

Version History

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1	First version	2024/03/04	2024/06/02	Nino Glad
2	Updated environmental goals	2024/09/25	2024/09/25	David Ceder
3	Updated environmental goals	2024/10/20	2024/10/24	Bertil Nordenberg
4	Updated environmental goals	2025/08/12	2025/08/12	Sofia Hättström

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## Environmental Policy for Advantek Group AB

At Advantek Group AB, we are committed to reducing our environmental impact by integrating environmental considerations into our daily operations. We strive to maintain a sustainable and eco-friendly workplace while reducing our carbon footprint. Advantek is ISO 14001 certified. Therefore, we commit to the following:

- 1. Energy Consumption and Resource Efficiency:** We will work to reduce our energy consumption and promote the use of energy-efficient appliances and lighting systems. We will also prioritize the reuse and recycling of resources to minimize the amount of waste. In the first instance, used furniture, computers, and accessories should be purchased.
- 2. Climate Impact:** We aim to reduce our climate impact by promoting the use of public transportation and other sustainable means of transport for our employees' daily commuting. We will also encourage virtual meetings to reduce the need for travel. For longer journeys, priority should be given to train travel. All new company cars and employee cars at Advantek Group AB shall be electric vehicles as per the company's car policy, provided that our selected suppliers can deliver such vehicles. Employees at Advantek Group AB are offered the option to purchase bicycles through Epassi-bike via salary sacrifice to promote daily exercise and a healthier commute to and from work.

3. **Recycling and Waste Management:** We will prioritize recycling and proper waste management by implementing recycling programs and informing our employees about the importance of sorting waste correctly.
4. **Awareness and Education:** We commit to raising awareness and educating our staff about the importance of protecting the environment and promoting sustainable work practices. We will encourage our employees to actively participate in promoting environmentally friendly behaviors both in the workplace and beyond.
5. **Continuous Improvement:** We will continue to evaluate and improve our environmental performance through regular monitoring, evaluation and updating of our environmental goals and actions.

We commit to comply with all applicable environmental laws and other requirements related to our business and continually strive to reduce our environmental impact. Through these measures, we hope to contribute to a more sustainable and environmentally friendly future for our company and society at large.