

Sustainable Together

Sustainability Strategy in Eltronic Group

The story behind: From idea to action

Since the foundation of Eltronic, the idea of sustainability has been central to us. We wish to take responsibility for the world around us. Both when it comes to our employees, the environment, the cooperation with our partners, and the products we supply. Accordingly, responsibility is one of the 5 core values that define Eltronic. In addition, innovation and the desire to challenge the existing have characterized Eltronic since the very beginning. By constantly being open to new opportunities and seeing the potential in new technologies, we have built a business where we work with sustainability at all levels: markets, products, production methods, the cooperation with our stakeholders and employees, and the environment surrounding us.

Eltronic started out within the fields of industrial automation and optimization, and it quickly turned out that these services were in high demand in several markets – not least the ones working with renewable energy. We have through several years had a close partnership with some of the major global players within renewable energy, and a reduction of the consumption of resources and emission of CO2 has had and still has a high priority at Eltronic.

As Eltronic has developed and grown, the society around us has also changed. There is an increasing focus on sustainability in all aspects of business life. Eltronic welcomes this development and strengthens our focus on working with sustainability in a more structured and targeted way. This is among other things reflected in our structured approach to quality assurance within environment and working environment, our active commitment to participating in the climate and sustainability activities initiated by industry associations and networks, as well as our dedicated work providing a sustainable business platform for the companies in Eltronic Group, ensuring a green and sustainable approach to doing business.

By defining this sustainability strategy, we wish to take the next natural step in taking responsibility for creating a more sustainable future for everyone.



How do we define sustainability?

Eltronic works with sustainability **at 3 levels.**

➤ **Environmental sustainability**

Environmental sustainability to us means that our activities must have the least possible effect on the environment. This applies to our products and services, the production methods used at our sub-suppliers as well as the way we act towards the environment both internally and externally.

➤ **Social sustainability**

With social sustainability we wish to focus on the people part of our business – whether customers, employees or other stakeholders. We strive to create a working environment where well-being, safety, development and diversity are key areas.

➤ **Sustainability in governance**

In Eltronic Group, we wish to build our business on sustainable management. To us, this means following recognized standards and having clear and well-defined procedures for how we organize our work. We wish to conduct business efficiently and with due care.



Our 5 top priorities

In Eltronic Group, we have developed an ESG platform that forms the basis of our work with sustainability. This platform includes 5 top priorities to which we pay special attention.



Environmental

- Digitalization, automation & optimization
- Emission, production & transport
 - Design & reutilization



Social

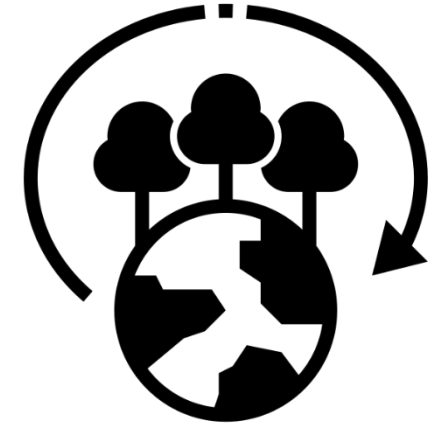
- Internal & external responsibility



Governance

- Sustainable processes & management

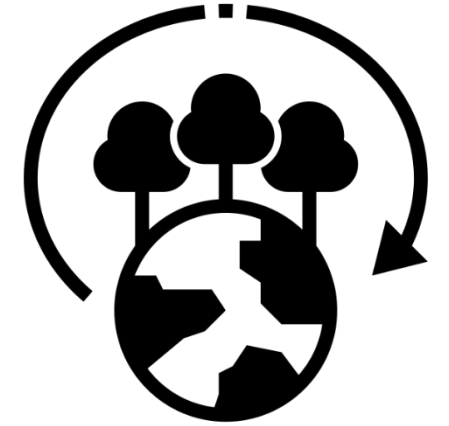
Environmental sustainability



Digitalization, automation & optimization

- Companies part of Eltronic Group will, to the furthest extent possible and in cooperation with our customers, develop business by working determinedly with digitalization, automation and optimization. By advising on and implementing processes within these areas, it will be possible to both measure and document a reduction of CO₂e and the consumption of other resources such as electricity, heat, water and fuel.
- We will also, to the furthest extent possible, implement interfaces for data collection and analysis in our own products. By collecting and analyzing data from the products that we provide to our customers, we will be able to optimize the utilization of the product throughout its entire service life. Thus, we will be able to measure and document a reduction of the emission of CO₂e and the consumption of other resources such as electricity, heat and water.
- When developing customized projects, companies part of Eltronic Group will make technology available for data collection and analysis as part of the design.

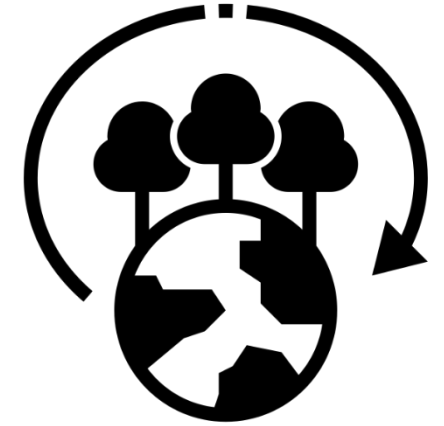
Environmental sustainability



Emission, production & transport

- All companies part of Eltronic Group monitor their energy consumption and take steps to contribute to an overall reduction of the emission of CO₂e. Furthermore, we collect and analyze data from our own fleet of cars to ensure that driving patterns and resource consumption are optimized to the highest extent possible.

Environmental sustainability



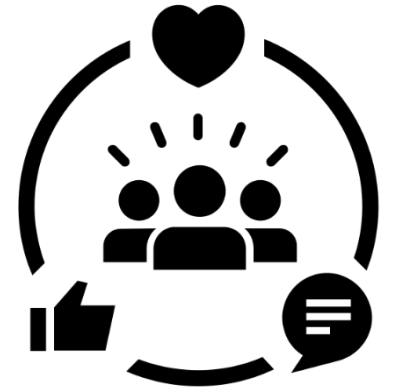
Design & reutilization

- Circular economy is incorporated in all development projects – both customers projects and our own development projects. Considerations regarding circular economy must furthermore be included as an integrated part of changes to the design of existing products and solutions.
- When it comes to future deliveries of products or already delivered products and solutions, we will offer our customers a model enabling reutilization of materials. To make the greatest impact on the reduction of the emission of CO₂e, we will already when starting a project, make an agreement with both customers and suppliers as to how a 100% reutilization can be guaranteed. Suppliers will in this connection be approved and appear from the Eltronic Group list of approved suppliers.
- Eltronic Group will monitor initiatives regarding reutilization closely to ensure that they are continually matured and optimized in each single company.
- Suppliers of products and services to companies part of Eltronic Group will regularly be audited to ensure that they work actively with the reutilization of materials and a reduction of the emission of CO₂e. Suppliers will be asked to document their work in these areas.

Social sustainability

Internal & external responsibility

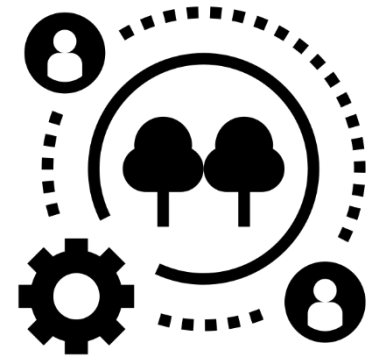
- Our employees are our most valuable asset. Thus, we work with social sustainability in several areas. Safety and well-being are key areas to us, but we also wish to encourage development and support the education of both existing and future employees, i.e. by offering both internships and training.
- We record and analyze employee absence on a regular basis. In the event of fluctuations exceeding fixed tolerances, we will take steps to reduce employee absence.
- We wish to support relevant educational institutions by allocating resources for hiring interns and student workers to the furthest extent possible. Furthermore, we work determinedly towards strengthening the professional and personal growth of our employees.



Sustainable governance

Sustainable processes and management

- It is the responsibility of the management of Eltronic Group to ensure that all companies in the group are actively engaged in ensuring gender equality, work-life balance, freedom of association for employees, diversity, tolerance, decency and due care. Moreover, management must at all times ensure that discrimination, corruption or bribery never take place.



Statement from the management

By working determinedly and persistently with our 5 top priorities, all companies in Eltronic Group will take responsibility for the world we live in.

Eltronic Group is determined to contribute positively to a reduction of the emission of CO₂e, to support reutilization, ensure gender equality, and to fight all types of corruption, bribery or violation of human rights.

In a globalized world, it is essential that we look beyond our own borders and interests and contribute to creating a more sustainable future. We can only do this if we work together.

In Eltronic Group we therefore call our sustainability strategy

”Sustainable Together”.

