

# Addovation Sustainability Policy

Addovation is a Nordic IT company that delivers business solutions and services that improve business processes

Addovation believes sustainability is an important area for the organization's survival and success. Our vision is to be involved in creating a sustainable future on a healthy and vibrant planet by considering environmental, social and economic aspects in our daily operations and long-term strategy. This includes complying to all relevant legal and regulatory obligations in the countries where we operate, as well as strive to prevent emissions. We are also committed to contribute to the UN's Sustainable Development Goals.

In our internal sustainability management, we must set an example and show that we take sustainability issues seriously. We achieve this through high competence, continuous improvements and by decreasing our environmental impact with each decision. We also believe that sustainability could be an acceptable argument for an increased cost. As a provider of IT-solutions, we strive to help our customers improving their sustainability performance as well, for example, through digitalization and streamlining of the customer's processes.

This policy applies to all employees, elected representatives, and those who temporarily represent the organization, for example, an external resource, when the organization finances this.

The policy and its related documents must be known, understood, and applied in daily operations. This is secured by internal communication, such as team and company information meetings. The policy will be made available in Addovation's standard document solution. Our aim is also to inspire employees to make sustainable choices even outside working hours.

Goals and key performance indicators will be available in additional policies, which will provide more concrete guidance on how we act to improve within the Sustainability area.

The organization works continuously to improve its internal sustainability management, including regularly reviews and evaluation of established policy documents. To follow up and develop goals, key performance indicators are set, followed up annually, and reported to the management team. The goals and key performance indicators are developed to align with the UN's Sustainable Development Goals.

Policy approved by Management team 2022-10-25