

HANZA Sustainability Policy

Introduction

At HANZA, we are committed to conducting our business responsibly and sustainably, in close collaboration with our customers. We recognize that our decisions affect people, society, and the environment, and we work to minimize negative impacts while creating long-term value. Sustainability is integrated into our daily operations and is an important part of both our competitiveness and our contribution to a more sustainable society.

Purpose

Our approach to sustainability is guided by our commitment to the UN Global Compact, our certified management systems (ISO 9001, 14001, 45001, 27001), and our internal sustainability governance framework.

The purpose of this policy is to define the framework for sustainability in HANZA. We aim to:

- Meet the expectations of our stakeholders.
- Contribute to global sustainable development.
- Ensure a structured management of sustainability-related impacts, risks, and opportunities.
- Increase transparency and accuracy in sustainability reporting.
- Comply with the Corporate Sustainability Reporting Directive (CSRD) and the Swedish Annual Accounts Act.

Scope

This policy applies to all individuals working for or on behalf of the HANZA Group at all levels and locations. This includes employees, agency workers, consultants, sub-contractors, and any other third parties performing services for HANZA.

Material areas

Environmental responsibility

We are committed to reducing our environmental footprint by focusing on:

- **Climate change:** Reducing greenhouse gas emissions through energy efficiency, innovation, renewable energy, and responsible sourcing.
- **Pollution:** Minimizing emissions, waste, and ensuring safe handling of materials.
- **Biodiversity:** Avoiding practices that harm ecosystems and promoting sustainable land and resource use.
- **Resources & circular economy:** Supporting customers in designing for durability and reuse, optimizing material use, and encouraging recycling and circular solutions.

Social responsibility

We recognize that our success depends on people:

- **Our workforce:** Providing a safe, inclusive, and respectful workplace, with investment in learning, well-being, and professional development.
- **Workers in the value chain:** Evaluating existing and potential partners to ensure they share our values and commit to fair labor conditions and respect for human rights throughout the supply chain.
- **Affected communities:** Acting transparently and responsibly in the communities where we operate, contributing positively to local development.

Governance and ethics

Strong governance underpins our sustainability work:

- **Company culture:** Fostering an open, supportive culture rooted in responsibility, teamwork, and continuous improvement.
- **Whistleblower protection:** Providing secure, confidential channels to report misconduct without fear of retaliation.
- **Anti-corruption & bribery:** Enforcing zero tolerance for unethical practices, in line with all applicable laws and standards.
- **Information security:** Protecting customer, partner, and employee data in accordance with ISO 27001.

HANZA's sustainability framework

We acknowledge that our operations impact people and the environment across the value chain:

- **Upstream:** Extraction and processing of raw materials and components.
- **Own operations:** Electronic and mechanical manufacturing processes.
- **Downstream:** End-users of customers' products, and end-of-life handling by society.

We are guided by:

- **Stakeholders:** Maintaining regular dialogue with key stakeholders, compiling insights annually, and communicating them to management and the Board of Directors.
- **Double Materiality Assessment (DMA):** Identifying significant impacts, risks, and opportunities. Our DMA is reviewed annually, aligned with CSRD requirements, and approved by the Board.
- **Policies:** Our sustainability work is supported by the Code of Conduct, Supplier Code of Conduct, Environmental Policy, HR Policy, DEI Policy, Information Security Policy, and Occupational Health & Safety Policy.

- **Risk Management:** Sustainability-related risks and opportunities are integrated into HANZA's overall risk management and strategic business development.

Targets, monitoring, and reporting

- **Responsibilities:** Clear responsibilities for sustainability impacts, risks, and opportunities are assigned within the organization.
- **Targets:** We set measurable sustainability targets for our most significant impacts. Examples include: reducing greenhouse gas emissions, increasing energy efficiency, raising the share of renewable energy, achieving gender balance in leadership, and improving supplier compliance rates. Targets are reviewed and updated annually.
- **Monitoring:** Progress on material topics is monitored at least annually. Results are presented to management and the Board of Directors.
- **Reporting:** An annual sustainability report is prepared in accordance with CSRD standards, ensuring transparency, credibility, and comparability. Processes for internal control and risk management in reporting are continuously improved.

Continuous improvement

Sustainability is a continuous process of learning and improvement. We regularly assess our performance, listen to stakeholders, and adapt our practices to meet emerging challenges and opportunities. This work is supported by our certified management systems, which ensure a structured approach to monitoring, evaluation, and improvement. By focusing on material impacts, engaging stakeholders, and adhering to international standards and legal requirements, we aim to create lasting value for society, the environment, and all our stakeholders.

Roles and responsibilities

Board of Directors – Highest decision making authority and has ultimate responsibility for ensuring that sustainability efforts are effectively governed and that goals are achieved.

CEO – Makes decisions on strategic sustainability issues, approves policies and targets. Ensures that sustainability is part of HANZA's strategy and that significant sustainability issues are integrated into the strategy, risk management, and acquisitions. Presents and is accountable to the Board of Directors for outcomes in internal sustainability processes.

Head of Sustainability - Develops sustainability work, supports implementation, and reports on progress.