SUSTAINABILITY POLICY

This Sustainability Policy has been adopted by the Board of Directors of Addtech AB (publ) and amendments and exemptions may only be issued by the Board of Directors.

6 February 2024, Stockholm, Sweden

Sustainability Policy

The Addtech Group's (Addtech) vision is to provide leading technical solutions for a sustainable tomorrow, to support our vision we have set clear long-term targets related to our three focus areas within sustainability.
By the year 2030, we are committed to:

Sustainable Business	Sustainable Organisation	Sustainable Supply Chain
100% sales contribute to sustainable development	50% reduced CO2 intensity 40% women in leading position	80% of purchased volume assessed based on our Code of Conduct

To achieve our vision and targets as well as develop our business overtime, all companies within Addtech should work in-line with this policy and integrate sustainability into the business and establish strong partnership in the value chain.

Our main objective is to grow with sustainable profitability and minimize negative impact along with maximize positive impact on people, society and the planet. Our main objective will be reached by evaluating risks and opportunities on a regularly basis and by working systematically to mitigate risks, to develop opportunities and to aim towards our targets.

All communication including reporting is clear, transparent and distinct and interactions with our stakeholders are key.
Addtech shall always comply, at minimum, with applicable laws and regulations but the direction is towards best practice.

The Addtech Code of Conduct is the guideline of business ethics for all employees within Addtech and we shall always do business with a high degree of integrity. We inform and educate our employees to integrate sustainability perspective and aspects in daily operations within our companies.

The perspectives of sustainability are essential parameters when evaluating a company before an acquisition and are integrated in our due diligence process
The Addtech Supplier Code of Conduct should be known and set as the minimum level for our suppliers.

People and Society

We are committed to be a positive force in the society where we are active and to provide good working conditions in our group as well as in our supply chain.

- Anyone who works directly or indirectly for Addtech shall be entitled to have their basic human rights respected.
- We do not permit discrimination or harassment in any form.
- Employees shall be given the same opportunities for development regardless of gender, age, ethnic origin, religion, political views, sexual orientation, disability or other distinguishing features.
- We ensure a good work environment from a physical, psychological and social point of view, and we strive to be an attractive employer.
- We always provide safe and healthy working environments and strive towards our zero vision of work-related accidents.
- We do not accept that employees are working under the effect of alcohol or drugs.
- We do not accept corruption, bribes or unfair anti-competitive practices. Procurement, sales and marketing of our products and services must be handled professionally and in line with relevant legislation and regulations.
- We comply with applicable anti-corruption legislation and regulations.
- We comply with the tax laws and tax rules of each country, where Addtech operates.
- Addtech works systematically towards good working conditions in the supply chain.
- All suppliers related to high risks shall be evaluated and audited.

The Planet

We are committed to reduce our environmental footprint and our focus is to reduce emissions, protect the nature and biodiversity and sustainable use of resources.

- We should reduce our impact on the climate by efficient use of all energy (electricity, heating, cooling) and the energy should be based on renewable sources. We should also optimise transportation of goods and the climate impact from our products and solutions.
- All traveling should be evaluated from the perspective of emissions, business necessity, time efficiency and economy.
- We work to optimise use of resources such as energy, fuel, raw materials, waste, water and land in our operations and to avoid use of hazardous chemicals.
- We promote transition towards a circular economy.
- We include environmental aspects early in our decision-making processes.

The way forward

We expect and encourage our suppliers, subcontractors and all business partners to work in line with our sustainability policy and our Supplier Code of Conduct.

We strongly believe that the way forward, towards a more sustainable industry includes partnership and cooperation from a broad perspective.

Our sustainability policy is a summary of underlying policies and accounts for our commitments within the area. For more detailed information please read our, Code of Conduct, Supplier Code of Conduct, Environmental Policy and Equality and Diversity Policy.