

An aerial photograph of a dark, winding road that curves through a dense, lush green forest. The road is a single lane with a white line on the right side. The trees are thick and vibrant green, filling the background and foreground.

**Eltronic Group**  
ENGINEERING IMPACT

# Climate and Environment Policy

## 1 Scope

This Climate and Environment Policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

The Climate and Environment Policy is a statement of Eltronic Group and its subsidiaries' commitment to reducing the direct and indirect climate and environmental impact of our business. The purpose of this policy is to provide direction on sustainability, climate ambitions, and priorities across Eltronic Group and to ensure transparency in ESG governance.

This policy aligns with the Greenhouse Gas Protocol, which guides our approach to emissions accounting, environmental risk management, and climate-related transparency across scope 1, 2, and 3.

## 3 Ownership

The Climate and Environment Policy is owned and governed by the CEO and Board of Directors of Eltronic Group. The CEO of each subsidiary is obligated to implement and follow 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 and defines the sustainability strategy, including climate and environmental ambitions and is regularly informed on performance and initiatives related to sustainability. Eltronic Group has appointed an ESG Board with representatives from the major companies and relevant departments across Eltronic Group. The function of the ESG Board is to advise the Executive Board about the legal requirements, impacts, risks, and opportunities related to the ESG agenda. The ESG Board meets regularly to discuss the development and direction of the ongoing initiatives and reporting tasks.

## 5 Evaluation

The Climate and Environment 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 Climate and Environment 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 Eltronic Group that we have a shared responsibility to protect our planet and act sustainably. We are aware of the risks of contributing unduly to climate change and compromising the ability of future generations to meet their needs, through our operations and business model. Therefore, we will act with due diligence to reduce our negative impacts, and as a group, fulfill our role in mitigating climate change and conserving natural resources for both our customers and the suppliers over whom we can exercise influence.

To drive our work with climate and environmental impacts, we will continuously develop concrete ESG ambitions, targets and action plans. We focus on the environmental optimisation of both our operations and our products, and we strive for ambitious emission reductions.

## 7.1 Policy Statements

We will live up to our policy by:

- Gaining a complete overview of scope 1, 2, and 3 emissions, as well as product-specific GHG emissions, to use in decision making, both strategically and operationally.
- Continuously working to reduce environmental impacts from our own operations and apply due diligence in environmental-related questions initially related to our scope 1 and 2 targets.
- Demonstrating environmental responsibility by designing and manufacturing solutions that retain value beyond their end-of-life. This is achieved through close cooperation with customers and suppliers to design products where parts are reusable, and the amount of waste is minimized.
- When purchasing or leasing company vehicles, electric cars must be chosen. Exceptions allowing fossil fuel vehicles may only be granted in specific cases where charging infrastructure is insufficient to meet operational needs.

## 7.2 Policy Targets

We will live up to our policy by:

Reducing our scope 1 and 2 carbon emissions by:

- 42% by 2030
- 90% by 2040
- net-zero by 2050

The targets are absolute reductions from a 2022/2023 baseline and will be achieved through electrification, renewable energy sourcing, and energy efficiency improvements.