



Sustainability policy



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Chief Sustainability Officer

Our Sustainability policy can also be found on our external web page: [Corporate Governance - AddSecure Group](#).

Introduction

The connected world and Internet of things (IoT) have a transformative impact on economies and societies. Connected smart solutions help organizations optimize and transform operational procedures, driving efficiency and sustainability gains across their value chains. However, as sensor-based and internet-connected devices multiply, handling data and communications in a secure way is more important than ever.

By providing secure IoT solutions, AddSecure contribute to society's sustainable transformation.

Purpose and scope

The purpose of our Sustainability Policy is to provide a framework for how we integrate sustainability in all our business functions and operations. It states the basic and common view within AddSecure on matters of environmental and social impact and the management thereof. The policy is supplemented by the AddSecure Code of Conduct.

The Policy applies to AddSecure and covers our business activities and operations globally. The Policy is reviewed on a yearly basis and is available to all our stakeholders on our external website.

Our view on sustainability

We aim to make the connected world a safer and smarter place. By providing secure IoT connectivity and end-to-end solutions we help transform and optimize customers' operations, with secure connectivity and data handling as the very foundation. Sustainability guides us in our daily operations as well as in our innovation and growth strategies. Sustainability inspires us to create profitable smart business in new ways and by new means.

Our impact

Our corporate strategy sets out from an understanding of the world's need for smart and secure IoT solutions to address the challenges of our time.

Our strategy defines five strategic areas that are essential for our ability to deliver on our ambition to make the connected world a safer and smarter place:

- **Deliver long-term *growth*:** We have set an ambitious growth target, aiming to expand the business and increase our impact by growing existing verticals and adding new ones, all while maintaining a high level of profitability. For resilience we operate an asset-light, mainly subscription-based business model with a high share of recurring revenue (>70%).
- **Build *trust* in our solutions:** As sensor-based and internet-connected devices multiply, they will handle even more life- and business-critical applications. Cyber threats seeking to damage data, steal digital assets, or disrupt digital life in general, are constantly evolving. At AddSecure, we aim to deliver solutions and data based on three guiding principles: confidentiality, integrity and availability.
- **Create customer *value*:** Our solutions address customers' challenges within often complex and regulated areas which require significant know-how and experience, often in a national context. At AddSecure we continuously work to improve our understanding of our customers' needs and their experience of doing business with us. This to develop solutions that meet customers' expectations and help them optimize their operations.
- **Attract, develop and retain *talent*:** We recognize our need for individuals with high levels of self-leadership and individual drive, with a joint vision and sense of purpose. At AddSecure we want to create a great place to work, seeing diversity as key for innovation.
- **Build *sustainable operations*:** Sustainability impacts customer demands as well as our own operations. At AddSecure we continuously work to improve the footprint from our own operations.

Governance

The quality of our relationships and engagement with our ***stakeholders*** is critical. Directly or indirectly, we affect what happens to employees, workers in the value chain, customers and local communities. Our ***Code of Conduct*** sets guiding principles on how we at AddSecure do business and what is expected of our employees. AddSecure's ***Business Partner Code of Conduct*** specifies minimum

requirements and expectations that our suppliers, third party intermediaries and other business partners must comply with when doing business with us.

We work to continuously improve the management of our environmental and social responsibilities.

- We work with clear and measurable objectives which are reported on in a transparent way, and any deviations (defined as a failure to satisfy the requirements of either the ISO standards for the certificates we hold, relevant third-party requirements or AddSecure's own targets) shall be handled and followed-up. Improvements are reached in a recurring process of enhancement consistent with this Policy.
- We consider sustainability aspects in profitability and risk analyzes, in business and product development, in provision of services, in investments and in communication with stakeholders.
- We base our sustainability work on scientific findings, international agreements and business-related frameworks. We comply with applicable laws and regulations. Internal routines translate external requirements into direct corporate action.
- We support voluntary agreements and business initiatives within our sphere of influence.
- We recognize that knowledge, awareness and commitment amongst our employees are prerequisites for us succeeding in managing the impact of our business operations. All employees shall have sufficient knowledge in order to recognize the importance of sustainability matters from a financial, social and environmental perspective.

Audience

This policy applies to all entities within the AddSecure Group.

Roles and responsibilities

This policy is approved by the Board of Directors.

The Chief Executive Officer (CEO) is responsible for ensuring compliance with this policy.

The Chief Sustainability Officer (CSO) is the owner of this policy and is responsible for coordinating, driving implementation and for reporting on progress. Each Chief of Group Function and Business Unit President is responsible for ensuring that activities carried out and instructions adopted are in accordance with this Policy.

Exceptions

Any need for exceptions to this policy must be clearly defined and documented. All exceptions shall be approved by the Board.

Monitoring of compliance

- This policy is annually approved by the Board of Directors, following a review by the policy owner for content and correctness.
- The policy owner annually reports on policy compliance to the CEO or directly to the Board of Directors.
- The policy owner is responsible for coordinating and driving the overall sustainability agenda within AddSecure.

References

- [AddSecure Code of Conduct](#)
- [AddSecure Business Partner Code of Conduct](#)
- [Managing chemicals and substances in products](#)
- [Meeting and travel guideline](#)
- [Environmental aspects](#)

Properties

Owner



Johanna Giorgi

Approver



Stefan Albertsson

Approved by Board

December 19, 2024

Next review

December 19

Effective from

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Classification

Public-External