

# Environmental, Social and Governance (ESG) Policy

## Our Vision

Celltech is to be a leader in value-generating technical solutions for electrifying sustainable tomorrow.

## ESG at Celltech Solutions

At Celltech Solutions we truly believe that a sustainable business is built on a strong foundation of guiding principles shared by every Celltechnician.

### Environment

We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest threats to our planet Earth. This motivates us to do our part on a journey towards electrification of every industry and in turn creating a more sustainable world. How do we do it? By:

- Delivering industry leading battery systems which enable our customers to build applications leading to better working environments and living spaces with less noise and no exhaust fumes.
- Choosing like-minded suppliers and partnerships
- Closely monitoring CO2 emissions, waste management and use of natural resources in our operations
- Continuously improving environmental impact, efficiency, and recyclability of our products and operations

### Social

A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce, by:

- Making sure our production facilities and processes are safe
- Actively consult our employees and let them lead improvements
- Prioritizing mental health over schedules
- Mandatory training regarding first-aid and electrical safety, as well as regular surveys on employee well-being
- Embrace and value diversity in all its forms, whether gender, age, ethnicity, or cultural background



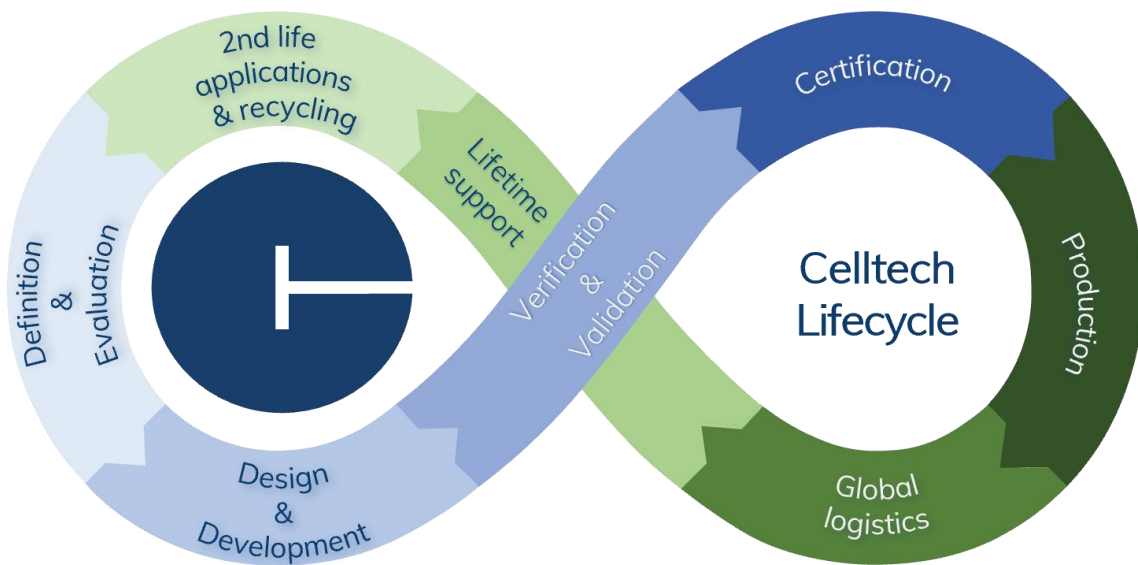
## Governance

Good business governance is essential in creating long-lasting relationships with our customers, suppliers, and partners. We strive to hold ourselves accountable and do what is right, in other words, to:

- Understand our customers, their needs, stakeholders, as well as their company values
- Offer exceptional service during all stages of the lifecycles of our products, from cradle-to-grave
- Adhere to our Code of Conduct and demand the same from our supply chain
- Allow our processes and performance to be assessed by third-party organizations and improve accordingly
- Fulfil all applicable legal and other requirements

## Our Approach

In addition to following these principles in our own work, we aim to develop ESG matters in the entire value chain. We deliver our sustainable battery solutions according to the Celltech Lifecycle approach, improving our customers' productivity, efficiency, working conditions and carbon footprint.



## Our Commitments

We are a part of Addtech AB, a member of the UN Global Compact initiative. The aim of the initiative is to get companies to take responsibility for the ten principles in areas such as human rights, working conditions, the environment and anti-corruption

<https://www.unglobalcompact.org/what-is-gc/participants/145525-Addtech-AB>

The Sustainable Development Goals are used to assess our impacts on sustainable development. We contribute positively to development towards the global goals by delivering technical solutions and products of significance for the transition to more sustainable communities and industries

<https://sdgs.un.org/goals>

For several years, Addtech has also reported to the Carbon Disclosure Project (CDP) to ensure transparency in climate-related reporting.

Since 2023 we have also committed to Science Based Targets for our Group, and we have set a target to be climate neutral for our own operation (scope 1 & 2) by 2030 and to set a roadmap for being climate neutral according to scope 1,2 and 3, no later than 2050.

