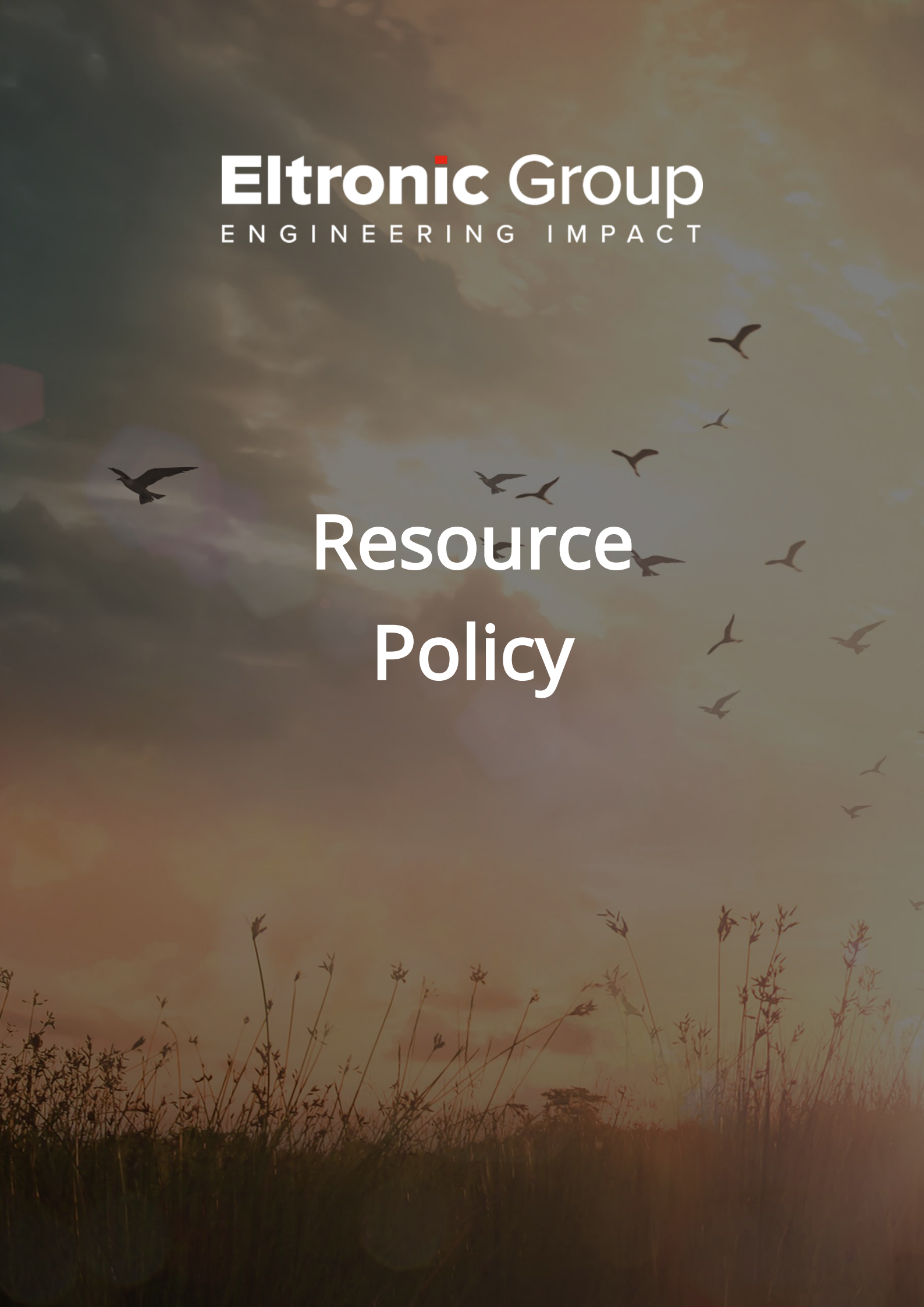




**Eltronic Group**  
ENGINEERING IMPACT

# Resource Policy

## 1 Scope

This Resource Policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

The Resource Policy is a statement of Eltronic Group and its subsidiaries' commitment to ensuring the responsible use of resources across both our products and our facilities.

The purpose of this policy is to provide strategic direction on our ambitions and priorities related to resource efficiency, circularity, and waste minimisation throughout Eltronic Group's operations.

## 3 Ownership

The Resource Policy is owned and governed by the CEO and Board of Directors of Eltronic Group. The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering at least the same purpose, statements, and targets.

## 4 Governance

Eltronic Group's Executive Board approves the resource policy, including our ambitions regarding optimization and waste management, and is regularly informed on performance and initiatives related to the usage of resources. Eltronic Group has appointed an ESG Board with management representatives from the companies and relevant departments across Eltronic Group. The function of the ESG Board is to advise the Executive Board about the legal requirements and initiatives related to the use of resources as a whole and on specific resource categories. The ESG Board meets regularly to discuss the development and direction of the ongoing initiatives and reporting tasks.

## 5 Evaluation

The policy will be evaluated every two years, or more frequently in the event of significant changes to the subject of the policy.

## 6 Stakeholders

This Resource Policy considers both internal and external stakeholders. Internal stakeholders, including employees, management, and relevant departments, provide feedback to ensure the policy aligns with organizational objectives. External stakeholders, such as customers, suppliers, and partners, help ensure the policy meets industry requirements, stakeholder expectations and relevant regulatory standards.

## 7 Policy

It is the policy of the group that the value of resources needs to be retained to the highest degree possible, regardless of composition or state. Enabling high-value retention is essential to ensure a sustainable business, where no resources are needlessly wasted. Therefore, we strive to replace notions of waste with a notion of resources.

Eltronic Group strives to raise awareness of the responsible use of resources among our employees, especially in the development phase of our products. In alignment with the EU Waste Framework Hierarchy, Eltronic Group does their outmost to prevent, reuse, recycle, and recovery—in that prioritized order—and collaborates with suppliers to support these efforts. The handling, storage, and disposal of resources are to be done correctly to prevent harm to human health and the environment. Furthermore,

Eltronic Group will ensure compliance with any prevailing legislation regarding the use, storage and waste of resources.

## 7.1 Policy Statements

We will live up to our policy by:

- Optimising the use of material resources by developing internal competencies and promoting a circular mindset to support more sustainable product design.
- Collaborating proactively with customers and suppliers to reduce material consumption and improve resource efficiency in our solutions.
- Implementing waste management to ensure proper sorting according to national regulations.