



ESG 2025

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A SUSTAINABLE WAY FORWARD

Sustainability is of crucial importance for both current and future generations. In a world where natural resources are limited and environmental challenges are growing, it is more important than ever that we take responsibility for our impact on the planet and the communities in which we operate. Sustainability is not a choice but a necessity. By prioritizing sustainability, we can tackle the major challenges our world faces and create a future where people and nature can coexist harmoniously. It is our collective responsibility to act now to protect our planet and ensure it remains a viable and thriving place for future generations.

Our natural resources such as water, land, forests and minerals are the basis for all life on earth and for many of the economic activities we depend on. By promoting sustainability, we ensure that these resources are used in a way that does not consume them faster than they can be regenerated, ensuring that they are available for future generations.

Economic Stability and Growth

Sustainability is not only good for the environment, but also for the economy. Companies that invest in sustainable solutions often become more resilient and efficient, leading to long-term economic stability and growth.

Social Responsibility and Justice

Sustainability is also about promoting social justice and well-being. This means ensuring fair working conditions, fighting poverty and supporting community development. By putting people at the center of our sustainability efforts, we contribute to a more fair and inclusive world where everyone has the opportunity to thrive and develop.

The Need for Responsible Leadership

In today's world, companies and organizations are expected to take responsibility for their impact on the outside world. By prioritizing sustainability, we show that we are willing to take responsibility and lead the way towards

a better future. This strengthens the trust of customers, employees and other stakeholders, and contributes to a stronger brand.

Long-Term Survival and Well-Being

Sustainability is fundamentally about long-term survival and well-being for everyone on earth, including us humans. By protecting and nurturing the environment and the communities we are part of, we ensure that future generations can live in a world where they have access to clean air, clean water and a healthy nature.

- We want to be an obvious part for the future!

CERTIFICATES & POLICIES

Our policies serve as a framework to ensure that everyone within the organization works towards the same goals, follows the laws and ethical guidelines that apply, and contributes to a safe and productive work environment.

Our company has developed and implemented policies that cover the areas that the UN Global Compact works with. This means that we actively support the principles of human rights, labor law, the environment and anti-corruption. Through our guidelines and internal processes, we ensure that our operations are conducted in a responsible and sustainable manner.

Contac is certified according to ISO 9001 and ISO 14001. ISO 14001 ensures that we work systematically to reduce our environmental impact, while ISO 9001 guarantees that we continuously improve our quality work and customer satisfaction. Together, these certifications form a strong foundation for our long-term sustainability and quality work.





WHISTLEBLOWING
ETHICS ALERT SYSTEM

CONTACT
TAKE BACK
PROGRAM

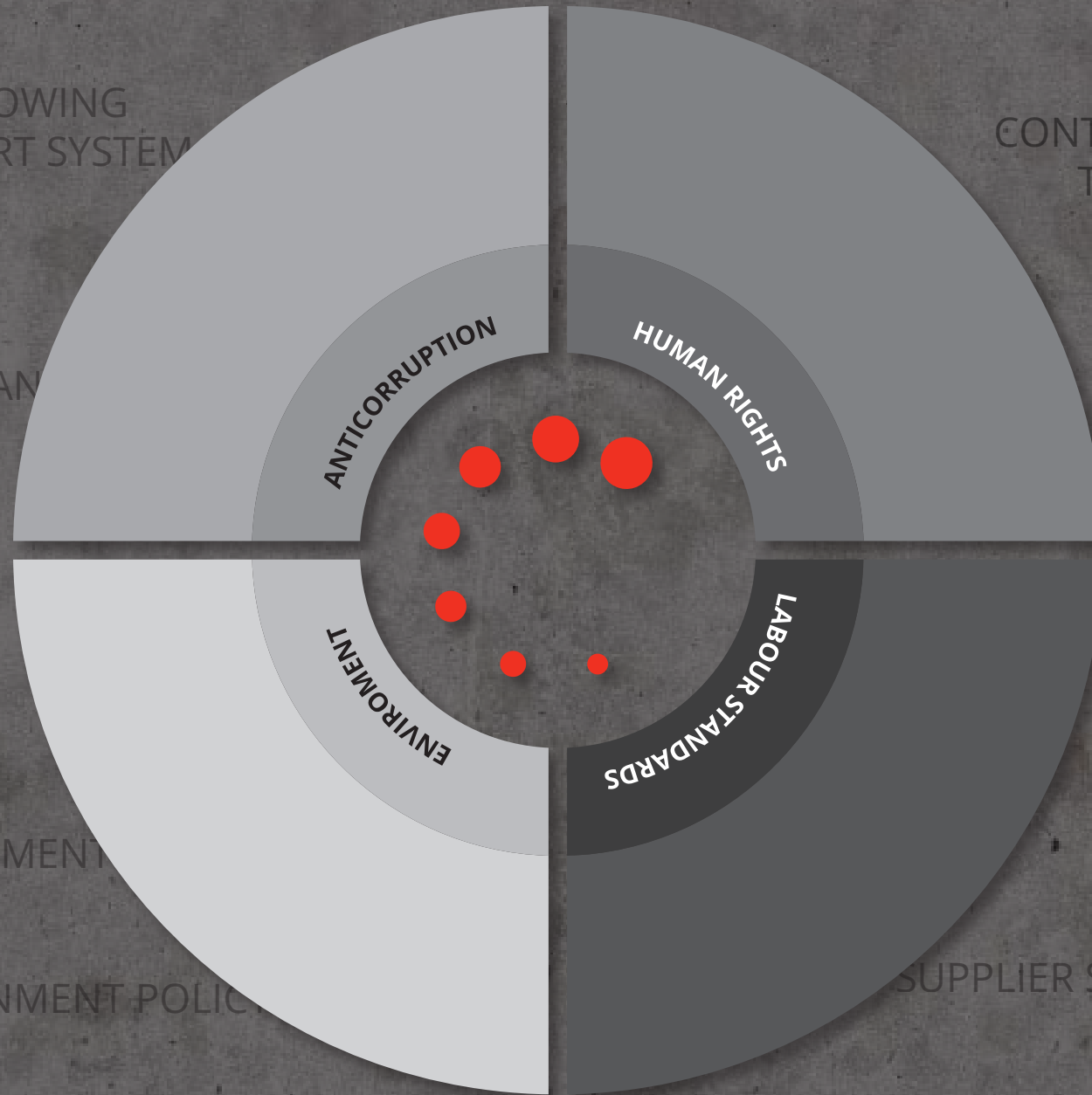
LABOR AND HUMAN
RIGHTS POLICY

CODE OF CONDUCT

QUALITY AND
ENVIRONMENTAL
POLICY

COLLECTIVE AGREEMENT

WORK ENVIRONMENT POLICY



SUPPLIER
CODE OF CONDUCT

SUPPLIER SELF ASSESMENT



REDUCED CO₂e
SINCE 2022

| - 52%

ENVIRONMENT

Through more efficient logistics solutions using renewable fuels together with conscious material choices, sustainability is created for both the product and the environment. We are continuously working to reduce our environmental impact through:

Freight: Planning and foresight create the best conditions for environmentally friendly logistics solutions. This is an area where we have a great opportunity to influence, which is why we work together with suppliers and customers to find the most efficient and environmentally friendly alternatives.

Waste management: We report all waste to follow both development and material recycling.

Business travel: As much as possible, we choose digital meetings over physical ones and trains over cars and planes. 75% of our company cars are plug-in hybrid and electric cars, an improvement from 40% in previous years. Our goal is 100%.

Energy consumption: About 84% of our energy consumption consists of *renewable energy. The goal is 100%.*

CO2e

CARBON FOOTPRINT

We are proud to say that our carbon footprint has continued to decrease, by a whopping 52% from 2022 and by 26% from the previous year. The work continues with the environment in mind towards new goals and improvements.

We calculate climate footprint according to GHG (Greenhouse Gas Protocol) measures the total amount of greenhouse gases emitted directly or indirectly by a business in 3 different scopes.

Scope 1: Direct emissions from sources owned or controlled by the organization, for example fuel combustion in own vehicles or factories.

Scope 2: Indirect emissions from purchased energy, such as electricity and heat, which is used in the organization's operations.

Scope 3: Other indirect emissions that occur in the organization's value chain, such as raw material extraction, transport and use of sold products.

2022

3,05
CO2e

2023

1,97
CO2e

2024

1,45
CO2e

CO2-INTENSITY
(CO2/TURNOVER IN MSEK)



WOMEN IN
LEADING POSITION | 50%



HUMAN RIGHTS

Our success depends on our employees and the communities in which we operate. In 2024, we focused on the following areas:

Workplace environment and safety: We have continued to improve our workplace environment through regular training to increase awareness of workplace safety.

Diversity and inclusion: We have actively worked to promote an inclusive workplace. Our workforce now consists of 45% women and 55% employees from diverse cultural backgrounds.



SUPPLIERS

By clearly communicating our policies and expectations we ensure that our suppliers follow the guidelines that are important to our business. We consistently maintain our requirements and cooperation with our suppliers by:

Clear contract terms: Establish detailed contracts that clarify all requirements, including quality standards, delivery times, sustainability criteria and social responsibility.

Communication and collaboration: We have an open dialogue with suppliers to be able to quickly identify and solve any problems. By working closely together, we can help suppliers to improve their processes and ensure they meet our requirements.



GOVERNANCE

*Good corporate governance is crucial to our long-term success.
In 2024, we have focused on the following areas:*

Ethics and regulatory compliance: We have strengthened our internal control structure and ensured that all employees and business partners follow our ethical guidelines. We have zero tolerance for corruption and have during the year conducted training for all employees.

Management composition: Our management has continued to be diversified, with 50% independent members and a balance of experiences and competencies that support the company's strategy.

Risk management: We have improved our processes for identifying and managing risks, particularly in areas related to ESG. This includes regular reviews of our ESG risks and their impact on our business.

REACH ROHS SVHC PFAS...

The list is long and much longer than that, we provide the information and documentation that is expected.

Electronics often contain complex components and materials, and by clearly reporting the content we can identify and manage hazardous substances that can be harmful to both people and the environment.

A correct material declaration also makes it possible to comply with international regulations, such as RoHS and REACH, and ensures that the products are safe to use, recycle and handle at the end of their life cycle. It also helps to facilitate recycling and the circular economy, as the materials can be disposed of responsibly.



MATERIAL DATA
SYSTEM



2026

Continue to improve our transparency and reporting in the ESG area.

2026

Reduce our waste & transporter

2026

Provide support for CSRD Reporting

THE JOURNEY CONTINUES

With responsible use of resources and a balance between economic growth, environmental protection and social responsibility, we reduce our environmental impact.

To ensure and measure our own target results, we use the sustainability programs Ecovadis and SupplierAssurance.

We are proud of the progress we have made in ESG in 2024, the journey is on and we continue to integrate EGS and create long-term value for our stakeholders.

