end of year:

Change in deferred taxes

	Group	
MSEK	2025	2024
Opening balance	–195	–162
Changes recorded in this year's profit	–9	104
Changes recorded in discontinued operations	–21	-3
Tax on amounts recorded in OCI	–2	–9
Tax on amounts recorded in equity	180	–
Acquisition of subsidiaries	–70	–100
Disposal of subsidiaries	18	–
Exchange-rate differences	20	–25
Closing balance	**–79**	**–195**

Deferred tax assets for pension provisions refer to the difference between the calculation of defined benefit pension obligations based on local tax legislation and IAS 19 Employee Benefits.

Deferred tax assets relating to loss carry-forwards are recognized to the extent that it is deemed likely that the losses will be used to offset taxable income.

At year-end, there were tax loss-carry forwards in the group companies amounting to MSEK 2,171 (1,793), whereof the majority are carried for an unlimited period of time.

Loss carry-forwards for which deferred tax assets are not recognize totaled MSEK 1,880 (1,645). Consequently, deferred tax assets on loss-carry-forwards totaling MSEK 291 (147) were recognized. These losses mainly relate to subsidiaries in Germany and China.

Munters is within scope of the OECD Pillar II model rules. Pillar II was enacted in Sweden, the jurisdiction in which the Parent Company is incorporated, and is effective as of January 1, 2024. The Group applies the exception in IAS 12 to recognizing and disclosing information about deferred tax assets and liabilities related to Pillar II income taxes.

Under the legislation, the Group is liable to pay a top-up tax for the difference between its GloBE effective tax rate per jurisdiction and the 15% minimum rate. No material top-up tax expense was recognized during the year.

NOTE 12 Earnings per share

KSEK	2025	2024
Net income	118,343	1,019,904
Attributable to Parent Company shareholders	105,933	973,024
Attributable to non-controlling interests	12,410	46,880
Average number of outstanding shares		
Basic and diluted	182,541,440	182,537,692
Whereof treasury shares	1,916,377	1,916,377
Earnings per share continuing operations, SEK	3.01	4.96
Earnings per share discontinued operations, SEK	–2.43	0.36
Earnings per share total operations, SEK	**0.58**	**5.33**

When calculating earnings per share, both basic and diluted, the starting point is the net profit attributable to the parent company's shareholders. The number of shares used in the calculation consists of a weighted average of the shares outstanding during the period.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 13 Intangible assets

2025 Group, MSEK	Goodwill	Brands	Technology	Customer relationships	Internally generated intangible assets	Other intangible assets	Total
Acquisition cost							
Opening balance	8,177	1,422	774	1,531	1,137	1,144	14,184
Capital expenditure	–	–	–	–	205	126	331
Acquisition of subsidiaries	–252	115	36	191	–	–	90
Sold/scrapped etc	–	–	–	–	–	–26	–26
Discontinued operations	–1,203	–4	–25	–25	–55	–71	–1,384
Reclassifications	–	–	–	–	6	–6	–
Exchange-rate differences	–890	–187	–99	–196	–110	–10	–1,492
Closing balance	**5,833**	**1,346**	**686**	**1,501**	**1,182**	**1,157**	**11,704**
Accumulated amortization and impairment							
Opening balance	–407	–11	–739	–1,161	–466	–252	–3,036
Sold/scrapped etc	–	–	–	–	–	24	24
Discontinued operations	398	–	25	25	25	42	515
Amortization of the year, continuing operations	–	–	–19	–63	–130	–98	–310
Amortization of the year, discontinued operations	–346	–	–	–	2	–	–348
Exchange-rate differences	–20	1	94	139	53	3	271
Closing balance	**–375**	**–10**	**–639**	**–1,059**	**–520**	**–280**	**–2,884**
Closing carrying amount	**5,458**	**1,336**	**47**	**441**	**661**	**877**	**8,819**

2024 Group, MSEK	Goodwill	Brands	Technology	Customer relationships	Internally generated intangible assets	Other intangible assets	Total
Acquisition cost							
Opening balance	6,214	1,199	721	1,156	772	597	10,660
Capital expenditure	–	–	1	–	193	537	731
Acquisition of subsidiaries	1,531	138	–	301	60	13	2,044
Sold/scrapped etc	–	–	–	–	44	–	44
Reclassifications	–	–	–	–	4	–8	–4
Exchange-rate differences	431	85	52	74	64	5	710
Closing balance	**8,177**	**1,422**	**774**	**1,531**	**1,137**	**1,144**	**14,184**
Accumulated amortization and impairment							
Opening balance	–392	–10	–653	–1,046	–291	–187	–2,579
Sold/scrapped etc	–	–	–	–	–44	–	–44
Amortization of the year, continuing operations	–	–	–37	–40	–84	–64	–224
Amortization of the year, discontinued operations	–	–	–	–2	–17	–1	–20
Exchange-rate differences	–15	–1	–49	–73	–25	–1	–164
Closing balance	**–407**	**–11**	**–739**	**–1,161**	**–466**	**–252**	**–3,036**
Closing carrying amount	**7,769**	**1,411**	**35**	**370**	**671**	**892**	**11,149**

Intangible assets

Goodwill

In 2025, Munters divested the Equipment business within the FoodTech business area. At the beginning of 2025, the business was classified as held for sale and, in connection with the reclassification, an impairment of goodwill amounting to MSEK 346 was recognized. At the end of May, the divestment was completed and the remaining goodwill attributable to Equipment, net MSEK 805, was derecognized as part of the divested net assets (see also Note 35).

During the year, purchase price allocations relating to acquisitions completed at the end of 2024 were finalized, resulting in the recognition of intangible assets in the form of trademarks, technology and customer relationships, while goodwill decreased accordingly (see also Note 30).

Technology

The item mainly relates to technology identified in connection with acquisitions of subsidiaries, the majority of which pertains to the acquisition of MTech Systems.

Customer relationships

The item consists of customer relationships identified in conjunction with the acquisition of subsidiaries. During the year customer relationships of 191 MSEK (301) related to the acquisition of subsidiaries were added. The increase relates to acquisitions completed at the end of 2024 for which the purchase price allocations were finalized in 2025.

Internally generated intangible assets

Internally generated intangible assets relates to recognized development cost.

Other intangible assets

Other intangible assets include patents, trademarks, licenses and similar rights, primarily in Sweden. During the year, Munters entered into agreements amounting to MSEK 61 (434) relating to ERP licenses. The amount is included in investments in Other intangible assets for the year but will be paid and amortized over a period of 10 years.

Of the total investments for the year of MSEK 331, MSEK 4 refers to discontinued operations. For 2024, MSEK 6 of the total investments of MSEK 731 refers to discontinued operations.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 13 Intangible assets, cont.

Impairment testing of goodwill and brands
The values of goodwill and brands are tested annually, or more frequently if necessary, to ensure that the value does not deviate negatively from book value. The carrying amounts for goodwill and brands were tested per October 31, since then, no impairment indication has occurred.

Goodwill and brands with an indefinite useful life are allocated to the Group's cash-generating units, which are the smallest identifiable groups of assets that, as part of continual usage, generate cash inflows that are substantially independent of other assets or groups of assets. The Group's cash-generating units consists of the Groups three business areas: AirTech, Data Center Technologies and FoodTech.

Recognized goodwill per cash-generating unit

MSEK	2025	2024
AirTech	3,716	4,494
Data Center Technologies	690	869
FoodTech	1,052	2,406
Carrying closing amount	**5,458**	**7,769**

Recognized brands per cash-generating unit

MSEK	2025	2024
AirTech	1,060	1,185
Data Center	76	–
FoodTech	200	227
Carrying closing amount	**1,336**	**1,411**

Goodwill as of December 31, 2025 amounted to MSEK 5,458 (7,769). The decrease is mainly attributable to currency effects and the divestment of Equipment completed during the year.

Management estimates that brands have an indefinite useful life because there is no predictable limit for the period of time during which the brand is expected to generate net payments for the company.

Impairment testing of recognized goodwill and brands has been based on recoverable amounts for cash-generating units established through calculating future value in use. Future cash flows for the first three years are based on the strategic plan for 2026–2028 approved by the Board and Group Management. Cash flows for the following two years are based on Group Management's best estimates. The growth rate after the five-year forecast period has been determined at 2.5% (2.5).

Significant assumptions used in the calculation of value in use include the development of sales growth and EBITA margin, investments and changes in working capital, as well as the discount rate. Management has determined the forecasted growth rate and EBITA margin based on past performance and expectations of future market development per business area, based on the adopted strategic plan. These assessments take into account various economic indicators, as well as internal and external analyses thereof. In addition, key aspects of financial performance described in the Group's strategic plan are considered. The discount rate has been determined by calculating the weighted average cost of capital (WACC).

The calculations for 2025 used a nominal discount rate (average-weighted cost of capital before tax) of 11.5% (11.1).

This year's impairment test did not result in any impairment.

A sensitivity analysis for the parameters discount rate, sales growth and EBIT margin has been performed for each cash-generating unit, as below. The effects refer to a change in the individual parameter, all else being equal.

Sensitivity analysis
Discount rate
An increase in the discount rate of one percentage point would reduce the recoverable amount of each cash-generating unit as follows: AirTech –15%, Data Center Technologies -15% and FoodTech –15%. The change would not result in an impairment being required for any of the cash-generating units.

Net sales growth
A decrease in the net sales growth in the terminal period of one percentage point would reduce the recoverable amount of each cash-generating unit as follows: AirTech –12%, Data Center Technologies –12% and FoodTech –13%. The change would not result in an impairment being required for any of the cash-generating units.

EBITA margin
A decrease in the EBITA margin in the terminal period of one percentage point would reduce the recoverable amount of each cash-generating unit as follows: AirTech –9%, Data Center Technologies –6% and FoodTech –8%. The change would not result in an impairment being required for any of the cash-generating units.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 14 Property, plant and equipment

2025 Group, MSEK	Buildings and plant	Plant and machinery	Equipment, tools, fixtures and fittings	Construction in progress	Total
Acquisition cost					
Opening balance	812	1,381	951	710	3,853
Capital expenditure	66	119	131	283	600
Sold/scrapped etc	–	-39	–48	–3	–90
Discontinued operations	–84	–227	–200	–25	–535
Reclassifications	–	56	68	–124	–
Exchange-rate differences	–88	–163	–106	–104	–461
Closing balance	**706**	**1,127**	**796**	**738**	**3,367**
Accumulated depreciation and impairment					
Opening balance	–398	–929	–738	–	–2,064
Depreciation of the year, continuing operations	–36	–79	–67	–	–183
Depreciation of the year, discontinued operations	–1	–4	–5	–	–9
Sold/scrapped etc	–	34	46	–	80
Discontinued operations	59	193	175	–	427
Reclassifications	–	11	–11	–	–
Exchange rate-differences	45	105	78	–	228
Closing balance	**–330**	**–669**	**–522**	–	**–1,522**
Closing carrying amount	**377**	**458**	**274**	**738**	**1,846**

2024 Group, MSEK	Buildings and plant	Plant and machinery	Equipment, tools, fixtures and fittings	Construction in progress	Total
Acquisition cost					
Opening balance	611	1,150	784	271	2,815
Capital expenditure	102	95	35	531	762
Acquisition of subsidiaries	23	11	14	3	51
Sold/scrapped etc	31	–47	50	–1	33
Reclassifications	7	95	23	–121	4
Exchange rate-differences	39	77	44	28	188
Closing balance	**812**	**1,381**	**951**	**710**	**3,853**
Accumulated depreciation and impairment					
Opening balance	–318	–832	–569	–	–1,718
Depreciation of the year, continuing operations	–22	–77	–59	–	–158
Depreciation of the year, discontinued operations	–2	–12	–15	–	–29
Sold/scrapped etc	–32	45	–57	–	–44
Exchange-rate differences	–24	–53	–37	–	–115
Closing balance	**–398**	**–929**	**–738**	**–**	**–2,064**
Closing carrying amount	**415**	**452**	**213**	**710**	**1,789**

Property, plant and equipment
Investments in property, plant and equipment in 2025 amounted to MSEK 600, whereof MSEK 8 relates to discontinued operations. Of the investments in 2024 amounting to MSEK 762, MSEK 17 relates to discontinued operations.

Depreciations for the year amounted to MSEK –192 (–187). Depreciation is based on acquisition cost of the assets and applied estimated useful lives are presented in Note 8.

The carrying amount of Buildings and land amount to MSEK 377 (415). During the year the value has decreased by MSEK –38 (23), mainly due to disposal of subsidiaries. The carrying amount for land amounts to MSEK 46 (66).

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 15 Right-of-use assets

2025 Group, MSEK	Buildings and land	Plant and machinery	Equipment, tools, fixtures and fittings	Total
Acquisition cost				
Opening balance	1,064	303	176	1,542
New contracts	1,036	6	79	1,121
Sold/scrapped	–121	–96	–33	–249
Discontinued operations	–14	–56	–9	–79
Exchange-rate differences	–179	–24	–18	–222
Closing balance	**1,787**	**133**	**195**	**2,115**
Accumulated depreciation and impairment				
Opening balance	–285	–191	–68	–542
Depreciation of the year, continuing operations	–190	–17	–51	–258
Depreciation of the year, discontinued operations	–1	–7	–1	–8
Sold/scrapped	116	56	30	203
Discontinued operations	4	46	7	57
Exchange-rate differences	38	15	7	60
Closing balance	**–318**	**–96**	**–77**	**–491**
Closing carrying amount	**1,469**	**37**	**118**	**1,624**

2024 Group, MSEK	Buildings and land	Plant and machinery	Equipment, tools, fixtures and fittings	Total
Acquisition cost				
Opening balance	680	321	107	1,107
New contracts	384	15	92	491
Acquisition of subsidiaries	16	–	3	20
Sold/scrapped	–63	–51	–31	–146
Exchange-rate differences	47	19	5	72
Closing balance	**1,064**	**303**	**176**	**1,542**
Accumulated depreciation and impairment				
Opening balance	–193	–189	–54	–435
Depreciation of the year, continuing operations	–122	–22	–39	–183
Depreciation of the year, discontinued operations	–4	–2	–3	–27
Sold/scrapped	46	51	29	126
Exchange-rate differences	–12	–11	–2	–25
Closing balance	**–285**	**–191**	**–68**	**–542**
Closing carrying amount	**779**	**113**	**108**	**1,000**

Right-of-use assets

Munters leases various offices, warehouses, equipment and vehicles. In addition, Munters leases a significant share of its manufacturing facilities around the world. The leases are normally signed for fixed periods, but with the option to extend some contracts. The terms are negotiated separately for each lease and contain a number of covenants.

The leases only include variable payments that are based on an index, which is taken into account in the valuation of the lease liability and the right-of-use asset on the day the index is remeasured. The leases contain both lease and non-lease components and it is only the lease component that has been included in the calculation of the lease liability and the right-of-use asset.

Options to extend or terminate a lease are included in a number of the Group's leases. The terms are used to maximize flexibility in the management of the assets used in operations. The overwhelming share of the options to extend or terminate leases can only be exercised by the Group and not by the lessor.

Payments regarding short-term leases and low value leases are expensed linearly in the income statement over the leasing period. Short-term leases are lease contracts with period no longer than 12 months. Low-value leases includes IT equipment, telephones and office furniture.

Note 24 discloses the lease liabilities associated with the leased assets.

During the year, the group has entered new leasing contracts amounting to MSEK 1,121 (491). The increase from the previous year is explained by a new production plant in Amesbury, USA. Short-term leases and leases of low-value assets were expensed for MSEK 7 (12). These leases will entail payments of MSEK 5 (7) during the years 2026–2030 and MSEK 0 (2) for 2030 and beyond.

Depreciations and write-downs for the year amounted to MSEK –266 (–210).

The total cash flow from leases recognized in the balance sheet in 2025 was MSEK –305 (–233) and is presented partly under financing activities as repayment of lease liabilities and partly under the operating activities as paid interest, see Note 24.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 16 Participations in subsidiaries

Direct shareholding, 100%	Country	Carrying amount
Munters Holding AB (org. nr. 556818-9749)	Sweden	4,098
Registered office: Stockholm		
		4,098

Indirect shareholdings	Country	%
AB Carl Munters (org.nr. 556035-1198)	Sweden	100
Munters AB (org.nr. 556041-0606)	Sweden	100
Munters Europe AB (org.nr. 556380-3039)	Sweden	100
Munters Frontier Invest AB (org.nr. 556904-0891)	Sweden	100
Proflute AB (org.nr. 556558-3415)	Sweden	100
Tobo Component AB (org.nr. 556695-4532)	Sweden	100
Geoclima Australia Pty Ltd	Australia	66
Munters Pty Ltd	Australia	100
Munters Belgium SA	Belgium	100
Munters Brasil Industria e Commércio Ltda	Brazil	100
MTech Systems America Latina Ltda	Brazil	100
Inobram Assessoria e Servicos Ltda	Brazil	100
Munters A/S	Denmark	100
Munters Finland OY	Finland	100
Munters France S.A.S.	France	100
Hotraco Technologies India Pvt, Ltd.	India	100
Munters India Humidity Control Private Ltd	India	100
ZECO Aircon Ltd	India	100
EDPAC Holdings Ltd	Ireland	100
Munters Corp Ireland	Ireland	100
Munters Ireland Limited	Ireland	100
Munters Israel Ltd	Israel	100
Airprotech S.r.l	Italy	100
Geoclima International S.r.l.	Italy	100
Munters Humidity Control Italy S.r.l.	Italy	100
Munters K.K.	Japan	100
Munters Canada Inc	Canada	100
Jiangyin SAT Air Treatment Equipment Co Ltd	China	100
Munters Air Treatment Equipment (Beijing) Co., Ltd	China	100
Munters Air Treatment Equipment (Jiangsu) Co., Ltd	China	100
Munters de Mexico S de RL de CV	Mexico	100
Hotraco Agri BV	Netherlands	100
Hotraco Export BV	Netherlands	100

Indirect shareholdings	Country	%
Hotraco Group Beheer BV	Netherlands	100
Hotraco Group BV	Netherlands	100
Munters Netherlands Holding BV	Netherlands	100
Munters Netherlands BV	Netherlands	100
Munters AS	Norway	100
Munters Pte Ltd	Singapore	100
Geoclima Iberica S.L	Spain	100
Munters Spain S.A.U.	Spain	100
Geoclima HVAC UK	UK	100
Munters Ltd	UK	100
Munters Korea Co., Ltd	South Korea	100
Geoclima Asia Co., Ltd.	Thailand	100
Munters Company Ltd	Thailand	100
Munters-Form Endüstri Sistemleri Sanayive Ticaret A.Ş.	Türkiye	80
Munters Czech s.r.o.	Czech Republic	100
EDPAC International GmbH	Germany	100
Munters Beteiligungs GmbH	Germany	100
Munters Euroform GmbH	Germany	100
Munters GmbH	Germany	100
Automated Environments LLC	US	100
Geoclima USA Inc	US	100
Hotraco US Inc.	US	100
Munters Corporation	US	100
Munters Frontier US Holdco Inc.	US	100
MTech Systems USA, LLC	US	100
Munters (Vietnam) Co., Ltd	Vietnam	100

Accumulated acquisition cost regarding participations in subsidiaries per December 31 amounted to 4,098 (4,098) in the Parent Company.

No restrictions exist regarding Group's access to the subsidiaries assets, as a result of regulations or minorities.

NOTE 17 Participations in associated companies and other financial assets

Associate company/ CRN/ Registered office	%	2025	2024
BarnTools LLC, 622795, USA	32.0	41	54
Mooij India Technologies India pvt Ltd., Indien	50.0	0	0
Carrying amount		**42**	**54**

During the year a share of earnings in associates of MSEK –3 (–12) regarding BarnTools LLC has been recognizes in profit and loss.

Other financial assets

MSEK	2025	2024
Non-current receivables	14	25
Financial investments	145	164
Carrying amount	**158**	**189**

Financial investments are holdings in investees over which the Group does not hold a significant influence. Generally, this means that Munters' shareholding corresponds to less than 20 percent of the voting rights. Financial investments are recognized and measured at fair value.

NOTE 18 Inventory

MSEK	2025	2024
Raw materials and consumables	913	1,206
Products in progress	468	400
Finished goods and goods for resale	469	638
Projects in progress	5	6
Advances to suppliers	29	33
Total	**1,884**	**2,283**

Impairment losses on inventories are based on the age of the items and the turnover rate. Most of the write-downs and reversal of write-downs are related to the obsolescence that is made at each period end. No significant part of the inventory is valued at the net realizable value.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 18 Inventory, cont.

Inventory provision

MSEK	2025	2024
Opening balance	–230	–173
Discontinued operations	40	–
Acquisition of subsidiaries	–	–4
Write-down current year	-35	–88
Reversal of previous year write-down	21	46
Exchange-rate differences	25	–11
Closing balance	**–178**	**–230**

NOTE 19 Accounts receivable

Time analysis of accounts receivable, net after provision for expected credit loss.

MSEK	2025	2024
Current	1,338	1,499
< 30 days	310	666
30–90 days	156	254
91–180 days	53	74
> 180 days	54	73
Closing balance	**1,912**	**2,567**

Provision for expected credit losses corresponded to 3% (5) of total receivables and changed as follows:

Provision for expected credit losses

MSEK	2025	2024
Opening balance	–124	–68
Discontinued operations	1	–
Acquisition of subsidiaries	–	–10
Provision for anticipated losses	–26	–78
Realized losses	43	6
Reversals of unutilized amounts	41	29
Exchange-rate differences	13	–4
Closing balance	**–52**	**–124**

The group applies the simplified approach under IFRS 9 Financial Instruments to measure expected credit losses. This "expected credit loss model" uses a lifetime expected loss allowance for all trade receivables. The model is based on historical default rates over the expected life of the trade receivables adjusted for forward looking estimates. Based on Munters historical statistic from confirmed credit losses the historical

NOTE 19 Accounts receivable, cont.

default rate has an insignificant effect on the credit loss provision and therefore the provision for bad debt is built on individual forward-looking estimates.

NOTE 20 Prepaid expenses and accrued income

	Group		Parent Company	
MSEK	2025	2024	2025	2024
Prepaid leases	19	17	–	–
Prepaid insurance premiums	39	41	1	1
Accrued income	646	329	–	–
Prepaid expenses for goods and services	11	13	–	–
Other items	248	192	0	0
Closing balance	**963**	**593**	**1**	**2**

NOTE 21 Equity

Share capital
The share capital of 5,533,735 (5,533,735) SEK comprises of 184,457,817 (184,457,817) shares with a par value of 0.03 (0.03) SEK per share. The shares in Munters Group AB are listed on Nasdaq Stockholm under the symbol MTRS. The ten largest owners in Munters Group AB hold a total of 61.9% (61.3) of outstanding shares. Of these, FAM AB holds 28.3% (28.0). No other shareholder holds more than ten percent of the shares, either directly or indirectly.

Holding of treasury shares
As of December 31, 2025, Munters Group AB hold 1,916,377 treasury shares (1,916,377 at December 31, 2024), equal to 1% of the registered share capital. The shares have a par value of SEK 0.03 per share. The shares have been repurchased in prior years following a decision by the Board of Directors in Munters Group AB ("Munters") pursuant to authorization granted by the Annual General Meeting.

The number of outstanding shares at December 31, 2025, amounts to 182,541,440.

Dividend during the period
A dividend of SEK 1.60 per share, a total of MSEK 292, has been paid during the year in accordance with the Board of Directors' proposal to the Annual General Meeting for 2025. The dividend amounts to 30% of 2024 earnings. No dividend has been paid on treasury shares.

NOTE 21 Equity, cont.

Reserves - Translation reserve
The reserve for exchange rate differences consists of differences that arise when the income statements and balance sheets of foreign subsidiaries are translated into SEK.

Reserve for exchange-rate differences	
Opening balance January 1, 2024	**822**
Exchange-rate differences	456
Tax attributable to reserves	–6
Closing balance December 31, 2024	**1,272**
Exchange-rate differences	–1,149
Exchange-rate differences reclassified to income of the year	–53
Closing balance December 31, 2025	**70**

NOTE 22 Proposed distribution of earnings

The following earnings (in KSEK) are at the disposal of the Annual General Meeting:

Unrestricted equity in Parent Company:

KSEK	2025
Unrestricted equity at the start of the year:	**3,466,935**
Dividend	–292,066
Income of the year	–52,349
Total	**3,122,520**
The board proposes that earnings be distributed as follows:	
Dividend	292,066
To be carried forward	2,830,453
Total	**3,122,520**

According to the dividend policy adopted by Munters' Board of Directors, Munters shall aim to pay an annual dividend corresponding to 30–50 percent of the profit for the year attributable to the Parent Company's shareholders. Decisions on dividend proposals are made by the Board, taking into account Munters' financial position, investment needs, acquisitions and liquidity.

The Board proposes a dividend of SEK 1.60 (1.60) per share for 2025, totaling MSEK 292 (292), which corresponds to 53 percent of the profit for the year attributable to the Parent Company's shareholders in 2025.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 23 Financial instrument by category

Book value of financial assets and liability by category

MSEK	2025	2024
Financial assets measured at amortized cost		
Other non-current financial assets	14	25
Accounts receivable	1,912	2,567
Other current receivables	237	240
Cash and cash equivalents	1,492	1,530
Closing balance	**3,655**	**4,362**
Financial assets measured at fair value through OCI		
Financial investments	145	164
Closing balance	**145**	**164**
Financial assets measured at fair value through profit/loss		
Currency derivatives whose cash flows are not subject to hedge accounting	–	4
Closing balance	**–**	**4**
Total	**3,799**	**4,531**

MSEK	2025	2024
Financial liabilities measured at amortized cost		
Non-current interest bearing liabilities	5,348	3,780
Non-current interest bearing lease liabilities	1,462	847
Current interest bearing liabilities	829	2,734
Current interest bearing lease liabilities	280	237
Accounts payable	1,461	1,789
Accrued expenses	16	20
Other non-current liabilities	419	398
Other current liabilities	173	148
Closing balance	**9,987**	**9,952**
Financial liabilities measured at fair value through profit/loss		
Currency derivatives whose cash flows are not subject to hedge accounting	12	3
Holdbacks and contingent considerations	188	1,498
Closing balance	**200**	**1,501**
Total	**10,187**	**11,453**

Fair value of assets and liabilities
The carrying amounts of interest-bearing assets and liabilities in the statement of financial position may deviate from their fair value for reasons such as changes in market interest rates. Munters deems that the interest rate on interest-bearing liabilities is in line with market terms at December 31, 2025, and the fair value at the end of the reporting period therefore in all material aspects corresponds to the carrying amount.

The fair value of financial instruments such as accounts receivable, accounts payable, and other non-interest-bearing financial assets and liabilities, which are recognized at amortized cost less any impairment, is deemed equal to the carrying amount because of the short maturities of these instruments.

Financial investments
Financial investments are holdings in investees over which the Group does not hold a significant influence. Generally, this means that Munters' shareholding corresponds to less than 20 percent of the voting rights. Financial investments are recognized at fair value in the statement of financial position. They are measured in accordance with IFRS 9 and categorized in level 3 in the fair value hierarchy.

Derivative instruments
The Group's derivatives, recognized at fair value in the statement of financial position, are measured according to IFRS 9 categorized in level 2 according to the fair value hierarchy to IFRS 13. This means that fair value is based on data for the asset or liability other than quoted prices on an active market for identical assets or liabilities that are observable either directly (as quoted prices) or indirectly (derived from quoted prices). At year-end, there were forward currency contracts in the Group as follows below.

	2025		2024	
	Nominal amount in local currency	Carrying amount (MSEK)	Nominal amount in local currency	Carrying amount (MSEK)
EUR/SEK	–17	1.9	141	–3.1
USD/SEK	69	–14.3	67	3.9
Other	–	–0.1	–	–0.3
Total		**–12.5**		**0.4**

Positive net amount refer to purchases, negative net amounts refer to sales. The forward contracts fall due during 2026.

Financial assets and liabilities that are offset, or which are covered by a legally binding master netting arrangement or similar agreement
Financial assets and liabilities that can be offset against each other consist of foreign exchange derivatives covered by a legally binding master netting arrangement. By the year-end 2025 currency contracts have been offset. The carrying amounts of such assets and liabilities are listed above.

Contingent purchase price considerations and put/call options
Contingent purchase price considerations are classified as financial liabilities and remeasured at fair value each month. Remeasurement gains and losses are recognized in the income statement.

The groups contingent purchase price considerations and put/call options, recognized at fair value in the statement of financial position, are measured in accordance with IFRS 9 and is categorized as level 3 in the fair value hierarchy.

At the beginning of 2025, the Munters held call options and had issued put options regarding non-controlling interests, which were agreed upon in connection with business combinations. The Group initially recognizes non-controlling interests and allocates its share of profit or loss. Furthermore, the Group recognizes a liability corresponding to the discounted expected exercise price of the options, whereby non-controlling interests attributable to the options are eliminated. The difference between the liabilities for the options and the non-controlling interests to which the options relate is recognized directly in equity and is separated from other changes in equity.

In January 2025, the minority shareholders of MTech Systems exercised their options to sell their 33.6% shareholding in the company to Munters. 80% of the transaction price, USD 80.7 million, was paid on 31 March 2025. The remaining 20% of the transaction price is considered contingent consideration and is expensed over the holdback period. In mid-January 2026 the MTech contingent consideration was paid to the sellers, in total about MUSD 18.5. The amount is fully accrued by the end of 2025. By the end of 2024 the value of the options was MSEK 1,142.

In 2023, Munters acquired 60% of the Brazilian company InoBram. The agreement included a put/call option for Munters to acquire the remaining 40% of the company. In Q4 2025, the parties agreed to exercise the option and Munters acquired the outstanding shares for a purchase price of BRL 83,3 million (MSEK 148). By the end of 2024 the value of the options was MSEK 121.

Holdbacks and contingent purchase price considerations

MSEK	2025	2024
Opening balance	1,498	632
Holdbacks	–	212
Remeasurement put/call option	–270	567
Reclassification	–	17
Payments	–1,169	–29
Changes recognized in other operating income	207	–3
Discounting	48	38
Exchange-rate differences	–126	64
Closing balance	**188**	**1,498**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 24 Interest bearing liabilities

Interest bearing liabilities, non-current
Munters has several borrowing arrangements in form of loan and credit facilities from a group of banks, bilateral loan arrangement, as well as funding programs aimed for the credit market such as a Medium Term Note program and a Commercial Paper Program. The total loan facilities portfolio, including unutilized loan facilities, amounts to approximately MSEK 8,450. Total amount of unutilized credit facilities is shown in Note 3 under header Liquidity Risk. Weighted average maturity for outstanding loans was 2.8 (1.6) years.

In 2025, Munters refinanced its credit facilities consisting of a Term loan and Revolving Credit Facility totaling MUSD 200 and MEUR 250. The new 3-year credit facilities, each with a two one-year extension options, replaced facilities with maturity 2026. The new credit facilities are linked to selected sustainability targets.

During the year, Munters has established a new Medium Term Note (MTN) Program together with a Green Bond Framework to support the Group's sustainability ambitions and targets. The MTN-program has a framework amount of MSEK 5,000. In addition, the Group has also established a Commercial Paper program with a framework amount of MSEK 2,000.

As of December 31, the total Interest-bearing liabilities amounted to MSEK 6,177 (6,514). The table outlines the long- and short-term debt on Group level together with local bank debt in group companies. Munters' financial policy regulates the management of external borrowings.

The loan agreements regarding Term loan and RCF, totaling MSEK 2,952 have a financial covenant, consolidated net debt in relation to adjusted EBITDA, with some adjustments made in accordance with the loan agreements. Net pension liability and the accounting standard for leases, IFRS 16, do not affect the covenant calculation according to the loan agreement definition.

The Group's forecasted performance in relation to the limits stipulated by the covenant is closely monitored. This ensures that the Group fulfills its commitments to external lenders and minimizes the liquidity and financing risk. Compliance with covenants against external creditors is tested quarterly. As per December 31, 2025, the covenant was met.

The total average weighted interest rate including both long- and short-term financing at the end of the year was 3.9% (4.7) and 4.1% (5.3) including financing cost. Financing fees activated in balance sheet amounts to MSEK 20 which is allocated to P&L over the lifetime of respective loan, and it is reflected in the table below.

Interest-bearing loans

2025-12-31	Interest rate	2026	2027	2028	2029	2030-	Total	Whereof non-current
Term loan	Variable	–	–	1,834	–	–	1,834	1,834
RCF	Variable	–	182	572	364	–	1,118	1,118
Commercial papers	Fixed	794	–	–	–	–	794	–
Bonds	Variable	-	-	595	1,000	800	2,395	2,395
Other loans	Fixed / Variable	35	1	–	–	–	36	1
Total		**829**	**183**	**3,001**	**1,364**	**800**	**6,177**	**5,348**

Changes in interest-bearing liabilities
Munters has during the year net increased borrowings in USD and SEK, and decreased borrowings in EUR. A smaller part of changes in debt is also caused by currency effects originating from fluctuations in EUR and USD exchange rate.

MSEK	2025	2024
Opening balance	6,514	5,131
Acquisition of subsidiaries	–	294
Loans raised	8,375	2,664
Amortization of loans	–8,240	–1,796
Non-cash movements	–12	4
Exchange-rate differences	–460	217
Closing balance	**6,177**	**6,514**
Whereof non-current interest-bearing liabilities	5,348	3,780
Whereof current interest-bearing liabilities	829	2,734

Changes in lease liabilities
Munters had during the year the following changes related to lease liabilities, involving signing of new lease agreements, amortization of current agreements and interest and currency effects.

MSEK	2025	2024
Opening balance	1,083	719
New and updated contracts	1,121	493
Acquisition of subsidiaries	–	19
Cancelled contracts	–72	–20
Capitalized interest	115	51
Amortization of lease contracts	–327	–233
Exchange-rate differences	–179	53
Closing balance	**1,742**	**1,083**
Whereof non-current lease liabilities	1,462	847
Whereof current lease liabilities	280	237

Maturity analysis of lease liabilities
The remaining undiscounted lease payments have the following due date:

Undiscounted lease liabilities

MSEK	2025	2024
Remaining term 1 year or less	303	238
Remaining term 1 to 5 years	942	573
Remaining term over 5 years	1,357	545
Total	**2,602**	**1,356**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 25 Provisions for pensions

2025 Group, MSEK	Present value of DBO	Plan assets	Net pension provision
Opening balance	**280**	**–3**	**277**
Discontinued operations	–5	–	–5
Recognized in profit/loss			
Current service cost	10	–	10
Interest cost/income	10	–	10
	20	**–**	**20**
Recognized in other comprehensive income			
Gains/losses from changes in financial assumptions	–13	–	–13
Experience adjustments	3	–	3
	–11	**–**	**–11**
Transactions			
Benefits paid	–9	–0	–9
Employer contributions	0	0	0
Exchange-rate differences	–1	0	–1
Closing balance	**274**	**–3**	**271**

2024 Group, MSEK	Present value of DBO	Plan assets	Net pension provision
Opening balance	**283**	**–3**	**280**
Recognized in profit/loss			
Current service cost	11	–	11
Interest cost/income	9	–	9
	20	**–**	**20**
Recognized in other comprehensive income			
Gains/losses from changes in financial assumptions	–14	–	–14
Experience adjustments	–	–	–
	–14	**–**	**–14**
Transactions			
Benefits paid	–9	–0	–9
Employer contributions	0	0	0
	–9	**0**	**–9**
Exchange-rate differences	0	0	0
Closing balance	**280**	**–3**	**277**

The Group finances pension plans for its employees in several countries. These plans mainly follow practice in the country in question and may be defined-contribution or defined-benefit plans or a combination of both. The most important defined-benefit pension plans cover employees in Sweden, Belgium, India and France. In France, provisions are made for mandatory remuneration when employment ceases. For senior executives of the Group, there are guidelines regarding pension rights and pension plans described in Note 33.

Provisions for pensions amount to MSEK 271 (277) at the balance sheet date, whereof the defined-benefit plans in Sweden constitute MSEK 267 (265) representing 98% of the Group's provisions recognized under IAS 19. The calculations are primarily based on final salary and the plans are unfunded. The pension plans in India and France, which constitute 1% respectively 0.5% of total pension provisions, are also unfunded.

The Swedish pension plans (known as ITP plans) supplement the-country's social insurance system, and result from agreements between employer and employee organizations. ITP plans mainly comprise retirement pensions, disability pensions and survivor's pensions.

The ITP plan has two parts, firstly, ITP1, which is a defined-contribution pension plan applying to employees born in 1979 or later, and secondly, ITP2, which is a defined-benefit pension plan applying to employees born before 1979. White-collar employees within the Group in Sweden were covered by both these parts. The ITP2 plan is managed within Munters in the FPG/ PRI system. Financing occurs through provisions to an account in the balance sheet, safeguarded by credit insurance from the mutual insurance company Försäkringsbolaget PRI Pensionsgaranti.

Defined-benefit pension plans subjects the Group to different kinds of risk attributable to increases in life expectancy, inflation and salary.

In the Group, there are also defined-contribution plans that mainly comprise retirement pensions, disability pensions and survivor's pensions. The premiums are paid continuously during the year by each Group company to separate legal entities, such as insurance companies. The size of the premium is based on salary. The cost of these defined-contribution plans for the period totaled MSEK 163 (131).

Plan assets comprise insurance contracts signed with independent insurance companies. No portion of plan assets was invested in the Company's equity instruments, debt instruments, real estate, or other assets used by the Company. The Group only has a minor share of funded plans.

Significant actuarial assumptions

	Sweden	
Weighted values, %	**2025**	**2024**
Discount rate	3.80	3.55
Future inflation	2.00	2.00
Future wage and salary increases	2.75	2.75
Pension increases	2.00	2.00
Social security increases	2.75	2.75

At the end of the reporting period, the discount rate is derived from a functioning market based on investment-grade corporate bonds adjusted for the duration of the commitment.

Assumptions about life span are based on public statistics and experience from mortality surveys in each country, and are set in consultation with actuarial experts. As of this year, for Swedish pension plans, the most current life span investigation DUS23. Munters budgeted fees for defined-benefit obligations ("DBO") amount to MSEK 9 (10) for 2026.

Sensitivity analysis – effect of a 0.5% change

	Sweden	
MSEK	**–0.5%**	**+0.5%**
Discount rate	28	–24
Future inflation	–20	22

The table shows the effect on the liability of a 0.5% change in discount rate and future inflation. The sensitivity analysis is performed by changing one actuarial assumption while the other remain constant. This is a simplified method as actuarial assumptions are usually correlated.

Age analysis - expected payments

MSEK	2025	2024
Within the next 12 months	8	7
Between 1-2 years	9	8
Between 2-5 years	27	26
Total	**44**	**40**

The table shows expected payments related to pension benefits in Sweden over the coming five years (undiscounted). The weighted average duration of the defined-benefit obligations in Sweden is 17 (17) years.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 26 Other provisions

2025 Group, MSEK	Warranty provisions	Restructuring	Other provisions	Total
Opening balance	**155**	**79**	**105**	**338**
Discontinued operations	–10	–	–2	–13
Additional provisions	54	90	62	206
Reversal of unutilized provisions	–17	–13	–1	–30
Utilized during the year	–11	–109	–54	–174
Exchange-rate differences	–22	–2	–9	–33
Closing balance	**149**	**45**	**101**	**295**

2024 Group, MSEK	Warranty provisions	Restructuring	Other provisions	Total
Opening balance	**107**	**33**	**67**	**207**
Acquisition of subsidiaries	11	–	34	45
Additional provisions	45	83	23	151
Reversal of unutilized provisions	–8	–1	–5	–14
Utilized during the year	–6	–37	–13	–57
Exchange-rate differences	6	1	0	7
Closing balance	**155**	**79**	**105**	**338**

Provisions consist of:

MSEK	2025	2024
Non-current portion	91	90
Current portion	203	249
Closing balance	**295**	**338**

During the year, provisions for warranties amounting to MSEK 54 (45) were recognized. Calculation of the provision for warranty costs takes place on a standard basis with an amount equal to the average cost of warranty costs in relation to turnover during the most recent 24-month period, adjusted by amounts for known warranty claims exceeding the standard provision. Provision for warranty commitments is related to the given warranty period. Warranty costs are classified as cost of goods sold.

During the year, provisions for restructuring programs of MSEK 77 (83) were recognized. The amount relates to a provision for cost adjustments and efficiency initiatives within the AirTech business area. The program is expected to be largely completed during 2026.

Other provisions primarily consist of personnel related provisions.

NOTE 27 Accrued expenses and deferred income

	Group		Parent Company	
MSEK	2025	2024	2025	2024
Personnel related expenses	560	767	32	51
Goods received not yet invoiced	90	195	–	–
Commissions	71	71	–	–
Interest expenses	16	20	9	1
Deferred income	51	73	–	–
Audit and lawyers fees	20	20	–	2
Other	186	349	–	1
Closing balance	**995**	**1,496**	**41**	**54**

NOTE 28 Pledged assets, contingent assets and contingent liabilities

Contingent liabilities

	Group		Parent Company	
MSEK	2025	2024	2025	2024
PRI Guarantees	4	3	4	3
Guarantees from banks and insurance companies	251	245	386	421
Closing balance	**256**	**248**	**390**	**424**

PRI guarantees refers to pension liabilities in Sweden. Guarantees from banks and insurance companies are operational guarantees, such as advances and completion guarantees. Within Munters there are no pledged assets.

Litigations

Munters is involved in a small number of commercial disputes. It is the management's assessment that none of these disputes, where there has not been a provision recorded, will involve an outflow of resources.

Munters subsidiary in the United States, Munters Corporation is, and has historically been, named as co-respondent in asbestos-related cases. In the past few years, Munters Corporation has won a number of cases through summary judgments, and these are no longer in progress.

NOTE 28 Pledged assets, contingent assets and contingent liabilities, cont.

Munters Corporation is of the firm opinion that the remaining claims are unfounded. Munters Corporation has coverage for the asbestos-related claims through several insurance policies subject to certain reservations, the insurance companies have confirmed that, until further notice, they will pay a significant portion of the expenses for legal defence. The company is currently also party to a dispute in New Jersey, US, regarding environmental damage to a property that had previously been leased by a company acquired by Munters and later merged with one of Munters subsidiaries in the US. An investigation of the cause and extent of the environmental damage is ongoing and is under supervision by New Jersey Department of Environmental Protection ("NJDEP"). Although a potential environmental liability is difficult to estimate, the company assesses that there is insurance cover for any environmental liability.

NOTE 29 Transactions with related parties

The shares in Munters Group AB are held by FAM AB by 28.3% (28.0). Other related parties to Munters include other portfolio companies managed by FAM AB and Munters Board of Directors and Group Management. During the year no significant transactions with related companies occurred.

The Parent Company has a related party relationship with its subsidiaries. Information about participations in subsidiaries is provided in Note 16. Transactions between Munters Group AB and its subsidiaries have been carried out on market terms.

Remuneration for individual members of the Board and senior executives is presented in Note 33. Munters has not provided guarantees or securities to or on behalf of Board members or senior executives.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 30 Business combinations

Consolidated acquisitions 2025 and 2024

Company (Country)	Business area	Month acquired	No. of employees	Net sales
Airprotech (IT)	AirTech	May-24	52	MEUR 30
Automated Environments (US)	FoodTech	Jul-24	13	MUSD 10
Geoclima (IT)	DCT	Oct-24	165	MEUR 40
Hotraco (NL)	FoodTech	Oct-24	140	MEUR 41

The table shows approximate number of permanent full time employees at the acquisition date. Net sales refer to estimated sales in the year prior to the acquisition.

2025

No new acquisitions were consolidated during the year. However, Munters acquired the outstanding non-controlling interests in MTech Systems and InoBram and paid deferred purchase considerations relating to the acquisitions of Airprotech, AEI and Geoclima completed in 2024.

In January 2025, the minority shareholders of MTech Systems exercised their options to sell their 33.6% shareholding in the company to Munters. 80% of the transaction price, USD 80.7 million, was paid on March 31, 2025. The remaining 20% of the transaction price is treated as contingent consideration and is expensed over the contingent period. In mid-January 2026, the contingent consideration for MTech, totaling approximately MUSD 18.5, was paid to the sellers. The full amount was recognized as a liability as of year-end 2025.

In 2023, Munters acquired 60% of the Brazilian company InoBram. The agreement included a put/call option for Munters to acquire the remaining 40% of the company. In late 2025, the parties agreed to exercise the option, and Munters acquired the outstanding shares for a purchase price of BRL 83.3 million (MSEK 148).

2024

In May, Munters closed the acquisition of Airprotech, an Italian company within VOC abatement systems. The acquisition enhances Munters Clean Technology portfolio and supports cleaner production for European industries.

In July, Munters acquired a majority share in Automated Environments (AEI), a US-based company specializing in automated control systems for the layer industry. The acquisition is part of the FoodTech strategy to serve food producers with an extensive portfolio of Digital solutions. Munters will initially have an 80% share in AEI but the agreement stipulates the remaining 20% to be acquired by the end of 2025. Accordingly, 100% of AEI is consolidated as from the acquisition date.

In October, Munters closed the acquisition of Geoclima, an Italian manufacturer of air- and water-cooled chillers. Geoclima's product offering completes Munters Data Center Technologies (DCT) cooling portfolio enhancing the company's ability to offer full solutions to the total data center cooling market.

I October, Munters also acquired Hotraco, a Dutch leading developer of control systems and sensors for the agricultural sector, thus strengthening Munters FoodTech position in Europe. It marks another step in the strategy to create a digital ecosystem built around data capture platforms and software that supports a more efficient and sustainable food production.

Net sales of acquired companies from the date of acquisition amounted to MSEK 430. Operating profit amounted to MSEK 32 and net income to MSEK 26.

Acquired entities net sales in 2024 amounted to 1,443 MSEK and operating profit was MSEK 225. Acquisition related costs in 2024 amounted to MSEK 52 (29).

Purchase price

MSEK	2025	2024	of which Hotraco
Cash purchase consideration paid	–	1,884	746
Holdback and deferred considerations	–	214	–
Adjusted purchase price from prior years acquisition	–6	29	–
Put/call option	–	–	–
Total purchase consideration	**–6**	**2,125**	**746**
Fair value of acquired net assets	–246	–595	–166
Goodwill	**–252**	**1,531**	**580**

Fair value of acquired net assets

MSEK	2025	2024	of which Hotraco
Intangible assets	342	513	320
Property, plant and equipment	–	51	12
Right-of-use assets	–	20	3
Other non-current assets	–3	14	2
Inventory	–19	301	78
Current receivables	–4	327	107
Cash and cash equivalents	–	260	27
Total assets	**315**	**1,486**	**549**
Non-controlling interest	–	9	–
Non-current interest-bearing liabilities	–	52	–
Lease liabilities	–	19	3
Deferred tax liabilities	67	112	64
Other non-current liabilities	–	38	1
Current interest-bearing liabilities	–	242	180
Accounts payable	–	117	59
Other current liabilities	2	302	76
Total liabilities	**69**	**891**	**383**
Net identifiable assets and liabilities	**246**	**595**	**166**
Goodwill from acquisitions	**–252**	**1,531**	**580**
Cash purchase consideration paid	–	–1,884	–746
Cash and cash equivalents in acquired companies	–	260	27
Payments related to acquisitions in prior years	–1,150	–56	–
Change in the Group's cash and cash equivalents	**–1,150**	**–1,680**	**–719**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 31 Average number of employees and gender distribution

Average number of employees

	2025		2024	
Group	Number	of which men, %	Number	of which men, %
US	1,390	77	1,468	78
India	735	91	787	93
Sweden	575	66	578	66
Mexico	439	67	392	68
Italy	304	81	203	76
Brazil	300	67	284	74
China	260	76	327	77
Netherlands	202	82	76	81
Czech Republic	180	75	202	76
Germany	175	77	237	79
Ireland	171	90	152	91
Israel	135	76	136	76
United Kingdom	108	77	105	74
Japan	70	84	68	82
Belgium	47	85	48	85
Australia	42	88	34	82
France	42	76	41	78
Thailand	39	44	22	70
Singapore	31	68	29	72
Spain	22	77	16	81
South Korea	16	63	21	57
Türkiye	15	73	16	75
Denmark	14	77	18	72
Finland	13	77	14	79
Other countries	66	86	77	82
Total	**5,389**	**77**	**5,351**	**78**

Of the average number of employees totaling 5,389 in 2025, 232 (465) employees relate to discontinued operations.

Gender distribution - Board of Directors and Group Management
At year-end, the Board of Directors consisted of five men and four women. Group Management, including the CEO, consisted of four men and four women.

NOTE 32 Salaries, other remuneration and social security expenses

	Group		Parent company	
MSEK	2025	2024	2025	2024
Salaries and remuneration	3,226	3,178	56	68
Social security expenses	724	742	22	22
Pension expenses	173	142	10	9
Total	**4,123**	**4,062**	**88**	**99**

Of the total remuneration costs of MSEK 4,123 in 2025, MSEK 143 (286) relate to discontinued operations.

NOTE 33 Remuneration to the Board and Senior Executives

Guidelines
The group of executives encompassed by the guidelines comprises the CEO and other members of the group management. The guidelines also encompass any remuneration to board members, other than board fees. The guidelines shall apply to remuneration agreed, and amendments to remuneration previously agreed, after adoption of the guidelines by the 2025 annual general meeting. The guidelines do not apply to any remuneration resolved on by the Annual General Meeting.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability
Munters business strategy is to be a global leader in energy-efficient and sustainable climate solutions. Our solutions enable energy efficient production processes with reduced carbon dioxide emissions for our customers. Using innovative technologies, Munters ensures the optimal climate for mission-critical industrial applications and processes by providing energy-efficient climate control solutions, including air treatment, cooling, dehumidification, and related services such as installation, maintenance, and digital monitoring systems. The largest segments include industry, data centers, food, pharmaceuticals, and agriculture, where precise temperature and humidity control are essential for efficiency, sustainability, and operational performance.

Munters conducts operations in three business areas:
- AirTech is a global leader in energy-efficient air treatment solutions, providing climate control technologies that ensure optimal humidity levels for industrial applications.
- FoodTech is a leading provider of advanced software and control systems designed to optimize climate management and operational efficiency across the entire food production value chain, including livestock farming and greenhouses.
- Data Center Technologies is a leading provider of advanced climate cooling solutions, offering a wide range of energy-efficient technologies such as air handling, evaporative cooling, and heat rejection. These solutions help different data center operators achieve sustainable and reliable operations.

For further information regarding Munters business strategy, see Munters website (https://www.munters.com/en-us/about-us/our-strategy/).

A prerequisite for the successful implementation of Munters business strategy and safeguarding of the company's long-term interests, including its sustainability, as well as delivery on the ambitions the company has, is that the company is able to recruit and retain qualified personnel. In order to do so, Munters must be able to offer a competitive total remuneration based on market terms, which these guidelines enable.

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

Types of remuneration, etc.
The remuneration shall be on market terms and may consist of the following components: fixed annual cash salary, variable cash salary, pension and other benefits. Additionally, the general meeting may – irrespective of these guidelines – resolve on, for example, share and share price-related remuneration.

Fixed cash salary
The fixed cash salary shall reflect the demands and responsibility that the position entails as well as individual performance. The fixed cash salary shall be revised annually.

Variable cash salary
Variable cash salary may consist of annual variable cash salary and / or long-term variable cash salary.

The annual variable cash salary shall be maximized to 60 per cent of the fixed annual cash salary for the CEO and 50 per cent of the fixed annual cash salary for the other members of the Group Management. The satisfaction of criteria for awarding variable cash salary shall be measured over a period of one year.

The annual variable cash salary shall be linked to predetermined and measurable financial criteria, such as operating result and working capital. By linking the remuneration of the senior executives to the company's earnings and financing of its operating activities, the criteria promote the implementation of the company's business strategy and long-term interests, including its sustainability. Furthermore, the criteria for variable cash salary shall be designed so that they do not encourage excessive risk taking.

With the exception of what is stated below regarding members of the Group Management who are business area presidents, the long-term variable cash salary shall be awarded after one, two, and three years, respectively, and shall be maximized to a total of 150 per cent of the annual fixed cash salary for the CEO, and 60 per cent of the annual fixed cash salary for other members of the Group Management, distributed pro-rata over the three years. The satisfaction of criteria for pay out of

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 33 Remuneration to the Board and Senior Executives, cont.

long-term variable cash salary shall be measured during a one-, two- and three-year period, respectively, before pay out.

Such long-term variable cash salary shall be linked to predetermined and measurable financial criteria (weighting 70 per cent) and non-financial criteria (weighting 30 per cent). The financial criteria may consist of, for example, adjusted EBITA and Operating Working Capital and the non-financial criteria may consist of, for example, weighted sustainability goals (such as annual reduction of direct (scope 1) and indirect (scope 2) emissions measured in tonnes of carbon dioxide or indirect emissions per unit sold (Scope 3, Category 11) measured in tonnes of carbon dioxide, annual percentage of woman leaders who have been appointed within the group, and annual service growth).

In addition, members of the Group Management who are business area presidents may be entitled to additional long-term variable cash salary that shall be maximized to 10 per cent of the annual fixed cash salary and be linked to a predetermined and measurable financial criterion for the relevant business area. The financial criterion may consist of, for example, adjusted EBITA or Annual Recurring Revenue, and may be different for each business area. The satisfaction of criterion for pay out of such long-term variable cash salary shall be measured during a three-year period before pay out.

By linking the remuneration of the senior executives to the company's earnings, financing of day-to-day operations, and sustainability, the criteria promote the implementation of the company's business strategy and long-term interests, including its sustainability. The criteria for long-term variable cash salary shall be designed so that they do not encourage excessive risk-taking.

A certain part of the net amount after tax of paid out as long-term variable cash salary is expected to be invested in Munters shares, according to the share ownership policy which the Board of Directors has adopted. The entire net amount after tax is expected to be invested in Munters shares until the holding in value corresponds to 200 per cent of the gross annual fixed cash salary for the CEO and 100 per cent of the gross annual fixed cash salary for other members of the Group Management. When such a holding has been achieved, half of the net amount after tax is expected to be invested in Munters shares.

To which extent the criteria for awarding variable cash salary have been satisfied shall be evaluated when the measurement period has ended. The Board of Directors is responsible for the evaluation so far as it concerns variable cash salary to the CEO. The Remuneration Committee is responsible for the evaluation so far as it concerns variable cash salary to other members of the Group Management. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

Terms and conditions for both annual variable cash salary and long-term variable cash salary shall be designed so that the Board of Directors, if exceptional economic circumstances prevail, has the option of limiting or refraining from payment if such a measure is considered reasonable.

Additional variable cash remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 50 per cent of the fixed annual cash salary and shall not be paid more than once per year and per individual. Resolution on such remuneration shall be made by the Board of Directors based on a proposal from the Remuneration Committee.

Pension

For the CEO, pension benefits, including health insurance, shall be defined contribution. Variable cash salary shall not qualify for pension benefits. Pension contributions for defined contribution pension shall amount to not more than 35 per cent of the fixed annual cash salary.

For other members of the Group Management, pension benefits, including health insurance, shall be defined contribution unless the executive concerned is subject to defined benefit pension under mandatory collective agreement provisions. Variable cash salary shall qualify for pension benefits to the extent required by mandatory collective agreement provisions applicable to the executive. Pension contributions for defined contribution pension shall amount to not more than 35 per cent of the fixed annual cash salary.

Other benefits and compensation

Other compensation may consist of other benefits that are customary and in line with market terms, such as medical insurance, life insurance and company cars, which shall not constitute a significant part of the total remuneration. Such benefits may amount to not more than 10 per cent of the fixed annual cash salary.

For employments governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Consultancy fee to board members

In specific cases, and for a limited time, Munters board members elected by the general meeting may be able to be remunerated for services within their respective areas of expertise, which does not constitute board work. For these services (including services performed by a board member wholly-owned company), a fee on market terms can be paid, provided that such services contribute to the implementation of Munters business strategy and safeguarding of Munters long-term interests, including its sustainability. Such consultancy fee may, for each board member, in no case exceed one year's board fee.

Termination of employment

Fixed cash salary during the notice period and severance pay, as well as remuneration for any non-compete restrictions, shall in total not exceed an amount corresponding to the fixed cash salary for two years for the CEO and 18 months for other members of the Group Management. Severance pay shall not be paid if notice of termination of employment is made by the CEO and other members of the Group Management. The notice period between the company and the CEO, and other members of the Group Management, shall not exceed 6 months.

Remuneration for any non-compete restrictions shall compensate for any loss of income and shall only be paid for such period as the former executive does not have the right to severance pay. The remuneration shall amount to not more than 60 per cent of the fixed annual cash salary at the time of termination of employment, unless otherwise provided by mandatory collective agreement provisions, and shall be payable during the period subject to the non-compete restriction, which shall not exceed 12 months after termination of employment.

Salary and employment conditions for employees

In the preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for employees of the company and the group's Swedish operations have been taken into account by including information on the employees' total remuneration, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. In the company, i.e. in Munters Group AB, there are only eight employees (and all are senior executives).

Preparation and decision-making process

The Board of Directors has established a Remuneration Committee. The committee's tasks include, among other things, preparing the Board of Directors' decision to propose guidelines for remuneration to senior executives. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit the proposal to the annual general meeting. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the Group Management, the application of the guidelines for remuneration to senior executives as well as the current remuneration structures and compensation levels in the company. The CEO and other members of the Group Management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Remuneration to the CEO is prepared by the Remuneration Committee and decided by the Board of Directors.

Remuneration to other members of the Group Management is prepared by the CEO and decided by the Remuneration Committee.

Derogation from the guidelines

The Board of Directors may temporarily resolve to derogate from the guidelines resolved by the general meeting, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As stated above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters, which includes preparing any resolutions to derogate from the guidelines.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 33 Remuneration to the Board and Senior Executives, cont.

2025, KSEK	Board fee/ Base salary	Variable remuneration	Other benefits	Pension expenses	Total
Members of the Board: (4 women and 3 men)					
Magnus Nicolin, chairman of the Board and chairman of the remuneration committee	1,621				**1,621**
Helen Fasth Gillstedt, Board member and chairman of the audit committee	797				**797**
Sabine Simeon-Aissaoui, Board member and chairman of the investment committee	704				**704**
Maria Håkansson, Board member	687				**687**
Anders Lindqvist, Board member	599				**599**
Kristian Sildeby, Board member	847				**847**
Elizabeth Carey Nugent, Board member	617				**617**
CEO Klas Forsström	8,927	14,055	384	3,078	**26,445**
Other Senior Executives (4 women and 3 men)	19,984	12,575	1,246	6,503	**40,308**
Total	**34,783**	**26,630**	**1,630**	**9,581**	**72,624**

2024, KSEK	Board fee/ Base salary	Variable remuneration	Other benefits	Pension expenses	Total
Members of the Board: (4 women and 3 men)					
Magnus Nicolin, chairman of the Board and chairman of the remuneration committee	1,506				**1,506**
Helen Fasth Gillstedt, Board member and chairman of the audit committee	751				**751**
Sabine Simeon-Aissaoui, Board member and chairman of the investment committee	634				**634**
Maria Håkansson, Board member	637				**637**
Anders Lindqvist, Board member	556				**556**
Kristian Sildeby, Board member	794				**794**
Elizabeth Carey Nugent, Board member since the AGM March 21, 2024	437				**437**
Anna Westerberg, Board member and chairman of the investment committee until the AGM March 21, 2024	148				**148**
CEO Klas Forsström	8,769	17,342	251	3,072	**29,435**
Other Senior Executives (4 women and 4 men)	19,240	15,527	1,088	6,236	**42,091**
Total	**33,470**	**32,869**	**1,339**	**9,308**	**76,987**

Board of Directors
Fees to the Chairman of the Board and other external Board members are paid in accordance with the decision of the Annual General Meeting. No board fees are paid to the company's CEO or to the employee representatives.

Salaries and other remuneration paid to the Board for the year 2025 amounted to KSEK 5,871 (5,461) excluding social security contributions. In accordance with the resolution of the 2025 Annual General Meeting, the fee for external board members elected at the AGM amounted to KSEK 1,420 to the Chairman of the Board and KSEK 539 each to other external members of the Board.

The Committees
In addition to these amounts, the AGM has resolved that fees for committee work shall be paid to Board members elected by the AGM, with a total amount of KSEK 270 to the Chairman of the audit committee, and with KSEK 160 to each of the other members of the audit committee, a total amount of KSEK 142 to the Chairman of the remuneration committee and KSEK 71 to the other members of the remuneration committee and KSEK 176 to the Chairman of the investment committee, and KSEK 89 to each of the other members of the investment committee.

President and CEO
According to the agreement, Munters President and CEO, Klas Forsström, has a fixed annual salary of KSEK 8,927. In addition, there is a variable cash salary linked to Munters annual incentive program, which amounts to a maximum of 60 percent of the fixed salary.

The variable remuneration also includes the cost from the first measurement period in the long-term cash program launched in 2025 (LTIP 2025), as well as the cost for the second measurement period in the long-term cash program launched in 2024 (LTIP 2024), and the cost for the third measurement period in the long-term cash program launched in 2023 (LTIP 2023).

The total variable salary for the financial year 2025 thus amounted to KSEK 14,055 (17,342).

Other Senior Executives
Salaries and other remuneration to other senior executives for the year 2025 amounted to KSEK 40,308 (42,091) excluding social security contributions.

Munters annual incentive program
Munters annual incentive program (Performance Pay) for senior executives and other managers within the Group is based on predetermined and measurable financial criteria, measured during the financial year. All senior executives except the business area managers are measured 100 percent on the Group's result.

The business area managers are measured 70 percent on the business area's result, and a share of 30 percent on the Group's result. In 2025, the criteria were related to Munters operating profit (adjusted EBITA) and operating working capital, with a strong connection to Munters medium-term goals and the needs the company sees as essential to pursue during the year.

During the year the Board of Directors implemented a cash based long term incentive program (LTIP 2025) for senior executives and key personnel within the group, see Note 34 and guidelines for remuneration of senior executives in this note for further information regarding the program.

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 34 Long term incentive programs

Long-term cash-based incentive programs 2023, 2024 and 2025
On behalf of the Board, the Company has introduced a long-term cash-based incentive program for senior executives and key personnel within the Group in 2023, 2024 and 2025. The programs link the participants' compensation to the company's earnings, financing of the current operations, and sustainability. In that way they promote the implementation of the company's business strategy and long-term interests, including its sustainability. The programs have a three-year earning period, and the outcome is paid out after one, two, and three years, respectively, distributed pro rata over the three years. Fulfillment of criteria for the payment of long-term variable cash salary must be measured over a one-, two- or three-year period before the payment. Participants in the program are expected to invest the net payout in Munters shares until they reach a defined investment level. The board nominates the CEO and Munters group management; each member of the group manage ment has nominated additional participants. A total of 82 employees were nominated for the program in 2023 and 85 employees for the programs in 2024 and 2025. Each category has a maximum opportunity based on the participant's current annual base salary percentage. For senior executives, the program is regulated in the remuneration guidelines approved by the Annual General Meeting, and for other participants, the outcome amounts to a maximum of 30 percent of the gross annual base salary. The performance criteria in the program are linked to predetermined and measurable financial criteria (weighting 70 percent) and non-financial criteria (weighting 30 percent). The financial criteria can consist of, for example, adjusted EBITA and operating working capital, and the non-financial criteria can consist of, for example, weighted sustainability goals, such as share of renewable electricity in the Group's production facilities, the share of women leaders within the Group, and service growth.

NOTE 35 Discontinued operations

In February 2025, Munters signed an agreement to divest the FoodTech Equipment offering ("FT Equipment") to Grain & Protein Technologies for MEUR 97.5 on a cash and debt free basis. May 30th the transaction closed.

The divestment includes five production facilities across Italy, Germany, China and US, one assembly hub in South Africa and three sales offices. Approximately 400 employees operating across Europe, North America, Middle East and Southeast Asia are part of this business, which manufactures and sells ventilation equipment for customers within livestock farming and greenhouses. The FT Equipment offering includes fans, ventilation and cooling systems as well as production of CELdek (evaporative cooling pads). Production and sales of the CELdek product line in Americas is excluded from the divestment and has been integrated into the business area AirTech.

Munters report the result from FT Equipment as discontinued operations.

Condensed statement of comprehensive income

MSEK	2025	2024
Net sales, external	726	1,866
Operating costs	–688	–1,772
Result from business divestment	13	–
Impairment loss goodwill	–346	–
Operating profit	**–295**	**94**
Financial items	–1	3
Profit before tax	**–296**	**98**
Tax	–148	–31
Net income, discontinued operations	**–444**	**66**

Of the year's tax expense of MSEK -148, MSEK -99 relates to capital gains tax recognized in connection with the divestment.

Result from business divestment

MSEK	2025	2024
Purchase price	1,198	–
Divested net assets	–1,220	–
Sales costs	–17	–
Capital loss	**–39**	**–**
Reclassification of accumulated exchange rate differences	53	–
Result from business divestment	**13**	**–**

Fair value of divested net assets

MSEK	2025	2024
Intangible assets	868	–
Property, plant and equipment	108	–
Right-of-Use assets	22	–
Other non-current assets	9	–
Inventory	243	–
Current receivables	103	–
Cash and cash equivalents	165	–
Total assets	**1,518**	**–**
Non-current interest-bearing liabilities	5	–
Lease liabilities	21	–
Deferred tax liabilities	16	–
Other non-current liabilities	0	–
Accounts payable	117	–
Other current liabilities	138	–
Total liabilities	**298**	**–**
Divested net assets	**1,220**	**–**
Cash purchase consideration received	1,198	–
Cash and cash equivalents in divested companies	–165	–
Change in cash and cash equivalents	**1,033**	**–**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

NOTE 36 Reconciliation of alternative performance measures

In this Annual Report as well as in the quarterly interim reports, there are references to a number of performance measures. Some of the measures are defined in IFRS, others are alternative performance measures and are not disclosed in accordance with applicable financial reporting frameworks or other legislations. The performance measures are used by the Group to assist both investors and management in analyzing Munters' business. In the section "Definitions of key financial indicators" the performance measures found in this Annual Report are described, defined and the reason for use disclosed.

Below is a reconciliation of the most important alternative key performance indicators used by Munters.

	2025	2024
Adjusted EBITA and EBITDA		
Operating profit	1,228	1,746
Adjusted for:		
Items affecting comparability (IAC)	324	128
Amortization intangible assets from acquisitions	84	46
Amortization other intangible assets	226	183
Adjusted EBITA	**1,862**	**2,104**
Depreciation of property, plant and equipment and right-of-use assets	441	339
Adjusted EBITDA	**2,303**	**2,443**
Items affecting comparability (IAC)		
Resctructuring costs	77	94
M&A transaction costs	40	48
Contingent considerations from acquisitions	207	–
Other items	1	-14
Total	**324**	**128**
Net debt		
Cash and cash equivalents	–1,492	–1,530
Interest-bearing liabilities	6,177	6,514
Lease liabilities	1,742	1,083
Provisions for pensions	271	277
Accrued financial expenses	16	20
Net debt	**6,714**	**6,364**
Adjusted EBITDA	2,303	2,443
Net debt/EBITDA	**2.9**	**2.6**

	2025	2024
Operating working capital		
Inventory	1,884	2,283
Accounts receivable	1,912	2,567
Accounts payable	–1,461	–1,789
Advances from customers	–2,462	–1,821
Accrued income	646	329
Deferred income	–51	–73
Operating working capital	**468**	**1,497**
Operating working capital/Net sales		
Average operating working capital last 12 months	1,075	1,573
Net sales	14,712	13,587
Operating working capital/Net sales	**7.3%**	**11.6%**

NOTE 1
NOTE 2
NOTE 3
NOTE 4
NOTE 5
NOTE 6
NOTE 7
NOTE 8
NOTE 9
NOTE 10
NOTE 11
NOTE 12
NOTE 13
NOTE 14
NOTE 15
NOTE 16
NOTE 17
NOTE 18
NOTE 19
NOTE 20
NOTE 21
NOTE 22
NOTE 23
NOTE 24
NOTE 25
NOTE 26
NOTE 27
NOTE 28
NOTE 29
NOTE 30
NOTE 31
NOTE 32
NOTE 33
NOTE 34
NOTE 35
NOTE 36

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Assurance 2025

The undersigned assures that the Annual Report has been prepared in accordance with generally accepted accounting principles, and that the consolidated accounts have been prepared in accordance with international accounting standards as referred to in Regulation EC 1606/2002 of the European Parliament and of the Council of July 19, 2002, on the application of international accounting standards, provide a true and fair view of the Company's and the Group's financial position and earnings, and that the Board of Directors' report and the Board of Directors' report for the Group provide a fair view of the development of the Company's and the Group's operations, financial position, and earnings and describe material risks and uncertainties to which the Company and the companies in the Group are exposed to. The Board and the Chief Executive Officer also certify that the consolidated accounts and the annual report have been prepared in accordance with the European standards for sustainability reporting (ESRS) and the specifications adopted with the support of the EU taxonomy regulation

The annual report is approved and signed
Stockholm, March 5, 2026

Magnus Nicolin
Chairman of the Board

Klas Forsström
President and CEO

Sabine Simeon-Aissaoui
Board member

Helen Fasth Gillstedt
Board member

Maria Håkansson
Board member

Anders Lindqvist
Board member

Kristian Sildeby
Board member

Elizabeth Carey Nugent
Board member

Simon Henriksson
Board member, employee representative

Robert Wahlgren
Board member, employee representative

Our auditor's report regarding the annual accounts and the consolidated accounts, and our limited assurance report regarding the statutory sustainability statement was issued on
March 9, 2026

Ernst & Young AB

Andreas Troberg
Authorized Public Accountant

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Auditor's report

To the general meeting of the shareholders of Munters Group AB, corporate identity number 556819-2321

Report on the annual accounts and consolidated accounts

Opinions
We have audited the annual accounts and consolidated accounts of Munters Group AB (publ) except for the sustainability statement on pages 67–132 for the year 2025. The annual accounts and consolidated accounts of the company are included on pages 62–164 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the sustainability statement on pages 67–132. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions
We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters
Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

Timing of revenue recognition

Description
Revenue from sale of goods is recognized when the performance obligation is transferred to the buyer in accordance with the delivery terms. In cases where the performance obligation is fulfilled over time, revenue is recognized as the goods is produced.

To allocate revenue to different performance obligations and to determine the progress of completion of performance obligations, certain estimates must be made which affects the timing of revenue recognition. As a result of the above, we have assessed that the timing of revenue recognition is a key audit matter.

A description of performance obligations and criteria for revenue recognition is included in note 4.

How our audit addressed this key audit matter
In our audit of fiscal year 2025, we have evaluated the company´s principles of revenue. We have reviewed the company´s processes for revenue recognition and evaluated the internal control within these processes.

We have also audited revenue transactions close to the year-end by reviewing customer agreements and delivery notes to verify that revenue is recognized in the correct period. For significant projects, where applicable, we have evaluated the company´s estimates for determining percentage of completion and allocation of revenue to different performance obligations.

Lastly, we have reviewed the disclosures regarding revenue in the annual accounts and consolidated accounts.

Valuation of goodwill and trademarks

Description
Goodwill and trademarks amount to MSEK 6,793 (9,180) in the consolidated statement of financial position. Goodwill and trademarks account for 34% (42%) of the group's total assets. As described in note 2 and note 13 the company annually, or when indicators of impairment are identified, performs an impairment test to verify that the carrying values do not exceed the calculated recoverable amounts. Recoverable amounts are determined by calculating the value in use for the respective cash generating unit using a discounted cash flow model. As also described in note 13, forecasts of future cash flows for the next five years are based on financial plans approved by the board of directors. The financial plans include assumptions of future sales growth and operating margin. Furthermore, assumptions of discount rates and growth beyond the five-year period are required.

In note 13, the effects on carrying amounts from changes in significant assumptions and estimates are disclosed. Due to the assumptions and estimates made in conjunction with these impairment tests, and due to the total amount of the carrying value, we have considered valuation of goodwill and trademarks as a key audit matter.

How our audit addressed this key audit matter
In our audit of the fiscal year 2025, we have evaluated the company's process for preparing impairment tests. We have audited the cash flow models used for the impairment tests and evaluated how cash generating units are identified. We have also evaluated the significant assumptions related to future cash flows and forecasts used in the impairment test by comparing to historical outcome, as well as performing sensitivity analyzes. Furthermore, we have assessed the discount rate used and the assumptions of long-term growth rate after the forecast period by comparisons to peers and external sources. With support from our internal valuation specialists, we have evaluated the valuation methods used.

We have reviewed the disclosures regarding goodwill and trademarks provided in the annual accounts and consolidated accounts.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Other Information than the annual accounts and consolidated accounts
This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–44, 58–61 and 67–132. The other information also includes the remuneration report and was obtained before the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS accounting standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility
Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.

- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated accounts. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or related safeguards applied.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Report on other legal and regulatory requirements

Report on the audit of the administration and the proposed appropriations of the company's profit or loss
Opinions
In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Munters Group AB (publ) for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated (loss be dealt with) in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for opinions
We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility
Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

The auditor's examination of the ESEF report
Opinion
In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Munters Group AB for the financial year 2025.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion
We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Munters Group AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies ISQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or other Assurance or Related Services Engagements which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with professional ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

Ernst & Young AB, Box 7850, 203 99 Stockholm, was appointed auditor of Munters Group AB by the general meeting of the shareholders on the 21 March 2025 and has been the company's auditor since the 2010.

Stockholm, 9 March 2026
Ernst & Young AB

Andreas Troberg
Authorized Public Accountant

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
→ Auditor's report on corporate governance statement
→ Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Auditor's report on the corporate governance statement

To the general meeting of the shareholders of Munters Group AB (publ.), corporate identity number 556819-2321

Engagement and responsibility
It is the Board of Directors who is responsible for the corporate governance statement for the year 2025 on page 46–57 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit
Our examination has been conducted in accordance with FAR's standard RevR 16 *The auditor's examination of the corporate governance statement*. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinions
A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2–6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm 9 March 2026

Ernst & Young AB

Andreas Troberg
Authorized Public Accountant

Auditor's limited assurance report on Munters Group AB's sustainability statement

To the General Meeting of the shareholders Munters Group AB, corporate identity number 556819-2321

Conclusion
We have conducted a limited assurance engagement of the sustainability statement prepared by Munters Group AB (the company) for the financial year 2025. The sustainability statement is included on page 67–132 of this document.

Based on our limited assurance engagement as described in the section Auditor's Responsibility, nothing has come to our attention that causes us to believe that the sustainability statement is not, in all material respects, prepared in accordance with the Swedish Annual Accounts Act, which includes:

- Whether the sustainability statement meets the requirements of ESRS
- Whether the process carried out by the company to identify reported sustainability information has been conducted as described in the sustainability statement; and
- Compliance with the reporting requirements in Article 8 of the EU's Green Taxonomy Regulation.

Basis for Conclusion
We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 – *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility under this recommendation is described in more detail in the section Auditor's Responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other Information than the sustainability statement
This document also contains other information than the sustainability statement, found on pages 1-66 and 133-164. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information, and we do not express any conclusion with assurance regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Other matter
The sustainability statement for the previous financial year 2024 has not been subject to a limited assurance engagement according to RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. Therefore, no limited assurance engagement of comparative figures in the sustainability statement for 2025 has been performed.

Responsibilities of the Board of directors and Managing Director
The Board of Directors, and the Managing Director, are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Auditor's Responsibility
Our responsibility is to express a conclusion whether the sustainability statement is prepared in accordance with Chapter 6, Sections 12–12 f of the Swedish Annual Accounts Act based on our limited assurance engagement.

The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement, and manage a quality management system including guidelines or procedures regarding compliance with ethical requirements, standards of professional practice, and applicable laws and regulations.

We are independent of Munters Group AB in accordance with professional ethics for accountants in in Sweden and have otherwise fulfilled our ethical responsibilities according to these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability information. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

The review procedures primarily include:
Our review procedures regarding the process the company has undertaken to identify sustainability information to report included, but were not limited to the following:

- Obtaining an understanding of the process by conducting inquiries to understand the sources of the information used by management (e.g., stakeholder dialogues, business plans, and strategy documents), and
- Reviewing the company's internal documentation of its process; and
- Evaluating whether the information obtained from our procedures regarding the process implemented by the company aligns with the description of the process on page 83 in the sustainability statement.

Our review procedures regarding the sustainability statement included, but were not limited to the following:

- Through inquiries, obtaining a general understanding of the internal control environment, reporting processes, and information systems relevant to the preparation of the information in the sustainability statement;
- Evaluating whether information identified as material through the process the company has undertaken to identify the content of the sustainability statement is also included.
- Evaluating whether the structure and presentation of the sustainability statements are consistent with the requirements of ESRS;
- Conducting inquiries with relevant personnel and analytical review procedures regarding selected disclosures in the sustainability statements;
- Performing substantive review procedures of selected disclosures in the sustainability statements;
- Obtain, through inquiries and analytical review procedures, support for the methods used for preparing material estimates and forward-looking information and on how these methods were applied.

Our review procedures regarding the taxonomy disclosures included, but were not limited to the following:

- Obtaining an understanding of the process for identifying economic activities that are covered by and are consistent with the EU Green Taxonomy and the corresponding disclosures in the sustainability statement;
- Conducting inquiries to relevant personnel and analytical review procedures on the taxonomy disclosures;
- Conducting inquiries to understand the sources of the information used in the taxonomy disclosures;
- Evaluating whether the presentation of the taxonomy disclosures is consistent with the requirements of the EU Taxonomy Regulation;
- Performing substantive review procedures of selected disclosures in the sustainability statement regarding the EU Green Taxonomy.

Inherent limitations
In reporting forward-looking information in accordance with ESRS, the board and management of Munters Group AB must prepare forward-looking information based on specified assumptions about events that may occur in the future and possible future activities of Munters Group AB. Actual outcomes are likely to differ as expected events often do not occur as anticipated.

Stockholm, 9 March 2026

Ernst & Young AB

Andreas Troberg
Authorized Public Accountant

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Five-year summary

Income statement	2025	2024	2023	2022	2021*
Net sales	14,712	13,587	12,286	8,755	7,348
Adjusted EBITA	**1,862**	**2,104**	**1,730**	**1,041**	**889**
Amortization on intangible assets from acq	–84	–46	–31	–19	–30
Amortization on other intangible assets	–226	–183	–106	–69	–44
Items affecting comparability (IAC)	–324	–128	–57	–12	–62
Operating profit (EBIT)	**1,228**	**1,746**	**1,536**	**940**	**753**
Financial income and expenses	–413	–359	–326	–142	–84
Net income, continuing operations	**562**	**954**	**759**	**636**	**515**
Balance sheet					
Non-current assets	13,002	14,584	10,262	9,376	7,103
Inventory	1,884	2,283	1,726	1,956	1,073
Other operating receivables	3,350	3,583	3,211	2,958	1,893
Cash and cash equivalents	1,492	1,530	1,532	914	674
Total assets	**19,728**	**21,979**	**16,731**	**15,204**	**10,742**
Equity	4,858	5,894	5,257	5,303	4,360
Non-controlling interest	8	14	1	3	3
Interest-bearing liabilities	7,919	7,597	5,851	4,496	2,749
Other operating liabilities	6,943	8,474	5,621	5,401	3,630
Total equity and liabilities	**19,728**	**21,979**	**16,731**	**15,204**	**10,742**
Cash flow					
Cash flow from operating activities	1,718	2,089	1,066*	772*	519
Cash flow from investing activities	–2,031	–2,842	–1,418*	–1,330*	–341
Cash flow from financing activities	–461	494	1,011*	743*	–503
Data per share					
Earnings per share, SEK	0.58	5.33	4.30	3.17	2.81
Earnings per share, continuing operations, SEK	3.01	4.96	4.12	3.49	–
Earnings per share, discontinued operations, SEK	–2.43	0.36	0.18	–0.32	–
Dividend per share, SEK	1.60**	1.60	1.30	0.95	0.85
Closing price at year end, SEK	171.90	186.00	163.50	102.90	69.95
Key ratios					
Organic growth, %	6	8	32	3	14
Currency adjusted growth, %	15	12	36	7	14
Adjusted EBITA margin, %	12.7	15.5	14.1	11.9	12.1
Operating margin, %	8.3	12.9	12.5	10.7	10.2
Net margin, %	0.8	7.5	6.4	6.6	7.0
OWC/Net sales, %	7.3	11.6	16.1	15.1	13.1
Return on capital employed, %	9.1	14.6	13.9	10.6	10.7
Net debt/EBITDA	2.9	2.6	2.3	3.1	2.0
Average number of employees	5,389	5,351	4,516	4,013	3,350

*Figures refer to total operations. No restatement has been made with regard to discontinued operations.
** The Board of Directors' proposal to distribute the dividend in two instalments.

06
Financial reports

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Contents
Financial statements, Group
Financial statements, Parent Company
Notes
The Board's assurance
Auditor's report
Auditor's report on corporate governance statement
Auditor's report on statutory sustainability statement
Five-year summary
Definitions
Other information

Contents

Definitions of key financial indicators

In this Annual Report as well as in the quarterly interim reports, there are references to a number of performance measures. Some of the measures are defined in IFRS, others are alternative performance measures and are not disclosed in accordance with applicable financial reporting frameworks or other legislations. The performance measures are used by the Group to assist both investors and management in analyzing Munters' business. Below are the performance measures found in this annual report described, defined and the reason for use disclosed.

Organic growth
Change in net sales compared to the previous period, excluding acquisitions and divestments and currency translation effects. The measure is used by Munters to monitor net sales growth driven by changes in volume and price between different periods.

Currency adjusted growth
Change in net sales compared to the previous period, adjusted for currency translation effects. The measure is used by Munters to monitor changes in net sales from both organic and inorganic growth between periods.

Order intake
Received and confirmed sales orders minus cancelled orders during the reporting period. The order intake is an indicator of future revenues and, consequently, an important KPI for Munters.

Order backlog
Received and confirmed sales orders not yet delivered and accounted for as net sales. This metric is a key indicator of future revenue and operational capacity.

Operating profit (EBIT)
Earnings before interest and tax. Munters believes that EBIT shows the profit generated by the operating activities.

Adjusted EBITA
Operating profit, adjusted for amortizations, write-downs of intangible assets and items affecting comparability. Munters believes that using adjusted EBITA is helpful in analyzing our performance as it removes the impact of items considered not to be of recurring character and therefore do not reflect our core operating performance.

Adjusted EBITA margin
Adjusted EBITA as a percentage of net sales. Munters believes that Adjusted EBITA margin is a useful measure for showing the Company's profit generated by the operating activities.

Adjusted EBITDA
Operating profit adjusted for items affecting comparability and depreciations, amortizations and write-downs of tangible and intangible assets as well as Right-of-Use assets.

Adjusted EBITDA margin
Adjusted EBITDA as a percentage of net sales.

Items affecting comparability (IAC)
Items affecting comparability are events or transactions with significant financial effects, which are relevant for the understanding of the financial performance when comparing the current period to previous periods. Items included are for example, restructuring activities, capital gains and losses from business divestments and M&A related costs.

Return on capital employed (ROCE)
Average operating profit (EBIT) plus financial income, divided by the average capital employed The average capital employed is calculated based on the last 12 months.

Capital employed
Capital employed is calculated as the total equity plus interest bearing liabilities.

Cash and cash equivalents
Cash and bank balances plus investments in securities and the like with maturity periods not exceeding three months. This is a measure that highlights the short-term liquidity.

Net debt
Net debt calculated as interest bearing liabilities, lease liabilities, provisions for pensions and accrued financial liabilities reduced by cash and cash equivalents.

Number of employees
Number of employees is presented recalculated as full time positions, if not otherwise stated. Average number of employee is calculated as the sum of permanent employees at the end of each of the last 13 months divided by 13.

Operating working capital (OWC)
Includes accounts receivable, inventory, accrued and deferred income, accounts payable and advances from customers.

Operating working capital / Net sales
Average Operating working capital last 12 months as a percentage of Net sales for the same period.

Earnings per share
Net income divided by the weighted average number of outstanding shares.

Saas recurring revenue
Total recurring revenue from SaaS contracts (Software-as-a-Service) recognized in the period. The KPI is also presented annualized and named SaaS ARR, which is calculated by multiplying SaaS Recurring Revenue in the last month of the period by twelve.

Equity ratio
Equity (including non-controlling interests) divided by total assets.

Service
After-market service and software-as-a-service (SaaS) revenues

After-market service
After-market service is defined as sales of spare parts, commissioning and installation, inspections and audits, repairs and other billable services.

Components
The Components portfolio within AirTech includes dehumidification rotors and humidification pads used in climate control.

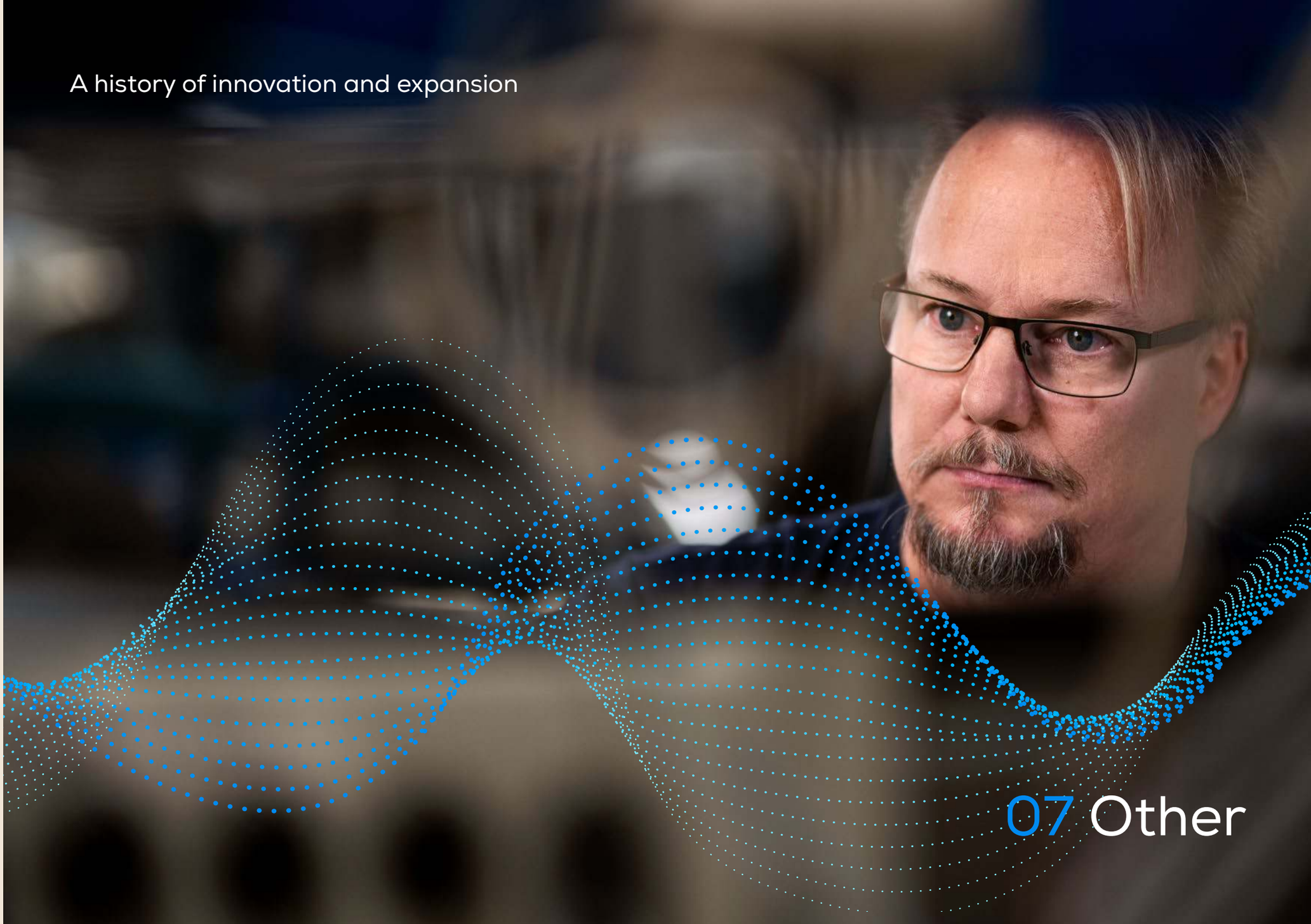
LTM
LTM (last twelve months) after any key indicator means that the KPI corresponds to an accumulation of previous 12 month reported numbers. The measure highlight trends in different KPIs, which is valuable in order to gain a deeper understanding of the development of the business.

07

Other information

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information
Share and shareholders
70 years of innovations
Shareholder information

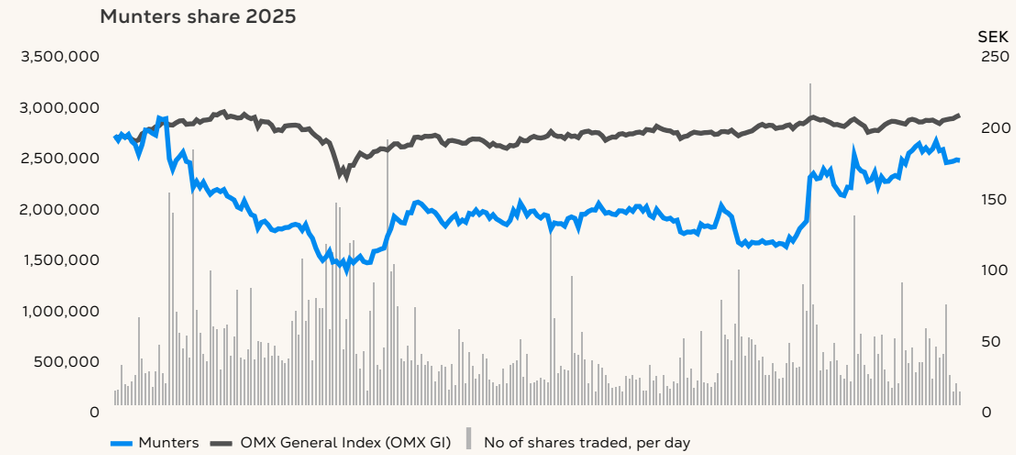
Contents

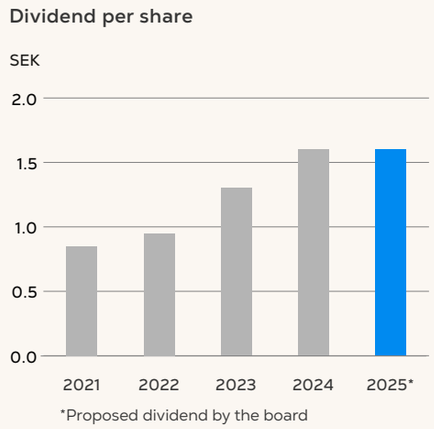


Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information
→ Share and shareholders
70 years of innovations
Shareholder information

Contents

The share and shareholders





The development of the Munters share was negative during the year. In 2025, the share price decreased by -8%, while the Stockholm Stock Exchange OMXS30 increased by +16% over the same period. The closing price on the last trading day of the year was SEK 171.9 (186.0), corresponding to a market capitalization of SEK 31.71 billion (32.95). The highest price paid during 2025 was SEK 201.60 (253.80), and the lowest price was SEK 95.00 (150.80).

Trading in the Munters share

Munters share is listed on Nasdaq Stockholm. In 2025, a total of 420.1 million shares (248.5) were traded. The average daily trading volume during the year amounted to 1,687,239 shares (990,202). Trading in the Munters share took place 33% (36) on Nasdaq Stockholm and 67% (64) on other marketplaces.

Dividend

In accordance with the dividend policy adopted by the Board of Directors, Munters shall aim to distribute an annual dividend corresponding to 30–50% of net income for the year. Any proposed dividend is decided by the Board, taking into account the company's financial position, investment needs, acquisitions and liquidity.

The Board proposes a dividend for 2025 of SEK 1.60 per share, to be paid in two equal installments. This represents 53 percent of net income from continuing operations in 2025.

Share capital

As of December 31, 2025, the total number of shares and votes in Munters amounted to 184,457,817. Each share has a par value of SEK 0.03, and the share capital amounts to SEK 5,533,735. Munters share capital consists of one class of shares, where each share carries equal voting rights and equal rights to dividends. According to the Articles of Association, the number of shares shall not be less than 150,000,000 and not exceed 600,000,000. The share capital shall not be less than SEK 4,500,000 and not exceed SEK 18,000,000. The company's shares are registered with Euroclear Sweden AB, which administers the share register and records the shares for individual shareholders. Munters Group AB holds 1,916,377 treasury shares. Read more in Note 21.

Shareholders

As of December 31, 2025, the number of known shareholders amounted to 20,866 (15,801), and the share of known shareholders outside Sweden was 32.5% (36.7) at year-end. The ten largest individual shareholders held 61.4% (61.9) of the share capital at that time. FAM AB was the largest shareholder, holding 28.3% of the share capital.

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information
→ Share and shareholders
70 years of innovations
Shareholder information

Contents

The ten largest shareholders as of December 31, 2025

	Owner	MTRS	Capital	Votes	Δ Capital
1	FAM AB	52,151,057	28.27%	28.27%	0.24%
2	Swedbank Robur Funds	13,117,783	7.11%	7.11%	−0.14%
3	First AP-fund	10,680,000	5.79%	5.79%	0.49%
4	Fourth AP-fund	7,460,837	4.04%	4.04%	0.38%
5	ODIN Funds	6,894,326	3.74%	3.74%	0.05%
6	Nordea Funds	5,748,504	3.12%	3.12%	1.48%
7	Vanguard	5,411,824	2.93%	2.93%	0.20%
8	Handelsbanken Funds	4,994,601	2.71%	2.71%	0.64%
9	SEB Funds	3,994,886	2.17%	2.17%	0.53%
10	Folksam	2,783,510	1.51%	1.51%	0.33%
Total, ten largest shareholders		**113,237,328**	**61.39%**	**61.39%**	**4.21%**
Other		**71,220,489**	**38.61%**	**38.61%**	**−4.21%**
Total		**184,457,817**	**100.00%**	**100.00%**	

Number of shareholders as of 31 December 2025: 20,864

Shareholding by size category

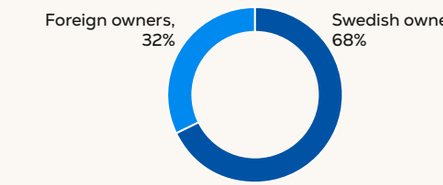
Holding size	Shares	Capital	Votes	Number of known shareholders	Share of known shareholders
1 - 1 000	3,198,746	1.73%	1,73%	18 926	90.71%
1 001 - 10 000	4,658,927	2.53%	2,53%	1 647	7.89%
10 001 - 50 000	3,222,829	1.75%	1,75%	158	0.76%
50 001 - 500 000	16,936,060	9.18%	9,18%	92	0.44%
500 001 - 1 000 000	10,671,615	5.79%	5,79%	14	0.07%
1 000 001 - 10 000 000	65,642,121	35.59%	35,59%	24	0.12%
10 000 001 - 20 000 000	23,797,783	12.90%	12,90%	2	0.01%
20 000 001 -	52,151,057	28.27%	28,27%	1	0.00%
Unknown holding size	4,178,679	2.27%	2,27%	0	0.00%
Total	**184,457,817**	**100.00%**	**100,00%**	**20 864**	**100.00%**

Ownership distribution

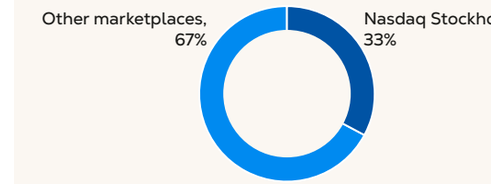
Owner type	Shares	Capital	Votes	Number of known shareholders	Share of known shareholders
Others	4,335,745	2.35%	2.35%	1,061	5.09%
Swedish institutional investors	110,149,844	59.72%	59.72%	88	0.42%
Foreign institutional investors	54,222,857	29.40%	29.40%	142	0.68%
Swedish private individuals	11,570,692	6.27%	6.27%	19,573	93.81%
Unknown owner category	4,178,679	2.27%	2.27%	0	0.00%
Total	**184,457,817**	**100.00%**	**100.00%**	**20,864**	**100.00%**

Source: Modular Finance AB.

Owner distribution



Marketplaces



Analysts following Munters

Karl Bokvist	ABG Sundal Collier
Simon Jonsson	Berenberg
Carl Deijenberg	Carnegie
August Flyning	Handelsbanken
Adela Dashian	Jefferies
Mats Liss	Kepler Cheuvreux
Gustav Berneblad	Nordea
Anders Roslund	Pareto Securities
Victor Forss	SB1
Joen Sundmark	SEB

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information
Share and shareholders
→ 70 years of innovations
Shareholder information

Contents

70 years of innovation

Last year, Munters celebrated its 70th anniversary. What began in a small backyard laboratory in Stockholm in 1955 has grown into a global company with approximately 5,000 employees and customers around the world. Our history can be described through technological breakthroughs, international expansion and progress – both large and small. At its core, however, Munters is shaped by its people: the colleagues whose dedication, curiosity and determination have driven our development decade after decade.

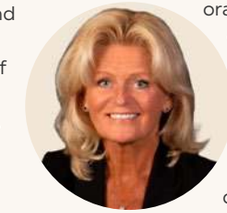
Manuel Romero – A pioneer in building Munters in Latin America

When Manuel Romero first saw a job advertisement from Munters in the mid-1990s, he felt it was a perfect match. His first interview took place in a dimly lit warehouse, but Manuel saw the potential. He joined Munters and soon became a key contributor to the expansion of the company's operations in Latin America. Perseverance defined his early years. One of his first assignments was to secure an overdue payment in Mexico City – a process that required patience, determination and more than ten phone calls before he succeeded. Over time, Manuel introduced customers to Munters technologies, from cooling media to advanced climate solutions, helping them understand the long-term value and efficiency of the systems. Today, Manuel plays a central role in the development of Munters growing data center business in the region. His journey reflects resilience, strong customer relationships and the conviction that success is built on local insight and the ability to adapt.

Maj-Britt Hällmark – Leading Munters through transformation

Maj-Britt Hällmark joined Munters in 1998 as Business Controller for the European division, shortly after the company's listing. With experience from both Europe and North America, she brought financial clarity and structure during a period of strong growth and extensive organizational change.

She strengthened financial reporting across the organization and helped engineers and teams better understand how daily decisions affected working capital and financial performance. Maj-Britt played a key role in several major transformation initiatives, including the 2005 transition from a regional organization to global Business areas – a change that required new roles, harmonized processes and common ways of working.



Through her focus on training, collaboration and preserving Munters entrepreneurial culture, Maj-Britt helped balance governance with flexibility. Her long career at Munters is a clear example of the importance of stable leadership during times of change.

SK Pang – Opening new markets through creativity and perseverance

When SK Pang joined Munters in 1987, desiccant dehumidification was largely unknown in Southeast Asia. Most customers relied on traditional cooling systems. SK saw the opportunity to educate the market and demonstrate how Munters solutions could effectively address humidity challenges. By 1997, Munters premium dehumidifiers accounted for more than 70% of the business volume in the region.

His leadership has been characterized by creative problem-solving. In one notable project, he helped a veneer manufacturer reuse waste heat from production to power Munters equipment – significantly reducing energy consumption long before sustainability became an established priority.

As Managing Director of Munters Singapore, he also demonstrated strong perseverance in the marine segment, where initial setbacks were turned into long-term success, resulting in more than 40 major orders. His story shows how curiosity, consistency and a "why not?" mindset can open entirely new markets.

Eran Levy – Scaling innovation for global animal production

Eran Levy joined Munters in 2015 in connection with the acquisition of Rotem, which added new expertise in control systems for agriculture. With a background in logistics and advanced climate technology, he quickly contributed to strengthening Munters global offering and later became Managing Director of Munters Israel.

The teams develop advanced controllers and sensors that help farmers improve energy efficiency, animal welfare and regulatory compliance.

He also initiated Munters Academy – an AI-based training platform with more than 1,300 users. The initiative reflects his focus on customer support, digitalization and making advanced technology accessible. Eran's vision of data-driven and connected climate solutions points toward the next phase of Munters innovation journey.

For full interviews, visit www.munters.com

Introduction
Strategy
Operations
Corporate Governance
Board of Directors' report incl. Sustainability
Financial reports
Other information
Share and shareholders
70 years of innovations
→ Shareholder information

Contents

Information to shareholders

Financial information
Munters uses several channels to communicate information about the company's operations and financial performance. The website – www.munters.com – is continuously updated with annual reports, interim reports, press releases, presentations and webinars. The annual report and interim reports can be ordered via the website, by email at investorrelations@munters.com, or by mail at: Munters Group AB, Box 1188, SE-164 26 Kista, Sweden.

Web presentations and conference calls are arranged for analysts, investors and media in connection with the publication of the company's interim reports. Approximately once a year, a Capital Markets Day is held, offering representatives of the financial community more in-depth information about the company's operations. Webinars focusing on various growth areas in Munters are also arranged several times per year. In addition, members of Group Management meet regularly with analysts, investors and journalists to ensure they receive accurate and up-to-date information. In accordance with the agreement with Nasdaq Stockholm, no price-sensitive information that has not already been made public, is disclosed at such meetings or contacts.

Munters applies a silent period that begins on the first day of the month in which financial reporting takes place and continues until the report is published. During this period, no meetings are held with investors or financial analysts. For the full-year report, the silent period begins on January 1.

Annual General Meeting
The Annual General Meeting of Munters Group AB will be held on Thursday, April 30, 2026, in Kista.

Right to attend the Meeting
Shareholders who wish to attend the Annual General Meeting must:

- be registered in the share register maintained by Euroclear Sweden AB as of Wednesday, April 22, 2026; and
- have notified the company of their intention to participate in accordance with the instructions set out in the notice convening the Annual General Meeting.

The notice will be published in March. To be entitled to participate in the Meeting, a shareholder whose shares are nominee-registered must have the shares registered in their own name so that the shareholder is included in the share register as of April 22, 2026. Such registration may be temporary (so-called voting rights registration) and must be requested from the nominee in accordance with the nominee's procedures and within the time determined by the nominee. Voting rights registrations effected by the nominee no later than April 24, 2026, will be taken into account in the preparation of the share register. Further instructions will be provided in the notice convening the Annual General Meeting, which will be published in March.

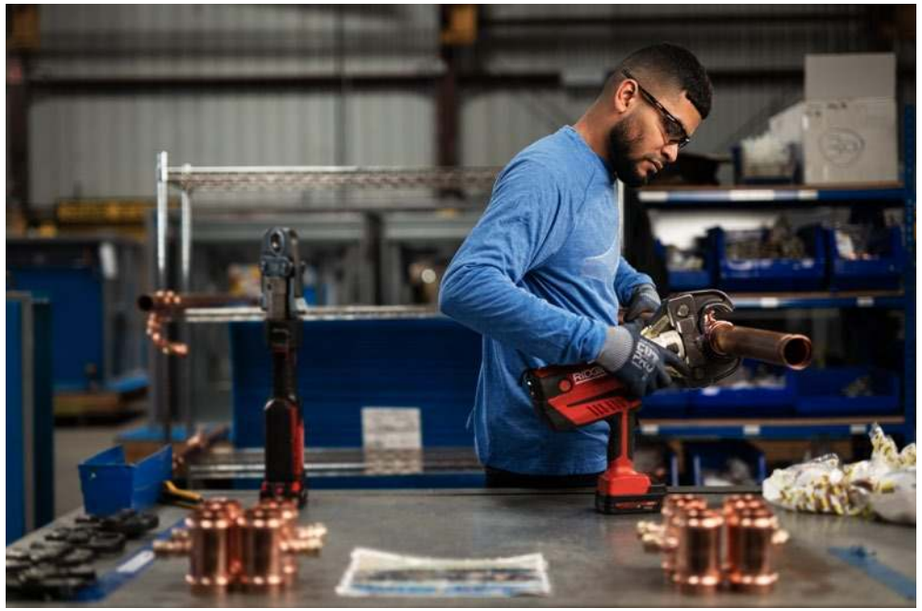
Financial calendar

First quarter report 2026	April 28, 2026
Annual General Meeting, Stockholm	April 30, 2026
Second quarter report 2026	July 17, 2026
Third quarter report 2026	October 23, 2026
Fourth quarter & full year report 2026	January 28, 2027

Investor Relations contacts:

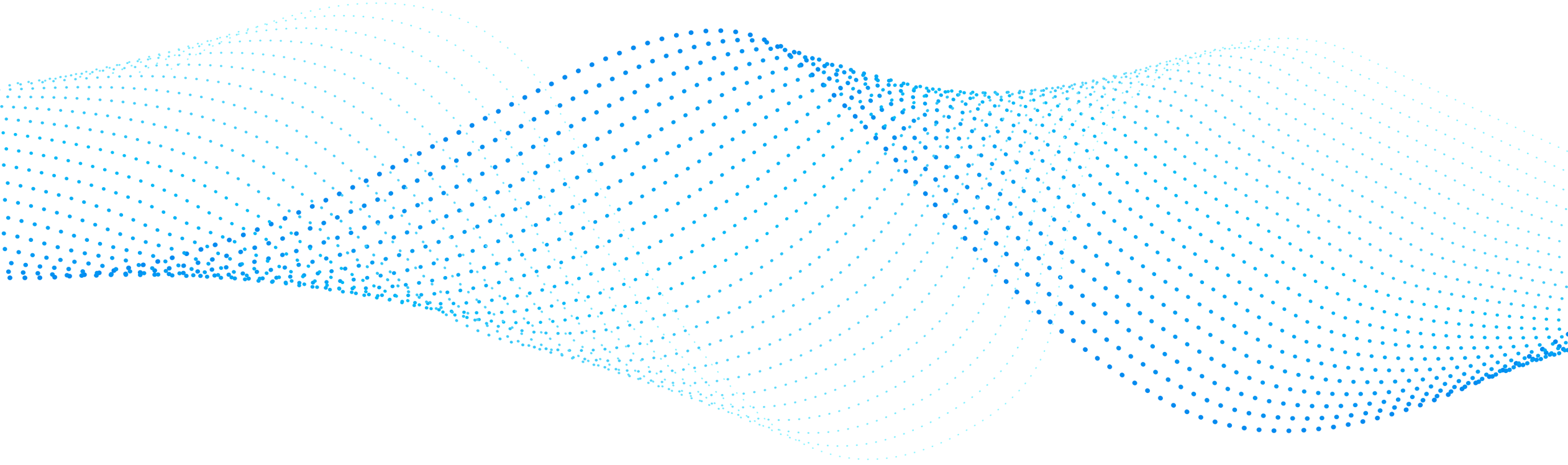
Line Dovärn
Head of Investor Relations
Phone: + 46 (0)730 488 444
Email: line.dovarn@munters.com

Daniel Carleson
Investor Relations Specialist
Phone: + 46 (0)703 065 452
Email: daniel.carleson@munters.com



This report contains forward-looking statements that reflect Munters current expectations regarding future events and its financial and operational development. While Munters believes that the expectations reflected in these forward-looking statements are based on reasonable assumptions, there is no guarantee that they will prove to be correct, as forward-looking statements are subject to both known and unknown risks and uncertainties, as well as various factors that may cause actual results or outcomes to differ materially from those expressed or implied in such statements. Such factors include, but are not limited to, changes in economic, market, competitive, and/or regulatory conditions. Forward-looking statements pertain only to expectations as of the date they were made, and except as required by applicable law, Munters assumes no obligation to update any of them in light of new information or future events.

Production: Munters in collaboration with Addira.



Munters