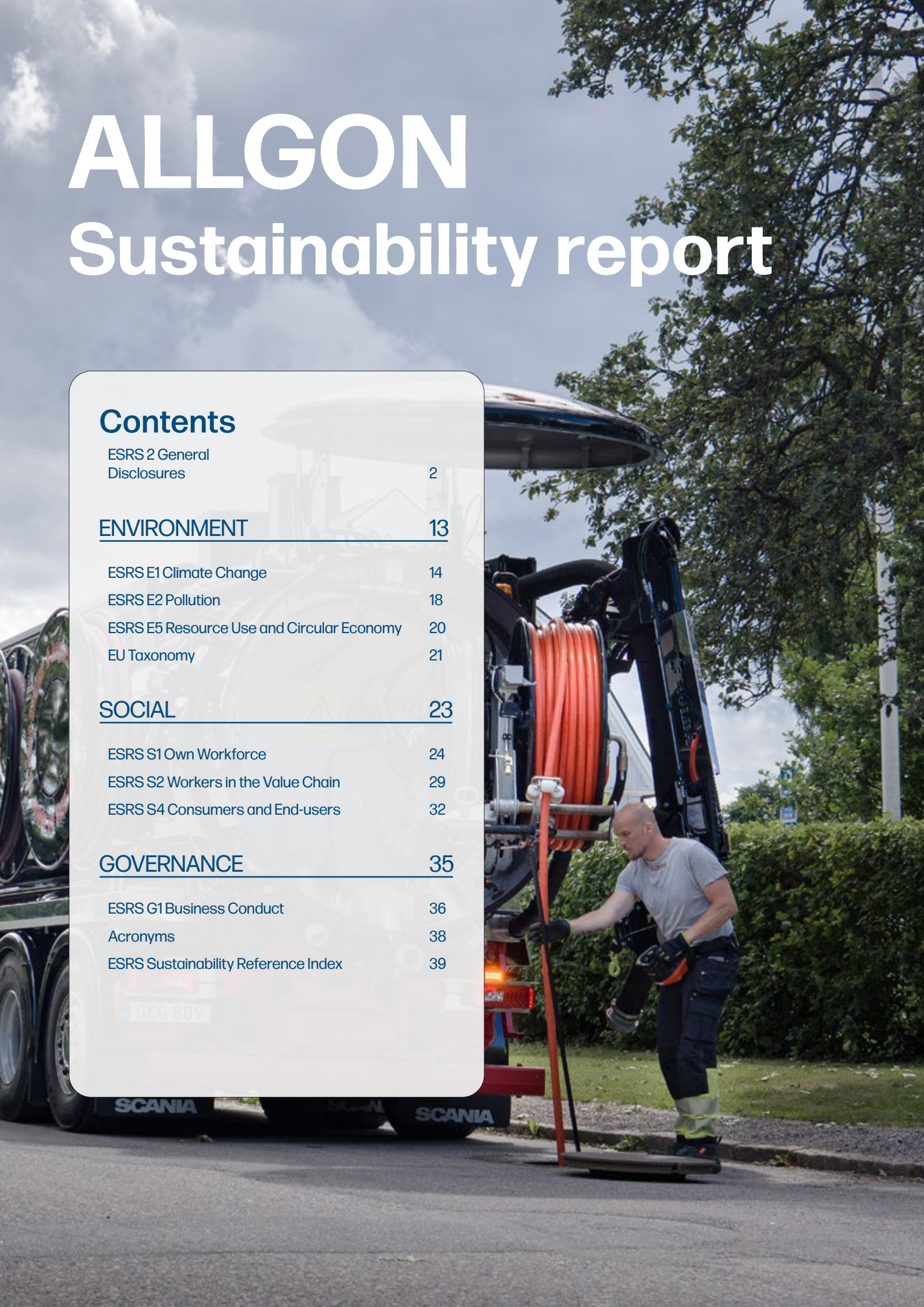
ALLGON
Sustainability report



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Key takeaways – Sustainability Report 2025

- Allgon voluntarily references its 2025 Sustainability Report to ESRS and has completed its first double materiality assessment, identifying seven material sustainability topics.
- Climate impacts are mainly driven by upstream activities, and a long-term sustainability roadmap is being developed focusing on supplier engagement, logistics optimisation, energy efficiency and circular design.
- Allgon's mission is to establish an industrial workspace that prioritizes user safety, health and well-being, supported by solutions engineered for the safest and most reliable wireless controls and machine communication.
- Social impacts highlight both progress and challenges, including strong workplace safety practices and skills development, alongside ongoing work to improve gender balance and diversity.
- Recognizing that human rights risks exist in upstream supply chains, Allgon is strengthening its responsible sourcing and due diligence processes. The company is reinforcing supplier requirements through robust policies, a dedicated Code of Conduct, the establishment of value chain traceability, and direct engagement with suppliers.
- Governance continues to be reinforced through clear roles, policies and internal controls, including ethics, anti-corruption measures and structured supplier management

Introduction to the Sustainability Report

Allgon's 2025 Sustainability Report provides an overview of our governance approach, sustainability performance and focus areas during the reporting year.

Although the Allgon Group is not formally required to report under the Corporate Sustainability Reporting Directive (CSRD) for the 2025 financial year following the European Commission's "stop-the-clock" decision, the Group has chosen to prepare this report on a voluntary basis, with reference to the European Sustainability Reporting Standards (ESRS), 2024's version. In parallel, the report fulfils applicable Swedish sustainability reporting requirements under Årsredovisningslagen (ÅRL) for the 2025 financial years in accordance with transitional provisions.

Allgon's decision to continue developing its sustainability reporting despite regulatory postponement reflects the Group's commitment to sound governance, transparency and long-term readiness for evolving regulatory and stakeholder expectations. ESRS has been used as the primary reporting framework to ensure structure, comparability and future-proofing. For selected disclosures, Global Reporting Initiative (GRI) Standards have been applied on a complementary basis, primarily to meet information needs and expectations of the Group's owner, Bure Equity.

During 2024, Allgon conducted its first double materiality assessment (DMA) in line with ESRS principles. The assessment involved structured engagement with key stakeholders and internal functions and identified material impacts, risks and opportunities (IROs) across the value chain from both an impact materiality and financial materiality perspective. The results of the DMA form the basis for the topics, priorities and disclosures presented in this Sustainability Report and inform the integration of sustainability considerations into the Group's strategy and business model.

A high-level overview of the DMA results is presented in a materiality matrix grouped by ESRS topic on pages 8. Detailed disclosures on each material sustainability topic, including governance arrangeme nts, policies, actions, targets and performance metrics, are provided in the Environmental, Social and Governance sections on pages 14–37.

ESRS 2 General Disclosures

BP1: Basis for preparation

The Sustainability report has been prepared on a consolidated basis, consistent with the basis of consolidation applied in the annual report. The consolidated sustainability-related data covers the Allgon Group and its subsidiaries, as further described in the annual report.

The double materiality assessment process described in IRO-1 includes impacts, risks, and opportunities (IROs) that extend to our upstream and downstream value chain. The extent to which our policies, actions, targets, and metrics extend to our value chain varies with each respective element of IRO management. They are, therefore, set out in our reporting on each topic. Further details are provided within each topical section of this Sustainability Report.

BP2: Disclosures in relation to specific circumstances

Changes since our last Annual Report include:

- A more structured sustainability reporting section aligned with emerging EU practices.
- Integration of the Group's first ESRS-inspired double materiality assessment.
- Additional disclosures and metrics inspired by ESRS and market expectations to support transparency and future regulatory readiness.
- No information corresponding to intellectual property, know-how, or the results of innovation has been omitted from the sustainability report
- In line with ESRS BP-2, Allgon applies the following time horizons in its sustainability-related assessments: short-term (approximately 1 year), medium-term (1–5 years), and long-term (beyond 5 years). These horizons are used consistently in the Double Materiality Assessment and in identifying material impacts, risks and opportunities.

Sustainability governance

GOV-1: Governance structure and roles

The Board of Directors has overall responsibility for overseeing Allgon's sustainability work. The Board receives updates on sus-

tainabilityrelated risks, opportunities and progress several times per year during regular Board meetings, and additional updates are provided when significant developments occur.
The Board reviews and approves the annual Sustainability Report, including the Double Materiality Assessment (DMA). It also approves major sustainabilityrelated policies and strategic initiatives. Any formal transition plan or sustainability roadmap will be submitted to and approved by the Board.
Group Management supports the Board by integrating sustainability considerations into strategic planning, business development and performance follow-up. Group Management regularly reviews the Group's sustainability approach, progress against material sustainability-related priorities and selected key performance indicators (KPIs).
While Allgon does not have a dedicated sustainability committee at Group Management level, the CEO and CFO are formally responsible for ensuring that sustainability considerations are integrated into strategic decision-making.
Operational responsibility for sustainability is assigned to the Sustainability, Quality and Product Compliance function, which is responsible for coordinating sustainability-related activities, policies, data collection and reporting across the Group. This function reports directly to the CEO and CFO.
The Board of Directors and senior management collectively bring expertise in engineering, business strategy, governance, global operations and compliance, which supports informed oversight of sustainability-related impacts, risks and opportunities. Further information on the composition and roles of the Board of Directors and Senior Management is available on the Allgon website: https://allgon.com/management-board/
The Board, Group Management and operational functions each play defined roles in managing sustainability-related impacts, risks and opportunities, in accordance with established governance structures and internal practices. Group Management's role in integrating sustainability into business planning and monitoring performance is reflected in regular management review procedures and follow-up processes.

Metrics	Description	2025	2025
Gender diversity – Board of Directors	Ratio of men/women	67% / 33%	67% / 33%
Gender diversity – Group Management (CXO)	Ratio of men/women	88% / 13%	63% / 38%

GOV-2: Integration of Sustainability in Governance

Sustainability-related matters are followed up through regular reporting routines to Group Management and the Board. During the year, they receive updates on key sustainability topics, including findings from the Double Materiality Assessment (DMA) and relevant sustainability-related developments.
During 2025, several EU sustainability regulations continued to evolve, and Group Management monitored these developments as part of Allgon's governance and risk-management processes. This included the EU Battery Regulation, where the application of certain due-diligence obligations was postponed to 2027 and technical implementation work progressed; the Packaging & Packaging Waste Regulation (PPWR), which entered into force in early 2025 with future requirements around recyclability, PFAS limits and harmonised labelling applying from 2026; the Omnibus changes to CSRD and CSDDD, which simplified and narrowed reporting and due-diligence scopes late in the year; and the EU's preparations for CBAM's transition to full implementation from 2026, supported by simplified rules and updated thresholds adopted in 2025.
Group Management incorporated the implications of these regulatory developments into internal planning, risk assessments and compliance processes. This included monitoring regulatory timelines, assessing potential impacts on Allgon's operations and supply chain, and updating data-collection routines where necessary.
Allgon embeds due diligence into governance, strategy and the business model by ensuring that material sustainability risks and impacts identified in the DMA inform how supplier requirements and Code of Conduct expectations are integrated into procurement, and how safety, regulatory compliance and long product lifetime are reflected in product design and development. This also includes considerations made when entering into major supplier contracts, strategic partnerships or other commercially significant commitments.
Group Management supports the Board by overseeing the operational implementation of sustainability-related activities. Sustainability matters are addressed through regular management forums and follow-up processes, including the monitoring of key ESG metrics, regulatory developments and progress against sustainability-related priorities. Identified risks or deviations are escalated through existing management routines to ensure appropriate corrective actions.
Sustainability targets and KPIs are developed through a structured process linked to the outcomes of the DMA. The Board and Group Management prioritise areas where the assessment identifies the most significant impacts, risks and opportunities, and where Allgon has the greatest ability to influence outcomes, such as climate-related emissions, resource efficiency, workforce well-being and responsible sourcing.
Targets are developed by operational functions in coordination with the Sustainability, Quality and Product Compliance team, reviewed by Group Management in annual strategy and business-planning processes, and tracked through regular management reviews. Progress is reported annually to the Board as part of the Board's scheduled meetings.

GOV-4: Statement on due diligence

Allgon applies a risk-based due diligence approach aligned with existing governance processes, internal controls and policies, including the Code of Conduct, Supplier Code of Conduct and management systems for quality and environment.
Information on how due diligence principles are reflected in this Sustainability Report is summarised in the table below. Due diligence activities primarily address both people-related and environment-related impacts, risks and opportunities across Allgon's own operations and value chain.

GOV-5: Risk management and internal controls over sustainability reporting

Core elements of Due Diligence	Paragraphs in the Sustainability Report	Does the disclosure relate to people and/or the environment?
a) Embedding due diligence in governance, strategy and business model	GOV1, GOV2; SBM1	People & Environment
b) Engaging with affected stakeholders	SBM2; S12; S22; S43	People (environmental topics may be addressed indirectly through supplier engagement and policies)
c) Identifying and assessing adverse impacts	IRO1; IRO2; IRO3; DMA description	People & Environment
d) Taking action to address adverse impacts	Topicspecific Actions (E, S, G sections)	People & Environment
e) Tracking effectiveness and communicating	Targets and Metrics (S14, S25, Esections)	People & Environment

Allgon has established a sustainability reporting manual that defines responsibilities, data owners and reporting instructions across the Group. During the 2025 reporting cycle, additional staff has been assigned to strengthen coordination and support subsidiaries in the data collection process. Each subsidiary is responsible for providing correct and complete sustainability data in line with the manual, while the Sustainability, Quality and Product Compliance function consolidates the information and performs initial completeness and consistency checks. Work is ongoing to further structure routines, strengthen internal controls and improve documentation and traceability ahead of future reporting cycles.

SBM1: Strategy, business model and value chain

Sustainability is a central aspect for the Group and is integrated at the highest level. Allgon's core values include care for a safe and sustainable future, which aligns with the company's mission to create safe, user-friendly working environments through high-quality industrial wireless control solutions with low environmental impact. Growing awareness and expectations from customers and society are driving new demands, and sustainability is viewed as an opportunity for business development and a source of long-term competitive advantage. [mb.cision.com]

Safety is also an important sustainability aspect for Allgon. By enabling operators to control potentially hazardous equipment remotely, Allgon's solutions contribute to safer and more efficient industrial workplaces for partners and end-users. High product quality, durability and reliability are therefore central to our value creation and embedded in our engineering and design processes.

Our sustainability strategy focuses on:

• Reducing our carbon footprint across operations and the supply chain

• Integrating sustainability into all business processes and decision-making [allgon.com]

Further high-level information on Allgon's long-term strategy is available on the Group website (www.allgon.com/strategy)

Value Chain Overview

Allgon's value chain spans upstream, own operations, and downstream activities:

- **Upstream**
  - Raw material extraction
  - Component manufacturing (primarily in Asia)
  - OEM/assembly partners
  - Logistics and inbound transport
- **Own Operations**
  - Assembly and production facilities in Xiamen (China), Dalarna (Sweden) and Turin (Italy)
  - Engineering and R&D hubs in Gothenburg (Sweden), Dalarna (Sweden), Turin (Italy), Xiamen (China) and other locations
  - Subsidiary-level functions, including sales, customer support with direct responsibility for customer relationships and local market engagement
  - Group-wide functions and governance
  - Service providers (e.g., cleaning, facility support)
- **Downstream**
  - Customers and partners serving relevant markets in Europe, North America and other regions, through which products are distributed or integrated into customer solutions and used in endcustomer applications.
  - End-of-life handling through Extended Producer Responsibility (EPR) schemes

Products and Brands

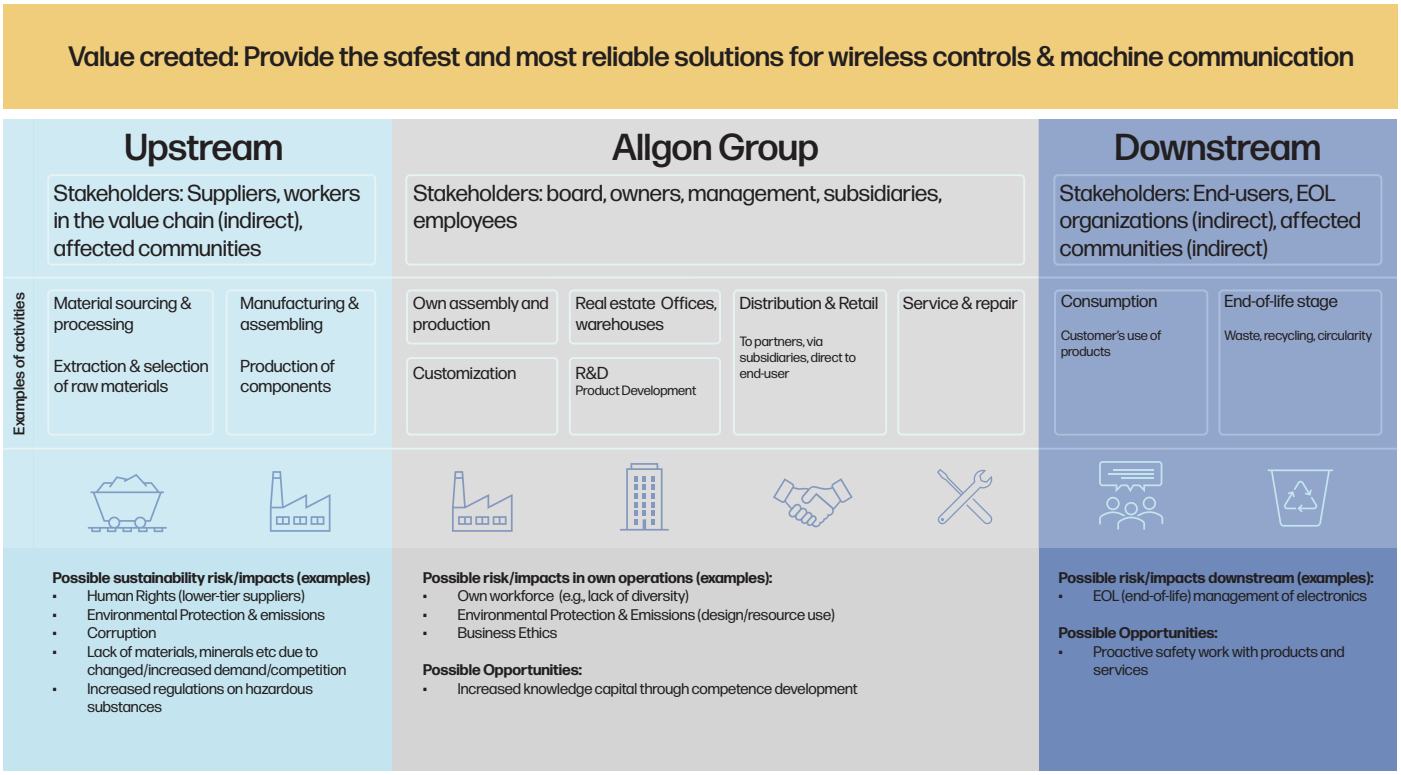
Core offerings include industrial remote controls and radio control systems under the brands Åkerströms, Tele Radio and Sistematica.

Material Inputs and Risks

Allgon purchases Allgon purchases a range of material inputs, including plastics and polymer components, electrical and electronic parts, and fabricated items containing metals such as copper, aluminium and steel. The Group also relies on various indirect goods and services that support operational activities.

Value Chain Illustration

The graphic below visualizes these stages and highlights key activities, stakeholders, and sustainability impacts, risks and opportunities.



SBM-2: Interests and Views of Stakeholders

Key Stakeholder Engagement Overview

Stakeholder	Engagement	Outcome
Employees	• Employee surveys & pulse checks (incl. eNPS) to identify strengths, wellbeing needs and improvement areas. • Quarterly allhands meetings to foster transparency, alignment and belonging. • Onetoone meetings & development dialogues to support growth, motivation and performance followup. • Employee handbook (Sweden) to clarify policies and connect culture to practice.	• eNPS and feedback guide workplace improvements, policies and development initiatives • Supports engagement and a strong "One Allgon" culture.
Customers (Partners, OEMs, Endusers)	• Account dialogue and customer feedback to build trust and longterm partnerships. • Customer support & aftersales services to improve service experience • Sustainability & compliance dialogue to ensure compliance and transparency • Product development input to align solutions with customer needs and sustainability expectations.	• Insights guide product development, compliance activities and service quality. • Feedback supports new product concepts, improvements and endoflife initiatives.
Suppliers	• Supplier Code of Conduct & due diligence to ensure ethical, social and environmental standards. • Environmental requirements (e.g., ISO 14001) to support environmental objectives. • Performance monitoring & reviews to secure quality, reliability and longterm collaboration.	• Reviews confirm compliance; gaps are addressed through supplier development. • Engagement improves processes, specifications and sustainability risk management.
Owner (Bure Equity)	• Regular reporting on financial, sustainability & compliance matters to ensure transparency and accountability. • Strategic dialogue to align on goals, priorities and risk management • Compliance assurance to ensure adherence to governance standards.	• Owner expectations guide strategy, planning and resource allocation. • Strengthens the quality of financial and sustainability reporting.
Regulators / Authorities	• Monitoring regulatory updates to ensure compliance with product and sustainability requirements. • Education & awareness activities to integrate new requirements into internal processes.	• Regulatory input informs product design, policies and compliance processes. • Training supports continuous compliance.
Board of Directors	• Governance and oversight to ensure integration of sustainability into strategy and longterm development. • Strategic approvals to guide investments, objectives and reporting.	• Business requirements reviewed and met. • Progress monitored throughout the year.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model -an overview

The material impacts, risks and opportunities identified through the Double Materiality Assessment influence Allgon's strategic priorities and how sustainability considerations are integrated into the business model. Key areas such as product safety, climate-related impacts, upstream supply-chain risks and workforce-related matters guide where the Group focuses its sustainability efforts, target setting and resource allocation. These material topics also inform product development, sourcing decisions and longer-term planning, ensuring that sustainability aspects contribute to value creation, operational resilience and long-term competitiveness.
Management incorporates relevant IROs into strategic analysis tools such as SWOT and, where appropriate, PESTEL assessments. This helps ensure that material sustainability matters are considered alongside broader strategic drivers. While these IROs inform direction and priority setting, they form part of a wider risk and opportunity landscape that also includes market developments, technological shifts, competitive dynamics and financial considerations.
Further details on Allgon's strategic responses to specific material topics are provided under each corresponding ESRS disclosure.

IRO-1: Process for Identifying and Assessing Material Impacts, Risks and Opportunities

To comply with CSRD and ESRS, a structured process was applied to identify and assess material sustainability topics from both impact and financial perspectives. Originally established in 2024, this Double Materiality Assessment (DMA) was further updated in 2025 to ensure continued accuracy and alignment.

Identification

- Reviewed ESRS topics and adapted descriptions to Allgon's operations.
- Screened relevant/non-relevant topics.
- Mapped the value chain
- Conducted stakeholder dialogue and compiled results.
- Identified negative/positive impacts, risks, and opportunities.

Assessment

- Held Workshop 1 for identification and prioritization.
- Prepared preliminary assessment based on severity, likelihood, and financial consequence.
- Reviewed and adjusted internally.

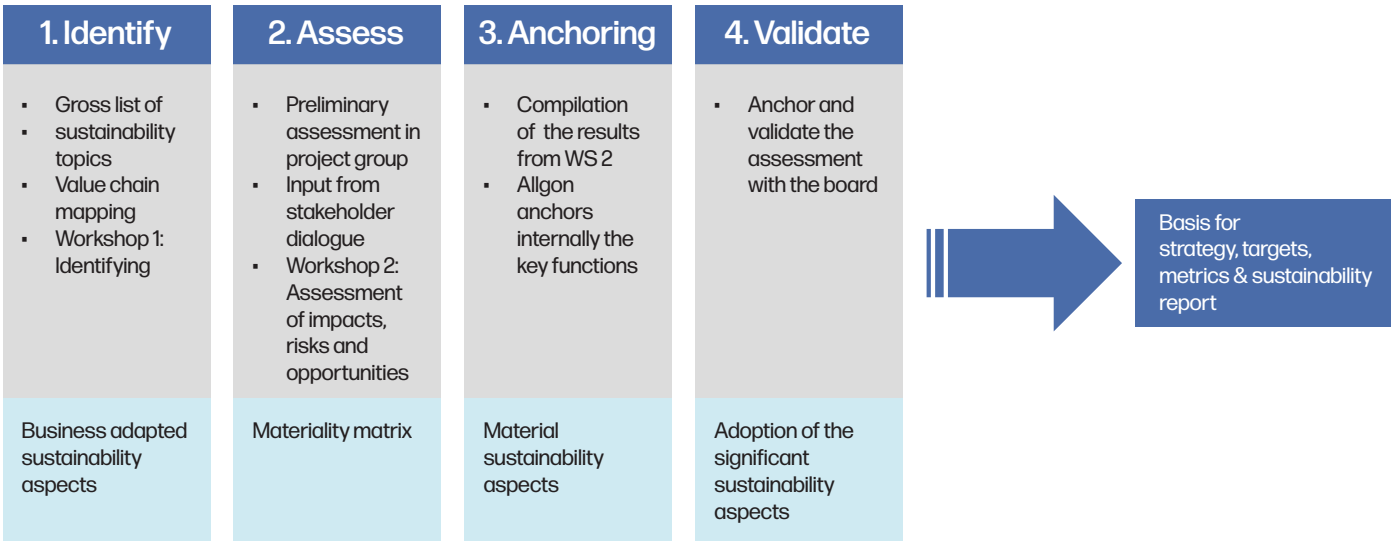
Anchoring

- Workshop 2 with management to validate and refine results.
- Final compilation and internal presentation.

Validation

- Board review and approval of assessment and results.
- Material topics confirmed as basis for strategy and disclosures.

See process illustration below for visual overview.



Materiality scoring approach

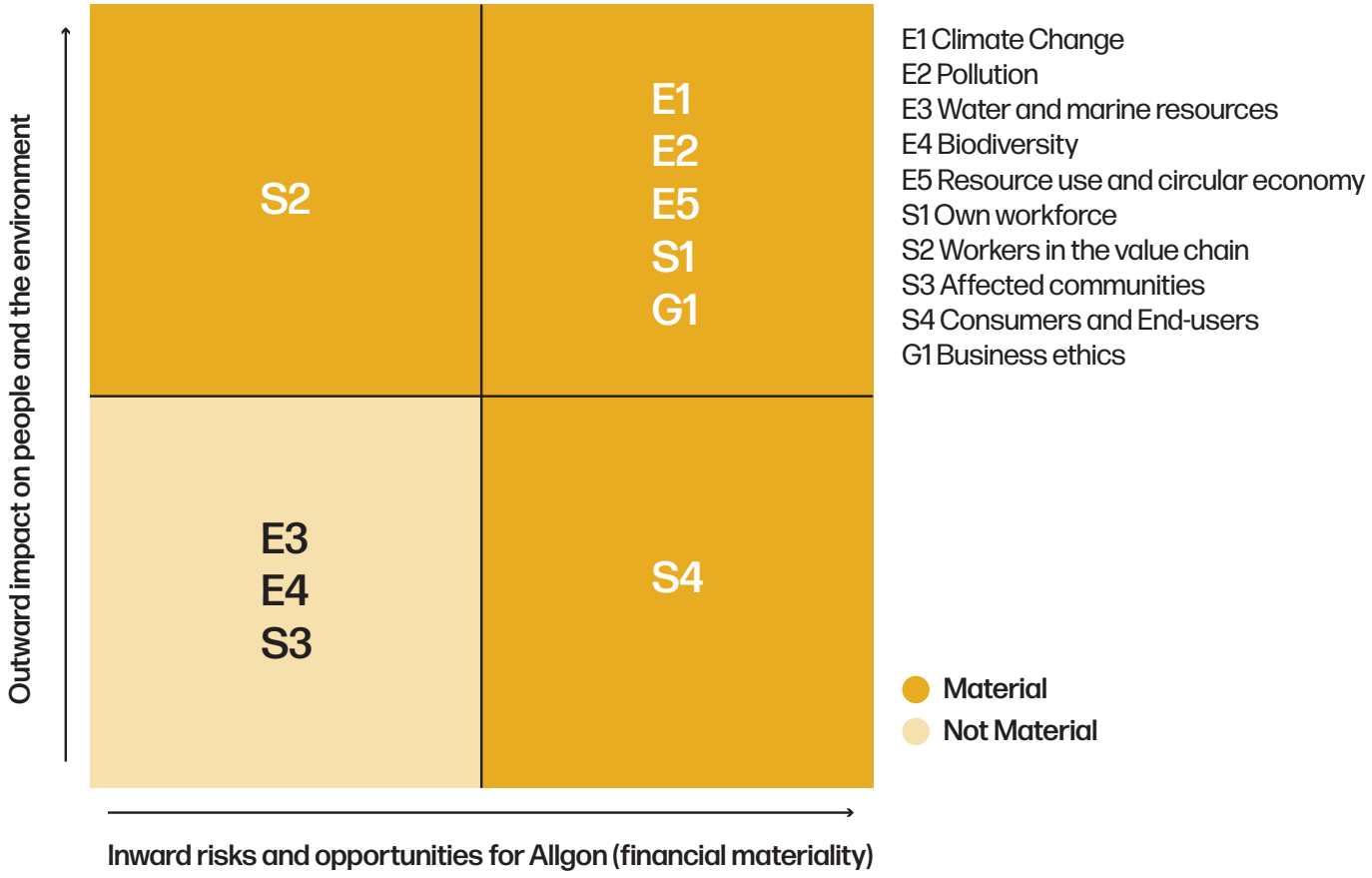
Allgon applies the double materiality principle in line with CSRD and ESRS. The process combines impact materiality (effects on people and the environment) and financial materiality (risks and opportunities for Allgon).

- Impact materiality: Scale, scope, irremediability, and likelihood of impacts (based on whether an impact is positive/ negative and actual/potential)
- Financial materiality: Financial magnitude of risk/opportunity, likelihood, and the nature of the financial effect.

A sustainability matter was deemed material if at least one IRO was above the threshold, indicating either impact materiality, financial materiality, or both. Non-material sustainability matters were those where no IRO was identified or all IROs were found to fall below these thresholds. The assessment applies Allgon's defined ESRS-aligned time horizons.

IRO-2: Disclosure and outcome of the materiality assessment -Materiality Matrix

A high-level outcome of our DMA is shown in the matrix aggregated per ESRS topic. Seven ESRS topics are material to Allgon with five of these topics having 'double materiality', i.e. they have both material impacts and financial risks or opportunities. Material topics for 2025 include **Climate Change (E1)**, **Pollution (E2)**, **Resource Use & Circular Economy (E5)**, **Own Workforce (S1)**, **Workers in the Value Chain (S2)**, **Business Conduct (G1) and S4 (Consumers) and End users**. These form the basis for strategy, targets, metrics and sustainability report.



Summary of Material impacts, risks and opportunities (IROs)

Material impacts, risks and opportunities have been assessed across Allgon's value chain (upstream, own operations and downstream) and over short, medium and longterm time horizons as defined in ESRS 1. An overview is provided below; further details are presented under each relevant ESRS disclosure.

Environmental Impacts, Risks and Opportunities:

IROs				Value Chain			Time horizon		
				Upstream	Own operations	Downstream	Short term	Medium term	Long term
E1 Climate change	Climate change mitigation	Transport (incl. work travel), air, road/boat freight, leasing cars, employee commuting.	Actual negative impact	•	•	•	•		
		Develop service offers - new services/business/customers	Opportunity		•	•			•
	Energy	Energy consumed and emissions from purchased goods and services. Amount and types of energy consumed at Allgon sites and in own production Energy use and emissions from products in use	Actual negative impact	•	•	•	•		
		Investment in own renewable energy (production) in Dalarna Sweden	Actual positive impact		•		•		
E2 Pollution	Pollution of air	Emissions from transport (e.g. Nox, Sox, particles). Raw material production emissions.	Actual negative impact	•			•		
		Emissions from raw material and product/component manufacturing (incl. office IT)	Actual negative impact	•			•		
	Pollution of water	Boat transport emissions (SOx, acidification) & raw material production emissions	Actual negative impact	•			•		
		Emissions from raw material & component production (incl. contaminated water, EOL electronics)	Actual negative impact	•		•	•		
E2 Pollution	Pollution of soil of soil	Emissions from the production of raw materials (e.g. lithium for batteries	Actual negative impact	•			•		
	Substance of very high concern	Use of chemicals in products and in supply chain	Actual negative impact	•		•	•		
		Increased regulations globally. Substitute components.	Risk	•	•			•	
E5 Resource use and circular economy	E5: Resources inflows	Mining, sourcing, and use of virgin/renewable materials for/in Allgon products e.g. metals, minerals.	Actual negative impact	•			•		
		Extraction, production and use of other products/materials e.g. IT equipment	Actual negative impact	•	•		•		
		Dependency of finite resources (e.g. minerals, metals)	Risk	•	•				•
	E5: Resource outflows	New business/new customers, new cost model for increased possibility repair. Product/service development with long service life, resource-efficient design, and sustainable material choices.	Opportunity	•	•				•
	E5: Waste	Electronic waste and End-of-life treatment of (electronics and battery) products and if not managed in correct way	Actual negative impact	•			•		

Social Impacts, risks and opportunities

		IROs		Value Chain			Time horizon		
				Upstream	Own operations	Downstream	Short term	Medium term	Long term
S1 Own workforce	Equal treatment and opportunities for all	**Gender equality and equal pay for work of equal value** E.g. unequal gender balance, lack of diversity, discrimination, and harassment of employees, and lack of diversity in recruitment	Potential negative impact		•		•		
	Working conditions	**Secure employment** By actively improving the terms of employment, we aim to create a more supportive and rewarding work environment for our employees. We actively offer conditions above regulations in risk countries.	Actual Positive impact		•		•		
		Health and safety Proactive workplace safety to enhance safe working conditions above regulations. Training, opportunities for safety observations, ongoing risk assessments and defined processes for responding to accidents.	Actual Positive impact		•		•		
	Equal tratment and opportunities for all	**Training and skills development** Further training, internal skills development	Actual Positive impact		•		•		
S2 Workers in the Value chain	Woking Conditions	**Secure employment** – Risks for workers in raw material production in highrisk regions.	Potential negative impact	•	•	•	•		
		Working Time -Potential long hours in mining/service/raw material in highrisk regions.	Potential negative impact	•	•	•	•		
		Adequate wages – Low pay risks in raw material production and service work.	Potential negative impact	•	•	•	•		
		Social dialogue –Risk of limited worker voice in in raw material production and in service roles.	Potential negative impact	•	•	•	•		
		Freedom of association – Potential restricted union rights in value chain	Potential negative impact	•	•	•	•		
		Collective bargaining – Weak bargaining rights in value chain	Potential negative impact	•	•	•	•		
		Work–life balance – Excessive overtime in highrisk sectors.	Potential negative impact	•	•	•	•		
		Health & safety – Hazardous conditions in mining/processing	Potential negative impact	•	•	•	•		
	Equal treatment and opportunities for all	**Gender equality** – Potential gender gaps in supply chains.	Potential negative impact	•	•	•	•		
		Training & skills – Potential limited training in lowertier suppliers.	Potential negative impact	•	•	•	•		
		Disability inclusion – Low inclusion mainly upstream	Potential negative impact	•	•	•	•		
		Violence & harassment – Harassment risks in highrisk regions.	Potential negative impact	•	•	•	•		
		Diversity – Low diversity in raw material supply chains..	Potential negative impact	•	•	•	•		
	Other work related -related rights	**Child labour** – Child labour risks in raw material production	Potential negative impact	•	•	•	•		
		Forced labour – Forced labour risks in highrisk countries.	Potential negative impact	•	•	•	•		
		Adequate housing – Poor living conditions in some parts of supply chain	Potential negative impact	•	•	•	•		
		Water & sanitation – Limited access in upstream site and in production	Potential negative impact	•	•	•	•		
		Privacy – Weak privacy protections for workers.	Potential negative impact	•	•	•	•		

Governance - Impacts, risks and opportunities

IROs				Value Chain			Time horizon		
				Upstream	Own operations	Downstream	Short term	Medium term	Long term
G1 Business conduct	Corporate culture	Failure to meet customer sustainability requirements and reporting may limit access to capital may decrease reduced competitiveness	Risk		•	•			•
		Develop internal ethics and production guidelines beyond legal requirements to enable greener products and production may increase attractivenes	Opportunity		•			•	
	Management of suppliers	Weak supplier agreements and poor sustainability follow-up; wrong supplier/product investments could lead to increased cost.	Risk		•			•	
		Dependency on strategic suppliers, need switching to other suppliers due to lack of resources/materials could lead to increase dost	Risk		•				•
		Proactively build strong supplier relationships with fair terms and regular sustainability follow-ups to ensure stable supply and enhance reputation.	Actual positive impact	•	•			•	
	Corruption and bribery	Adhering to our policies e.g., Code of Conduct for employees and Code of conduct for suppliers. Prevention and detection of corruption and bribery	Actual positive impact	•	•		•		
		Incidents/cases of corruption and bribery in own organisation, partners or with suppliers could lead to increased cost and reputational bad-will	Risk		•		•		

ENVIRONMENT

ESRS E1 Climate Change

E1: Climate change related Impacts, Risks and Opportunities (IROs)

The materiality assessment described in disclosure requirement IRO-1 identified the following material impacts and opportunities.

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
E1 Climate change	Climate change mitigation	Transport (incl. work travel), air, road/boat freight, leasing cars, employee commuting)	Actual negative impact	Optimize logistics and integrate low carbon criteria in leasing cars criteria (see targets)	•	•	•	•		
		Develop service offers - new services/business/customers	Opportunity	Explore circular business models, design for repairability, launch service agreements		•	•			•
	Energy	Energy consumed and emissions from purchased goods and services. Amount and types of energy consumed at Allgon sites and in own production Energy use and emissions from products in use	Actual negative impact	Engage suppliers for transparency, set procurement criteria, monitor LCA data, collaborate on low-carbon components	•	•	•	•		
		Investment in own renewable energy (production) in Dalarna Sweden	Actual positive impact	Operate hydropower plant, contribute to grid,		•		•		

Allgon's total emissions decreased significantly between 2024 and 2025, mainly driven by reductions in Scope 3 Category 1 due to changes in purchasing volumes and the material mix. Transport-related emissions from upstream and downstream activities—including freight transport, leased vehicles and employee commuting—represent a notable environmental impact for Allgon. Although transport accounts for around 5% of total emissions in both 2024 and 2025, it remains significant due to the company's ability to influence logistics planning, transport modes and supplier choices. In 2025, transport emissions amounted to 1,073.9 tCO_2, covering both upstream and downstream freight. Purchased goods and services account for the vast majority of Allgon's emissions, representing approximately 90% in 2025, primarily driven by components such as integrated circuits and printed circuit boards. Low-emission alternatives are currently limited, and reliable life-cycle data is often unavailable, which restricts Allgon's ability to fully assess and manage these impacts. Emissions also remain outside the company's direct control, with medium uncertainty due to limited visibility into upstream processes and energy sources. Allgon aims to improve transparency and influence within the supply chain, although progress will depend on industry-wide developments. Scope 1 and Scope 2 emissions increased compared with 2024, partly because Certificates of Origin were not available for parts of the electricity used in 2025, resulting in higher market-based emission factors.

Most other Scope 3 categories showed moderate changes. The increase in Categories 4 and 9 (Upstream and Downstream transportation)—from 990 tCO_2e in 2024 (666.3 tCO_2e upstream + 323.7 tCO_2e downstream) to 1,073.9 tCO_2e in 2025—is mainly due to more complete reporting from additional subsidiaries. Business travel emissions decreased, while emissions from employee commuting increased due to improved data coverage and updated emission factors. Stakeholder dialogue confirms that upstream production and material-related emissions are perceived as one of Allgon's most significant negative environmental impacts. Energy consumption and cloud services within Allgon's own operations also contribute to greenhouse gas emissions. For cloud services, further details will be added as data availability improves. We have identified one positive impact: our investment in renewable energy at the Dalarna site, where a water power plant is now operational. This initiative contributes renewable energy to the grid and supports cultural and historical preservation. It is possible because we own the property, most of our other premises are rented, which restricts similar projects in other areas.

We have identified one climate-related opportunity. We anticipate a gradual shift toward products that enable greater circularity that may include approaches that support repairability, reuse, and alternative ownership models. By exploring these directions, we aim to align with evolving customer expectations for sustainable solutions.

E1-1: Transition plan for climate change mitigation

The company is developing a comprehensive climate transition plan iteratively, focusing on the decarbonisation levers most relevant to its footprint, such as supplier engagement, energy efficiency in operations, logistics optimisation, and selective renewable-energy sourcing.

Allgon's long-term ambition is to progressively align with the EU's 2050 climate-neutrality objectives. Interim milestones are under development and will prioritise actions that address the most material emission sources, including relevant Scope 3 categories. The priorities identified through the Double Materiality Assessment guide the climate focus areas.

The transition plan is expected to influence future investment decisions as decarbonisation initiatives become integrated into the company's CAPEX planning and product development cycles. The Board of Directors oversees climate-related strategy and will review and approve the transition plan and associated time-bound roadmap once established.

E1-2: Policies related to climate change mitigation and adaptation

Allgon's Environmental Policy provides the overarching framework for managing climaterelated impacts in operations and product development. The ISO 14001 environmental management system establishes the foundation for systematic climaterelated management across the organisation, including the identification of significant environmental aspects and actions to reduce energy use and emissions. ESRS reporting builds on this by defining how these practices are transparently disclosed.

Policy implementation focuses on improving energy efficiency, integrating climate considerations into design and procurement practices, and systematically addressing climaterelated risks and opportunities. Group Management holds overall responsibility for the policy, which is reviewed annually and published on the Group website.

The policy is integrated into Allgon's governance and operational processes through ISO 14001-certified sites. It applies to Allgon AB and all sites covered by the certification scope, including the product design site.

For related policy information on pollution, see disclosure E21, and for policies related to resource use and circular economy, see disclosure E5-1.

E1-3: Actions and resources in relation to climate change policies

- Optimisation of upstream transportation, including increased use of sea freight for inbound flows and improved logistics planning, resulting in reduced transport-related emissions.
- Measures to reduce emissions from company cars, including stricter emission criteria for all new leasing contracts within Åkerströms.
- Integration of circular design principles into long-term product and service strategies, supporting repair, refurbishment and reduced lifecycle environmental impact.
- Investment in renewable energy at the Dalarna site

E1-4: Targets related to climate change mitigation and adaptation

Transport is one of Allgon's largest environmental impact areas, and therefore two transportrelated targets have been established.

Upstream transport target

Allgon aimed to reduce upstream transport emissions by 15% in 2025 compared with the 2024 adjusted baseline of 647 tCO_2. During 2025, the Group increased the shift from air to sea freight for inbound shipments from Asia, resulting in 85% by sea from Vietnam and 46% by sea from China for hub-stocked products, alongside improved logistics planning. This means that Allgon achieved the transport emission reduction target for 2025 . Allgon will establish a new upstream transport reduction target for 2026, with the same level of ambition retained, although the exact figures are still being defined

Company car emissions

The majority of the Group's leased vehicles are part of Åkerströms' fleet, and therefore the companycar emissions target is set and monitored at subsidiary level. Åkerströms continues to apply stricter emission criteria for new leasing contracts (≤110 g CO_2/km). In 2025, the fleet average was 132 g CO_2/km, mainly due to older longterm leases that are still in effect. As these contracts expire during 2026 and are replaced with vehicles that meet the ≤110 g CO_2/km requirement, the target, although not reached in 2025, is expected to be achieved in 2026.

Product Life Cycle Assessment (LCA)

Allgon performs annual Life Cycle Assessments to evaluate environmental impact across product lifecycles. In 2025, an LCA was carried out for the new receiver (R30), identifying key materials and processes contributing to the largest impacts and supporting longterm ecodesign improvements. Usephase calculations for the R30 are still pending and will be incorporated once data is available.

As part of continuous improvement, Allgon plans to conduct an LCA for a new transmitter in 2026 to compare performance and assess improvements. This is feasible since an earlier transmitter LCA has already been completed, allowing for consistent comparison and further reductions in lifecycle impacts.

Renewable electricity

Allgon aims to increase the share of renewable electricity used at its offices to 70% in the near term and 100% in the long term, measured using Energy Attribute Certificates (EACs). The ambition is for the electricity mix to be fully renewable, excluding fossilbased and nuclear generated.

ClimateRelated Targets and Performance

Target Area	Description / Scope	Baseline	Target Year	Status / Result 2025
Upstream transport emissions	Reduce upstream transport emissions by 15% compared to the 2024 growth-adjusted baseline.	2024 actual: 666.3 tCO_2 2024 adjusted baseline (for target-setting): 647 tCO_2	2025	575.7 tCO_2
Companycar emissions (Åkerströms)	Apply stricter criteria so that all new leasing contracts ≤110 g CO_2/km.	2025 avg.: 132 g CO_2/km	2026	Expected to reach target ≤110 g CO_2/km as longterm contracts expire in 2026.
Renewable electricity (offices)	Increase the share of purchased renewable electricity used at offices, 70% initially, 100% longterm). Target defined using EAC measurement. (See note)	2024: 50.1%	70% (nearterm), 100% (longterm)	72%
Product LCA (R30 2025)	Conduct yearly Life Cycle Analyses for selected products (2025: R30). LCA identifies key materials/processes with highest environmental impact and improvement potential.	New in 2025	Annual	2025: LCA completed for R30. Usephase calculations pending. LCA for new transmitter planned for 2026 to assess improvements.

Note:
The renewable electricity target is defined using Energy Attribute Certificates (EACs). Since EACs were not available for the reporting period, the 2025 figure is based on supplierreported electricity mix. This differs from the methodology used for the Group's energy metrics in section E15 and will be aligned once EACs become available.

E1-5: Energy consumption and mix

Allgon discloses energy consumption by source (renewable vs. non-renewable) for own operations and will progressively improve coverage and accuracy for the value chain as feasible[1].

Metric	Unit	**2024**	2025
Fossil energy consumption	MWh	1,118.3	1,384.5
Share of fossil energy	%	65	52
Nuclear energy consumption	MWh	103.0	69.3
Share of nuclear energy	%	6	3
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	512.0	1,058.2
Consumption of selfgenerated renewable energy	MWh	0	154.7
Total renewable energy consumption	MWh	512.0	1,212.8
Share of renewable energy (w EAC)f	%	30	45.5
Total energy consumption	**MWh**	1,733.3	2,666.6

1. *Each category reported with one decimal.*

E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions:

Allgon discloses Scope 1, Scope 2 (market/location-based), and Scope 3 emissions, including upstream purchased goods and services:

	2024	2025	% change 2024→2025
Scope 1 GHG emissions[2]			
Gross Scope 1 GHG emissions (tCO2e)	201.2	278.6	+38.4%
Scope 2 GHG emissions			
Gross Scope 2 (location-based) (tCO2e)	177.5	250.0	+40.9%
Gross Scope 2 (market-based) (tCO2e)	155.8	258.1	+65.7%
Scope 3 GHG emissions			
Total Scope 3 GHG emissions (tCO2e)[3]	33,647.2	19,116.8	
3.1 Purchased goods and services	31,840.0	17,063.7	-46.4%
3.2 Capital goods	0.0	19.9	N/A
3.3 Fuel and energy-related activities	70.6	130.47	+84.9%
3.4 Upstream transportation and distribution & 3.9 Downstream transportation	993.6	1073.9	+8.10%
3.5 Waste generated in operations	2.9	6.07	+109.31%
3.6 Business travel	481.4	374.7	-22.12%
3.7 Employee commuting	166.9	441.9	+164.86%
3.12 End-of-life treatment of sold products	3.0	6.16	+105.33
Total GHG emissions (location-based)	34,025.8	19,645.4	−42.2
Total GHG emissions (market-based)	34,004.1	19,653.5	−42.2

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Total market-based GHG emissions decreased from 34,004 tCO_2e in 2024 to 19,116.8 tCO_2e in 2025. The reduction is mainly due to lower emissions in Scope 3 Category 1 (Purchased goods and services), reflecting reduced purchasing volumes and changes in material mix. Scope 1 and Scope 2 emissions increased due to missing Certificates of Origin for parts of the electricity used in 2025.

GHG mitigation projects through carbon credits. The Group does not purchase carbon credits and does not use offsets for meeting emissions-related targets. All reported emission reductions relate to actual operational improvements rather than offsetting mechanisms.

2. Climate-related information in this E1 section is prepared in line with ESRS principles and is based on available data, estimates and assumptions. Data for own operations is primarily derived from internal sources, while information related to the value chain, particularly purchased goods and services, is based on available secondary data where primary information is not accessible.

3. Scope 3 category 3.11 (Use of sold products) is not included, as Allgon does not yet have reliable usephase data for the full product portfolio and LCA usephase modelling is still in progress. Scope 3 category 3.8 (Upstream leased assets) is not applicable, as energy use in leased facilities is already captured under Scope 1–2 or category 3.1. Scope 3 category 3.9 (Downstream transportation and distribution) is partially reported: downstream transport data is included where available, but complete warehousecentre data could not be obtained for 2025.

ESRS E2 Pollution

E2: Pollution related Impacts, Risks and Opportunities (IROs)

The materiality assessment under IRO-1 identifies Allgon's material pollution-related impacts and risks across the value chain; no opportunities were identified.

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
E2 Pollution	Pollution of air	Transport emissions (NOx, SOx, particles). Raw material production emissions	Actual negative impact	Lower emission by route optimization;	•			•		
		Emissions from raw material and product/component manufacturing (incl. office IT)	Actual negative impact	Supplier due diligence; standards for responsible sourcing	•			•		•
	Pollution of water	Boat transport emissions (SOx, acidification) & raw material production emissions	Actual negative impact		•			•		
		Emissions from raw material & component production (incl. contaminated water, EOL electronics)	Actual negative impact		•		•	•		
	Pollution of soil	Emissions from raw material production (e.g., lithium for batteries)	Actual negative impact		•			•		
	Substance of very high concern	Use of chemicals in products and in supply chain	Actual negative impact	Substitution program; design-for-compliance; supplier	•		•	•		
		Increased regulations globally. Substitute components.	Risk	Regulatory monitoring; qualification of alternatives; inventory management	•	•			•	

Allgon's pollution-related impacts occur mainly upstream, where raw-material extraction, component manufacturing and chemical use can lead to emissions to air, water and soil. Transport activities also contribute to air pollutants, and sea freight may cause marine acidification. Upstream processes may involve hazardous substances such as PFAS or flame retardants, and improper end-of-life handling of electronic components or SVHCs can affect soil and water quality.

As most pollution impacts arise upstream, Allgon's influence is primarily exercised through supplier requirements, responsible sourcing and material substitution. Financial risks relate mainly to regulatory developments and SVHC compliance requirements that may affect product design and sourcing.

E2-1: Policies related to pollution

Allgon's Environmental Policy sets the overall framework for managing pollution-related impacts across the organisation. This includes emissions to air, discharges to water, and the handling, storage and disposal of hazardous substances. The policy commits Allgon to preventing pollution, minimising harmful releases and complying with all applicable environmental and chemical regulations.

The ISO 14001 environmental management system provides the operational foundation for identifying, assessing and mitigating pollution-related environmental aspects. Certified sites systematically monitor environmental risks related to substances, emissions and waste streams, and implement controls and continuous improvement measures. These include procedures for safe chemical handling, reduction of hazardous substances and prevention of unintended releases.

To ensure consistent pollution-risk management throughout the value chain, suppliers are required to comply with Allgon's Supplier Code of Conduct as well as relevant environmental and chemical legislation, including REACH and RoHS. This ensures that pollution-related risks are managed beyond Allgon's own operations.

The Environmental Policy applies to Allgon AB and all sites covered under the ISO 14001 certification scope. Policies and certificates are available on the Group website.

For related policy information on resource use and circular economy, see disclosure E5-1. For climate-related policy applications,

see disclosure E1-2.

E2-2: Actions and resources related to pollution

In 2025, Allgon mapped PFAS across relevant product groups to understand where these substances may be present in components and materials. Based on this mapping, the Group plans to substitute PFAS and other SVHCs where technically feasible, in line with upcoming regulatory developments and customer requirements. Continued supplier engagement and improved documentation processes will support this work going forward.

E2-3: Targets related to pollution

Pollution-related targets

Allgon does not have specific quantitative reduction targets for emissions to air, water or soil (excluding GHG). This is because most pollution-related impacts occur upstream in the supply chain, where the Group has limited operational control and limited ability to set measurable reduction targets at this stage. Instead, Allgon focuses on strengthening responsible sourcing and chemical compliance to reduce pollution risks over time.

Supplier compliance target

To support pollution prevention in the upstream supply chain, Allgon has set a target that 100% of Tier 1 suppliers sign the Supplier Code of Conduct by 2026, ensuring alignment on chemical regulations, handling of hazardous substances and environmentally responsible practices.

Link to other environmental targets

Targets related to carbon footprint, renewable energy and circularity are presented under E1 (Climate) and E5 (Resource Use and Circular Economy).

ESRS E5 Resource Use and Circular Economy

E5: Resource Use and Circular Economy related Impacts, Risks and Opportunities (IROs)

E5 covers resource inflows (including raw material use), resource outflows related to products and services, and waste management. For Allgon, this topic is material because products contain metals and minerals (e.g., gold, tin, lithium, cobalt, graphite, nickel, tantalum) which may be sourced from high-risk areas with significant environmental and social impacts. Circular economy approach aims to reduce virgin material use, increase reuse and recycling, and extend product lifecycles.

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
E5 Resource use and circular economy	E5: Resources inflows	Mining, sourcing, and use of virgin/ renewable materials for/in Allgon products e.g. metals, minerals.	Actual negative impact	Procurement requirements aligned with environmental policies;	•			•		
		Extraction, production and use of other products/materials e.g. IT equipment	Actual negative impact		•	•		•		
		Dependency of finite resources (e.g. minerals, metals)	Risk		•	•				•
	E5: Resource outflows	New business/new customers, new cost model for increased possibility repair. Product/service development with long service life, resource-efficient design, and sustainable material choices.	Opportunity		•	•				•
	E5: Waste	Electronic waste and End-of-life treatment of (electronics and battery) products and if not managed in correct way	Actual negative impact		•			•		

Allgon's resourcerelated impacts arise mainly in the upstream value chain, where the extraction and processing of metals, minerals, plastics and electronic components contribute to resource depletion and environmental pressures. Additional material use in own operations, such as IT equipment, also increases resource consumption. Endoflife treatment of electronic and batterypowered products may cause negative impacts if not handled responsibly, particularly in markets with insufficient recycling infrastructure. Circularity presents several longterm opportunities for Allgon. Designing products with longer lifetimes, improved repairability and more resourceefficient material use can reduce environmental impacts and support customer expectations for durable and sustainable solutions. Such improvements enable new servicebased business models, reduced waste, and more efficient material flows across the value chain.

Dependency on finite resources such as metals and minerals introduces operational and financial risks, including potential supply disruptions, increased costs and the need for redesign. Upcoming regulations on hazardous substances and material content may also require changes in product design or supplier selection. These risks highlight the importance of responsible sourcing, increased use of recycled materials and integrating circulareconomy considerations early in the design process.

E5-1: Policies related to resource use and circular economy.

Allgon's Environmental Policy and Code of Conduct provide the framework for managing resource efficiency and circularity across the value chain. The policies promote waste minimisation, reuse and recycling, reduced packaging, and the use of recycled and nontoxic materials where technically feasible.

Suppliers are required to follow Allgon's Supplier Code of Conduct and comply with all applicable environmental and chemical regulations, including REACH and RoHS, ensuring responsible material use and safe handling of substances across the supply chain.

ISO 14001certified sites systematically identify, monitor and manage environmental aspects related to resource use and waste. This includes actions to reduce material consumption, increase recycling rates and improve operational circularity.

Policies and certificates can be accessed via our Group website.

For climaterelated policy information, see disclosure E12, and for pollutionrelated policy applications, see disclosure E21.

E5-2: Actions and resources resource use and circular economy

In 2025, Allgon focused on foundational circulareconomy work by continuing PFAS/SVHC mapping to support future substitution and by following up supplier compliance through the Supplier

Code of Conduct. Producer responsibility schemes for electronic products and batteries were maintained in relevant EU markets to ensure responsible end-of-life handling.
Going forward, Allgon aims to gradually integrate circulardesign principles into product development and explore increased use of recycled materials where technically feasible. Supplier engagement on responsible material choices will continue to be strengthened over time.

E5-3: Targets related to resource use and circular economy

Supplier compliance: See E2 for targets;
Circularity: Increase share of recycled material in products and packaging by 2030; annual milestones for design improvements and material substitution.

E5-5: Resource Outflow

Recycled Waste generated in the company's own operations

Category	Treatment / Waste type	Tonnes 2025
Total waste generated[4]	—	**21.29**
Waste diverted from disposal		
	Preparation for reuse	1.11
	Recycling	11.36
	Other recovery	0.00
	Subtotal – diverted from disposal	**12.47**
	Hazardous waste (diverted)	0.00
	Nonhazardous waste (diverted)	**12.47**
Waste directed to disposal		
	Incineration	7.98
	Landfill	0.85
	Other disposal	0.00
	Subtotal – directed to disposal	**8.83**
	Hazardous waste (disposed)	0.00
	Nonhazardous waste (disposed)	**8.83**
Key KPI	Percentage of nonrecycled waste	**41.46**

EU Taxonomy

Allgon has initiated a preliminary assessment of its potential alignment with the EU Taxonomy for sustainable activities. During the reporting year, the company began mapping activities to understand whether any operations may fall within the scope of the regulation. At present, Allgon does not plan to continue this work unless future regulatory requirements make taxonomy reporting mandatory for the company.

4. 2025 wastetreatment data is shown. 2024 data is not comparable due to different categories and reporting methods. 2024 waste generationdata include 1,759.4 tonnes of non-hazardous waste and 1.8 tonnes of hazardous waste, amounting to a total of 1,761.2 tonnes


ELIZA
ÖSTRÖMS


SOCIAL

ESRS S1 Own Workforce

S1: Own Workforce related Impacts, Risks and Opportunities (IROs)

The table below summarises the identified impacts related to Allgon's own workforce. The assessment covers valuechain position and relevant time horizons.
All identified IROs for ESRS S1 relate to own operations.

		IROs		Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
S1 Own workforce	Equal treatment and opportunities for all	**Gender equality and equal pay for work of equal value** E.g. unequal gender balance, lack of diversity, discrimination, and harassment of employees, and lack of diversity in recruitment	Potential negative impact			•		•		
	Working conditions	**Secure employment** By actively improving the terms of employment, we aim to create a more supportive and rewarding work environment for our employees. We actively offer conditions above regulations in risk countries.	Actual Positive impact	NA		•		•		
		Health and safety Proactive workplace safety to enhance safe working conditions. Training, opportunities for safety observations, ongoing risk assessments and defined processes for responding to accidents.	Actual Positive impact	NA		•		•		
	Equal treatment and opportunities for all	**Training and skills development** Further training, internal skills development	Actual Positive impact	NA		•		•		

Equal treatment, gender equality and diversity (potential negative impacts)
The double materiality assessment identified gender equality, equal pay and diversity as the most significant potential negative impacts. Risks include unequal gender representation, limited diversity in recruitment, and potential discrimination or harassment. These challenges are partly linked to the technical nature of the industry and historically male-dominated roles. While Allgon promotes equal treatment across the Group, progress varies between functions and subsidiaries. Continued imbalance could affect organisational culture, employee engagement and long-term access to talent.
Secure employment (positive impact)
Allgon contributes positively to working conditions by offering secure employment and, in some locations, terms that exceed legal requirements. This is particularly important in markets with elevated labour-risk profiles and supports a stable and fair work environment.
Health, safety and well-being (positive impact)
Occupational health and safety is an area where incidents could have severe consequences, especially in production environments. However, the likelihood of serious incidents is assessed as low due to the Group's systematic safety work, including training, risk assessments, incident reporting and structured follow-up. In several cases, these practices go beyond regulatory requirements and contribute to a safe working environment.
Training and skills development (positive impact)
Internal training and development opportunities strengthen employee competence, engagement and long-term employability. Skills development supports both individual career progression and organisational resilience.

S1-1: Policies related to own workforce

Allgon has established three Groupwide policies that define the company's commitments and expectations regarding working conditions, equal treatment, human rights, health and safety, and employee wellbeing across the organisation.
1. Code of Conduct for Employees
The Code of Conduct, based on the Ten Principles of the UN

Global Compact, applies to all employees and sets requirements for ethical conduct, respect for human rights and responsible behaviour.
It explicitly prohibits forced labour, illegal labour and child labour, and rejects discrimination based on personal characteristics. It also supports freedom of association, fair wages, equal pay for equal work and lawful working hours.
Employees must acknowledge the Code of Conduct, and managers are responsible for ensuring that employees receive training and are informed of updates. Allgon plans to introduce a formalised compliance training structure in 2026, including mandatory online modules on business ethics and anticorruption (as described in G1).

2. Equal Opportunity Policy

The Equal Opportunity Policy complements the Code of Conduct and sets out Allgon's commitment to equal rights, opportunities and obligations for all employees, emphasising nondiscrimination, equal pay for equal work, diversity in recruitment, equal access to skills development and prevention of harassment. Both policies apply across Allgon and its subsidiaries.

3. Whistleblowing policy

The Whistleblowing policy provides anonymous channels for reporting concerns related to safety, quality, misuse, or conduct.

Health & Safety

Health and safety expectations are embedded in the Code of Conduct, including requirements on fire safety, first aid availability and maintaining a clean, safe and healthy work environment. Subsidiaries implement these requirements in line with national work environment laws

Alignment with international frameworks

Core principles of the ILO Declaration and OECD Guidelines are reflected through the Code of Conduct's provisions on forced and child labour, nondiscrimination and safe working conditions and the Equal Opportunity Policy's equality and antiharassment measures

S1-2: Processes for engaging with own workforce and workers' representatives about impacts

Allgon engages with its own workforce through a combination of formal and informal processes aimed at understanding employee perspectives, supporting social dialogue and identifying potential workplace issues at an early stage.
Engagement takes place through regular dialogue between employees, line managers and local management, as well as through structured engagement channels such as employee surveys, including employee engagement (eNPS) and organisational "temperature" measurements. These tools provide insights into leadership, engagement, work situation, collaboration and wellbeing across the organisation.
Where applicable, engagement is also supported through social dialogue mechanisms and collective bargaining arrangements in accordance with national labour legislation. This includes interaction with employee representatives and trade unions in countries where such frameworks apply.
The information gathered through these engagement processes is reviewed by management and used as input for decisions related to leadership development, internal communication, health and safety management and organisational improvements.

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

Allgon's approach to remediation is based on the principle that actual or potential negative impacts on the own workforce should be addressed in a timely, fair and appropriate manner.
The process for remediation is guided by the Group's policies, including the Code of Conduct for Employees and the Equal Opportunity Policy, which define expectations related to non-discrimination, fair working conditions, health and safety and respect for human rights.
Where Allgon has caused or contributed to a negative impact, the company investigates the matter and determines appropriate corrective actions. Depending on the nature and severity of the issue, this may include management measures, corrective actions in working practices, disciplinary measures, training or other relevant remediation steps. The process is designed to ensure confidentiality, proportionality and nonretaliation.
Employees may raise concerns or needs through several channels, including direct dialogue with line managers, HR or local management, as well as through an independent whistleblowing system that allows for both identified and anonymous reporting. These channels are intended to ensure that concerns can be raised safely and addressed appropriately.

Remedy provided to own workforce

During the reporting period, no incidents or complaints within Allgon's own workforce were assessed as constituting severe human rights impacts. Consequently, no cases required the provision of remedy related to severe human rights impacts.

S1-5: Targets

Health and safety

Allgon aims to maintain a safe and healthy working environment. A key objective is to reduce days lost due to work-related accidents or ill health over time through proactive management, training and preventive measures. From 2024 onwards, days lost are tracked and reported at Group level.

Diversity and gender equality

Allgon aims to improve gender balance and equal representation, including in managerial positions. Gender distribution is used as a key performance indicator, with the long-term objective of better reflecting society at large.

Workforce Metrics

Notes:

- All workforce metrics in this document are reported in Headcount.
- In addition to employees, Allgon's own workforce includes non-employee workers such as temporary staff and consultants who perform work under Allgon's control. Where relevant and data is available, non-employee workers are included in workforce and health and safety metrics.

Workforce composition (ESRS S16, S1-7), GRI 2-7 Employees and GRI 401-1 New Employee hires and employee turnover

Metric	Description	2024	2025
Total number of employees	Total headcount at yearend	456	444
Employment type	Temporary employees/ permanent employees	15/436	9/424
Gender distribution permanent employees (male/ female)	Distribution of employees by gender (%)	69/31	67.5/32.5
Gender distribution temporary employees (male/ female)	Distribution of employees by gender (%)	66/33	55.6/44.4
Working time	Parttime employees /Fulltime employee	57/399	42/402
Geographic distribution[5]	Employees in EU and non-EU countries	Data not available	290/154
Non-employees workers	Number of non-employees workers in the company's own workforce (absolute numbers)	20	24
Employee turnover	Percentage and number of employees leaving during the reporting year	15% /65	14.1%/62
New Employee	Percentage and Number new hires	11.5%/62	11.1%/49

Collective bargaining and social dialogue (ESRS S1-8)

Metric	Description	2024	2025
Number of employees covered by collective bargaining agreements	Employees covered by collective bargaining agreements in accordance with national labour frameworks	256	291
Coverage of total employees (%)	Share of total employees covered by collective bargaining agreements	56%	66%

5. Geographic workforce data (EU / nonEU) was not available for 2024 due to historical data limitations. From 2025 onwards, Allgon reports this metric consistently at Group level.

Diversity (ESRS S1-9) and GRI 405-1 Diversity of governance bodies and employees

Metric	Description	2024	2025
Gender distribution (male/female)%	Gender distribution of all employees excl. management	68.8/31.1	66/34
Gender distribution – management (male/female) %	Gender distribution of managerial positions excl employee	75.6/24.3	77.8/22.2
Board members under 30 years (%) and numbers	Age distribution of governance body	0% (0)	0%(0)
Board members 30–50 years (%) and numbers	Age distribution of governance body	33% (2)	33% (2)
Board members over 50 years (%) and numbers	Age distribution of governance body	67% (4)	67% (4)
Group Management under 30 years (%) and numbers	Age distribution of Group Management	0% (0)	0% (0)
Group Management 30–50 years (%) and numbers	Age distribution of Group Management	37.5% (3)	50% (4)
Group Management over 50 years (%) and numbers	Age distribution of Group Management	62.5% (5)	50% (4)
Mid Management under 30 years (%) and numbers	Age distribution of Mid Management	0% (0)	1.6% (1)
Mid Management 30–50 years (%) and numbers	Age distribution of Mid Management	59.5% (44)	57.1% (36)
Mid Management over 50 years (%) and numbers	Age distribution of Mid Management	40.5% (30)	41.3% (26)
Employees excl. management under 30 years (%) and numbers	Workforce age distribution	15.1% (69)	18.6% (69)
Employees excl. management 30–50 years (%) and numbers	Workforce age distribution	61.8% (283)	58.4% (216)
Employees excl. management over 50 years (%) and numbers	Workforce age distribution	22.7% (104)	23% (85)

Training and skills development (ESRS S1-13)

Metric	Description	2024	2025
Training intensity	Average training hours per employee	16.2	9.9
Performance reviews	Total participation in performance reviews [%]	56%	74.4%

Health and safety (ESRS S1-14)

Metric	2024	2025
% of workforce covered by a Health & Safety Management System	65% (employees only)	98.4%
Fatalities employees	0	0
Fatalities non-employees[6] working on Allgon sites	No data available	0
Number of recordable work related injuries or ill-health (employees)	4	1
Rate of recordable injuries (employees)	5.4	1.28
Days lost due to workrelated injury or ill-health (employees)	850 days	210
Days lost for non-employees	No data available	0

6. Data for non-employees was not recorded in a comparable way in 2024. As a result, 2024 and 2025 figures are not directly comparable, and nonemployee health and safety metrics for 2024 are reported as "no data available."

Health and safety – incident management[7]

Metric	Description	2024	2025
Workrelated health and safety incidents	Number of reported incidents, including accidents and near misses	18	18
Incidents addressed and followed up	Percentage and number of incidents addressed and followed up	94% /17	100%/18

Incidents, complaints and severe human rights impacts (S1-17)[8]

Metric	Description	Target	2024	2025
Total numbers of incidents of discrimination incl. harassment	Number of incidents	0	0	0
Total number of complaints filed through channel for own workers to raise concern	Number of incidents	0	0	2
Total number of severe human rights incidents connected to the company's workforce	Number of incidents	0	0	0

Companyspecific (voluntary) workforce metrics Employee engagement[9]

Metric	Description	Target	2024	2025
Employee Net Promoter Score (eNPS)	Measures the average of employees' willingness to recommend Allgon as an employer	Above industry average ≥12	-15 Allgon SWE	-3 Allgon SWE 10 Allgon Group
Organisational temperature score	Regular pulse measurements of leadership, engagement and work situation, based on average scores	Above Industry average ≥8	7.3 Allgon SWE	7.7 Allgon SWE

7. For the purpose of this report, "workrelated health and safety incidents" include accidents, near misses and other events or conditions that could have resulted in injury or ill health. Mandatory ESRS S1-14 indicators are reported separately in accordance with ESRS definitions.

8. See G1-3/G1-4

9. By December, both the eNPS and the organizational temperature had increased to +8, indicating a positive trend toward the end of the reporting period.

ESRS S2 Workers in the Value Chain

S2: Workers in the Value Chain Related Impacts, Risks and Opportunities (IROs)

Allgon operates global value chains that include mineral extraction, electronics manufacturing, and assembly, as well as logistics and service activities that support our operations but are not directly linked to products. Workers across these tiers may be exposed to human rights and labour risks.

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
S2 Workers in the Value chain	Woking Conditions	**Secure employment** – Risks for workers in raw material production in highrisk regions.	Potential negative impact	Signed Supplier CoC and implementing the Due Diligence Policy	•	•	•	•		
		Working Time -Potential long hours in mining/service/raw material in highrisk regions.	Potential negative impact		•	•	•	•		
		Adequate wages – Low pay risks in raw material production and service work.	Potential negative impact		•	•	•	•		
		Social dialogue –Risk of limited worker voice in in raw material production and in service roles.	Potential negative impact		•	•	•	•		
		Freedom of association – Potential restricted union rights in value chain	Potential negative impact		•	•	•	•		
		Collective bargaining – Weak bargaining rights in value chain	Potential negative impact		•	•	•	•		
		Work–life balance – Excessive overtime in highrisk sectors.	Potential negative impact		•	•	•	•		
		Health & safety – Hazardous conditions in mining/processing	Potential negative impact		•	•	•	•		
	Equal treatment and opportunities for all	**Gender equality** – Potential gender gaps in supply chains.	Potential negative impact		•	•	•	•		
		Training & skills – Potential limited training in lowertier suppliers.	Potential negative impact		•	•	•	•		
		Disability inclusion – Low inclusion mainly upstream	Potential negative impact		•	•	•	•		
		Violence & harassment – Harassment risks in highrisk regions.	Potential negative impact		•	•	•	•		
		Diversity – Low diversity in raw material supply chains..	Potential negative impact		•	•	•	•		
	Other work related rights	**Child labour** – Child labour risks in raw material production	Potential negative impact		•	•	•	•		
		Forced labour – Forced labour risks in highrisk countries.	Potential negative impact		•	•	•	•		
		Adequate housing – Poor living conditions in some parts of supply chain	Potential negative impact		•	•	•	•		
		Water & sanitation – Limited access in upstream site and in production	Potential negative impact		•	•	•	•		
		Privacy – Weak privacy protections for workers.	Potential negative impact		•	•	•	•		

For more information on value chain see SBM1: Strategy, Business Model and Value Chain
The double materiality assessment confirmed potential material negative impacts on workers in Allgon's upstream value chain, especially linked to the extraction and processing of minerals such as cobalt, tin, gold, tantalum, lithium, nickel, and graphite. These supply chain stages are associated with systemic labour-rights violations and hazardous working conditions in highrisk countries. In line with ESRS, severity was prioritised over likelihood given the humanrights nature of these potential impacts. Severity was assessed as very high mainly due to irremediability, resulting in high materiality scores.
Detailed potential impacts on workers, including risks related to working conditions, equal treatment and other workrelated right are summarised in the above workers in Value Chain Impact and Risk Table.

S2-1 Policies

Allgon's approach to workers in the value chain is guided by three key policy instruments:

1. Supplier Code of Conduct (CoC)

The Allgon Supplier Code of Conduct applies to all suppliers and subcontractors and is based on the UN Global Compact, UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the EU Battery Regulation (EU 2023/1542). It requires suppliers to uphold:

- Respect for internationally recognised human rights, including prohibition of forced labour, child labour, and human rights violations
- Fair labour practices: adequate wages, working hours, non-discrimination, and freedom of association
- Safe and healthy working conditions
- Anti-corruption and ethical business conduct

Suppliers must sign the CoC, ensure compliance in their own operations, and cascade these expectations to their sub-suppliers. Policies apply to own operations and are communicated to OEMs/partners through contractual terms and onboarding materials.

2. Due Diligence Policy
Allgon's Due Diligence Policy defines how the group identifies, prevents, and responds to adverse impacts on people and the environment, including human rights risks linked to highrisk minerals (3TG, cobalt, graphite, nickel, lithium). It follows OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and EU Battery Regulation requirements for responsible sourcing, traceability, and risk mitigation. The Policy provides Allgon with the right to conduct supplier audits, as audits and third-party verification form part of the company's due diligence process

The policy requires:
- Systematic risk assessment in line with double materiality
- Integration of due diligence into procurement and supplier management
- Use of contractual clauses, supplier assessments, and escalation processes
- Engagement with suppliers, external experts, and stakeholders

3. Whistleblowing policy:
Allgon's Whistleblowing Policy is designed to ensure a transparent and ethical business environment by providing secure and anonymous channels for reporting concerns related to safety, quality, misuse, or conduct. The system enables employees and stakeholders to safely report serious irregularities such as fraud, corruption, environmental risks, or breaches of the company's code of conduct, while guaranteeing confidentiality, protection from retaliation, and a thorough and objective review of all submitted reports
Above policies are available at Allgon.com

S2-2: Processes for Engaging with Value Chain Workers about impacts

Engagement with value chain workers occurs indirectly through suppliers, contractual mechanisms, and whistleblower channels. Uncertainty remains high in deep-tier supply chains (mining, smelting), but there is low uncertainty that serious human rights risks exist in these geographies and sectors.
Allgon assesses impacts using:

- Supplier information and CoC acceptance data
- Stakeholder dialogues (2023–2024)
- Sector risk data for the electronics industry

S2-3: Processes for Remediation

Allgon provides a whistleblower channel by a thirdparty platform, which is accessible for external stakeholders including value chain workers. To date, there are no reported incidents related to value chain labour rights through this mechanism.
However, due to the lack of direct value chain worker engagement and incomplete supplier coverage, Allgon currently has limited mechanisms to ensure that workers in upstream highrisk environments have effective access to remedy.

S2-4: Actions Taken and Planned to Prevent, Mitigate, or Remedy Negative Impacts

Allgon currently has partial controls in place and is in the process of strengthening its human rights related due diligence. Current actions include:

- Supplier Code of Conduct: Coverage is expanding and Allgon aims for full Tier 1 coverage by 2026.
- Supplier assessments and contractual requirements: These are already applied and follow up activities are being scaled up in selected regions.
- Escalation mechanisms: Including contractual remedies and potential disengagement where suppliers breach labour requirements.

The DMA assessment indicates that these measures are not yet sufficient to address the severity and likelihood of upstream risks, particularly in early tier mining and smelting stages where Allgon's leverage is limited.

Planned actions include:

- Expanding Supplier Code of Conduct coverage further across the supply chain. In 2025, 30% of suppliers representing 80% of spend were covered.
- Strengthening supplier due diligence, including improved traceability processes for minerals.
- Building partnerships that enhance responsible sourcing and increase leverage upstream.

Tracking the Effectiveness of Actions
Allgon tracks effectiveness through:

- Supplier CoC acceptance rates,
- Supplier evaluations
- Incident reports and whistleblower cases,
- Stakeholder feedback

It is also noted that that tracking mechanisms can be further strengthened especially beyond firsttier suppliers. The incomplete traceability of raw materials and the lack of full supplier mapping limit Allgon's current ability to evaluate the effectiveness of its interventions. This is largely due to the structure of the electronics and minerals supply chain, where complex, multitier networks make full upstream transparency difficult to obtain.

S2-5: Metrics and Targets[10]

Metric	Description	Results 2024	Result 2025	Target
Signature of Code of Conduct	% of first-tier suppliers with signed CoC	33% (39 of 122 suppliers), covering 97% of spend (Swedish suppliers only)	30% (93 of 313 suppliers), covering 80% of spend (Sweden + China)	100%

10. AllgonAB suppliers

ESRS S4 Consumers and End-users

S4: Consumer and End-user Related Impacts, Risks and Opportunities (IROs)

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
S4 Consumers and end-users	Personal safety of end-users	Health and safety -E.g. further improved product quality, proactive safety work with products and services.	Opportunity	Harmonize hardware/software to improve reliability, safety features, and maintainability; enable analytics that support safe operations and productivity.			•			•
		Security of a person -E.g. further improved product quality, proactive safety work with products and services.	Opportunity				•			•

Allgon's products are mainly sold through OEMs, distributors, and partners rather than directly to endusers. While Allgon has direct contact with partners, interaction with endusers is limited. Safety instructions, manuals, and other essential information are intended to follow the product through the value chain. This indirect model creates both risks and opportunities, as Allgon depends on partners and OEMs to ensure endusers receive accurate safety and usage information.

Identified material opportunities

Allgon's vision is to create an industrial workspace that prioritizes the safety, health, and well-being of user. Allgon therefore see several material sustainability opportunities mainly:

Health and safety of end-users: Improve product quality and proactively enhance safety features to prevent accidents and support safe use.

Personal security of end-users: Ensure only authorized and trained personnel can operate equipment; reduce misuse and related incidents; enable preventive maintenance through operational data and diagnostics.

Example: Access Ctrl solutions help ensure safe use by authorized personnel, reduce accident risk, and support preventive maintenance, contributing to operational efficiency and competitiveness.

S4-2: Policies related to consumers and end-users

Allgon maintains policies that govern safe products, responsible use:

- Code of Conduct (CoC): sets expectations for integrity, responsible business practices, anti-corruption, and respect for stakeholder rights (see ESRS G1).
- Product safety & quality principles: Embed safety by design, risk assessment, verification/validation, and field feedback loops.
- IT policy: Data protection & cybersecurity policy: Governs secure development, access controls and incident handling. All processing of personal data follows applicable data protection law (including GDPR).
- Whistleblowing policy: Provides anonymous channels for reporting concerns related to safety, quality, misuse, or conduct.

Policies apply to own operations and are communicated to OEMs/partners through and onboarding materials.

S4-3: Processes to remediate negative impacts and channels for consumers and endusers to raise concerns.

Allgon primarily engages indirectly through OEMs, distributors, and partners, supplemented by selective direct channels:

- Customer & partner meetings via sales and key account management.
- Global customer survey gathering views on safety, reliability, product quality, and cooperation.
- Technical support interactions and service agreements that capture field feedback and emerging risks.
- Anonymous whistleblowing platform (see ESRS G1) accessible to raise concerns related to product use, safety, and conduct.

Examples from subsidiaries:

- Tele Radio UK & Ireland: Engagement occurs before, during, and after product delivery via meetings, calls, customer visits, trade shows, and exhibitions. Frequency: ongoing throughout the year.
- Spain: Engagement at pre-sales, delivery, and after-sales stages via direct communication and technical support. Frequency: ongoing throughout the year.
- Responsible roles: Managing Director, Head of Sales, Technical Sales, and Head of Operations.

Effectiveness assessment:

- Customer feedback review, complaint resolution, repeat business, and satisfaction surveys.
- Outcomes include product/service improvements and enhanced support processes.
- Remediation steps involve investigating reported issues, implementing corrective actions and communicating outcomes to stakeholders (as applicable).

S4-4: Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Allgon manages productrelated impacts on consumers and endusers primarily through systematic product safety and quality management processes. These include product testing, certification, risk assessments, harmonised safety functions across hardware and software, and maintaining clear user instructions to minimise misuse. Feedback from customer support and incident reports is used to refine product design and improve safety and reliability over time.

S4-5: Metrics and Targets

Metrics	Description	Results
Customer satisfaction (Global Survey from 2026)	Gather insights on safety, reliability, and satisfaction to improve products and services. Score on safety & reliability	Target will be set after first global survey

GOVERNANCE

ESRS G1 Business Conduct

Governance topics under ESRS G1 are managed through Group-wide policies, controls, and procedures and are therefore disclosed following a Policies–Actions–Targets (PAT) structure. To provide transparency on how business conduct became material, the section below first presents a contextual overview of governancerelated risks and opportunities identified during the DMA.

IROs				Strategic Response	Value Chain			Time horizon		
					Upstream	Own operations	Downstream	Short term	Medium term	Long term
G1 Business conduct	Corporate culture	Failure to meet customer sustainability requirements and reporting may limit access to capital and reduced competitiveness	Risk	Sustainability requirements mapped		•	•			•
		Develop internal ethics and production guidelines beyond legal requirements to enable greener products and production may increase attractiveness	Opportunity			•			•	
	Management of suppliers	Weak supplier agreements and poor sustainability follow-up; wrong supplier/product investments could lead to increased cost.	Risk	Supplier Code of Conduct, Due Diligences policy/process		•			•	
		Dependency on strategic suppliers, need switching to other suppliers due to lack of resources/materials could lead to increase dost	Risk	Monitoring suppliers		•				•
		Proactively build strong supplier relationships with fair terms and regular sustainability follow-ups to ensure stable supply and enhance reputation.	Actual positive impact		•	•			•	
	Corruption and bribery	Adhering to our policies e.g., Code of Conduct for employees and Code of conduct for suppliers. Prevention and detection of corruption and bribery	Actual positive impact		•	•		•		
		Incidents/cases of corruption and bribery in own organisation, partners or with suppliers could lead to increased cost and reputational bad-will	Risk	Training		•		•		

G1-1: Corporate culture

Allgon emphasizes a culture of sustainable business where sustainability is one of our core areas. Employees are expected to act with integrity, respect, and responsibility toward partners and colleagues.

Key policies include the Code of Conduct for employees, Supplier Code of Conduct, and the Whistleblower Policy.

Allgon maintains a Code of Conduct for employees that sets expectations on ethical behaviour, anticorruption, human rights, and compliance across the Group. Allgon's Code of Conduct for employees is determined by the Board of Directors. The CEO and Board of each subsidiary bear ultimate responsibility for ensuring compliance with the Code of Conduct. Today, employees receive information about the Code of Conduct and relevant policies primarily at the time of employment, when they also confirm in writing that they have read and understood the content. Additional training or communication is currently informal, taking place for example when policies are updated or when specific needs arise in the organisation.

To strengthen governance, ensure consistent awareness, and improve Group-wide compliance, Allgon plans to introduce a formalised training structure in 2026. This will include mandatory online training modules covering business ethics, anti-corruption and other core compliance areas.

Stakeholder dialogue highlighted ongoing efforts to strengthen corporate culture consistently across Group and subsidiaries.

Failure to incorporate or embrace environmental and sustainability requirements from customers poses a risk if Allgon cannot disclose

alignment with these requirements to customers, owners, and investors. Access to financing may become challenging if sustainability alignment cannot be demonstrated. Assumed to increase over time as customers need to report due to new regulations. Lack of alignment could also, lead to reduced competitiveness and higher capital costs (e.g. credit/interest).
Strengthened businessethics guidelines aligned with new legal requirements support responsible conduct in Allgon's operations and product sales, helping maintain customer and stakeholder trust

Mechanisms & protection of whistleblowers

Allgon maintains a confidential whistleblowing mechanism that is accessible to employees, suppliers, customers, and other stakeholders. Reports can be submitted through Allgon's external whistleblowing portal, available via: https://allgongroup.integrityline.com/
The system ensures anonymity and protection against retaliation in accordance with applicable regulations. Cases are reviewed and managed by HR in coordination with the CEO and the Chairwoman of the Board. To ensure independence and sufficient redundancy, three designated individuals are authorised to handle incoming reports. If a report concerns one of them, the remaining two independently review and manage the case to avoid conflicts of interest.
Investigations follow documented procedures, and awareness of the whistleblowing process is promoted through periodic internal communications and mandatory Code of Conduct training.
During the 2025 reporting period, a concern was raised through a whistleblowing channel regarding potential noncompliance with internal conduct requirements.
Following the report, the Allgon Group conducted an internal review in accordance with established procedures. The review concluded that there had been a breach of the Group's Code of Conduct. The matter was assessed and handled in line with internal governance frameworks, and the case was formally closed during the reporting period.
The breach did not relate to corruption or bribery.

G1-2: Management of relationships with suppliers

Risks include insufficient traceability of input materials (e.g., conflict minerals), inadequate supplier agreements, and irregular follow-up. These issues can lead to increased costs, sanctions from customers, and reputational risks.
Additional risks:

- Incorrect investments in unsuitable suppliers/products
- Dependency on strategic suppliers (e.g., processors, semiconductors)
- Need to switch suppliers due to resource shortages on resources/materials
- Risk of losing contracts if Allgon cannot disclose compliance with sustainability requirements

It is assessed that Allgon have actual positive impacts by working proactively to maintain strong, long-term supplier relationships to ensure a stable supply chain, emphasizing fair conditions (e.g. requirements for lead times, prices, and quality), and receive trust through responsible purchasing processes. Regular follow-ups ensure high standards (environmental, social, quality), strengthen partnerships, and enhance our reputation for sustainability and ethical practices.

Key actions:

- Enhance upstream transparency e.g., mineral origin
- Expanding due diligence practices by developing structured monitoring of suppliers operating in high-risk geographies and material categories, driven by emerging regulatory requirements — including the EU Battery Regulation's responsible-sourcing provisions.
- Increase Supplier Code of Conduct acceptance. 2025 focus: Increase signature rate and expand geographic coverage.
- Monitoring and adapting to stakeholders' sustainability requirements
- 100% of 1st tier supplier signature of Code of Conduct, see S2 Workers in the value chain on page 31 for metrics

Allgon emphasizes a culture of responsible business conduct through policies, supplier requirements, and follow-ups, and training on code of conduct.

Key actions:

- Roll out Code of Conduct training for all employees during 2026
- Maintain whistleblowing system for internal and external stakeholders

G1-3/G1-4 Prevention and detection of corruption and bribery

Allgon works to prevent corruption, bribery and other unethical practices through internal controls, documented casehandling procedures and a groupwide whistleblowing mechanism that enables anonymous reporting and protection against retaliation. Anticorruption expectations are included in the Code of Conduct and are further supported through onboarding routines and planned Groupwide training to be rolled out in 2026.
Reported concerns are reviewed through established investigation procedures to ensure independence and consistency. Confirmed breaches lead to corrective actions in line with internal governance frameworks. In 2025, one substantiated breach of the Code of Conduct was identified. Several whistleblowing reports were received during the year, but they all revolved around the same concern. No cases related to corruption or bribery were recorded.

Targets

- 100% of employees trained in the Code of Conduct (including anticorruption) by end of 2026
- Zero confirmed cases of corruption or bribery

Metric	2024	2025
Substantiated Code of Conduct breaches	0	1
Severe breaches (incl. corruption, bribery)	0	0

Acronyms

ÅRL	Årsredovisningslagen (Swedish Annual Accounts Act)
CoC	Code of Conduct
CBAM	Carbon Border Adjustment Mechanism
CSRD	Corporate Sustainability Reporting Directive
CSDDD	Corporate Sustainability Due Diligence Directive
CXO	Executive Management Team
DMA	Double Materiality Assessment
EAC	Energy Attribute Certificate
eNPS	Employee Net Promoter Score
EPR	Extended Producer Responsibility
ESRS	European Sustainability Reporting Standards
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Resources
ILO	International Labour Organization
IROs	Impacts, Risks and Opportunities
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LCA	Life Cycle Assessment
OECD	Organisation for Economic Co-operation and Development
PFAS	Per- and Polyfluoroalkyl Substances
R&D	Research and development
Scope 1	Direct greenhouse gas emissions
Scope 2	Indirect greenhouse gas emissions from purchased energy
Scope 3	Other indirect greenhouse gas emissions across the value chain
SVHC	Substance of Very High Concern
tCO_2e	Tonnes of Carbon Dioxide Equivalent

ESRS Sustainability Reference Index

This section provides an overview of how sustainability topics are addressed throughout the report in voluntary alignment with selected ESRS disclosure requirements.

Policies and Governance Documents

Find our policies on our Sustainability webpage.

Environmental Policy
Due Diligence Policy
Equal Opportunity Policy
Quality Policy
Supplier Code of Conduct
Code of Conduct for Employees
Whistleblowing Policy

ESRS 2 – General Disclosures

ESRS Code	Disclosure	Location in Report
ESRS 2 GOV-1	Governance structure & roles	pp. 2
ESRS 2 GOV-2	Integration of sustainability in governance	pp. 3
ESRS 2 GOV-3	Incentive schemes	Omission
ESRS 2 GOV-4	Statement on due diligence	pp. 3
ESRS 2 GOV-5	Risk management & internal controls over sustainability reporting	pp. 3
ESRS 2 SBM-1	Strategy, business model & value chain	pp. 4
ESRS 2 SBM-2	Stakeholder interests & views	pp. 6
ESRS 2 SBM-3	Material impacts, risks & opportunities and interaction with strategy	pp. 7
ESRS 2 IRO-1	Materiality assessment process	pp. 8
ESRS 2 IRO-2	Outcome of materiality assessment	pp. 8
ESRS 2 IRO-3	Determination of material matters	pp. 9-11

ESRS E1 – Climate Change

ESRS Code	Disclosure	Location in Report
E1-1	Transition plan for climate change mitigation	pp. 15
E1-2	Policies	pp. 15
E1-3	Actions & resources	pp. 15
E1-4	Climate targets	pp. 15-16
E1-5	Energy consumption and mix	pp. 16
E1-6	GHG emissions (Scopes 1–3, total)	pp. 17
E1-7	GHG removals	Not applicable 2025
E1-8	Internal carbon pricing	Not applicable 2025
E1-9	Anticipated financial effects from material climate-related risks and opportunities	Not applicable 2025

ESRS E2 – Pollution

ESRS Code	Disclosure	Location in Report
E2-1	Policies	pp. 18
E2-2	Actions and resources	pp. 19
E2-3	Targets	pp. 19
E2-4	Pollution of air, water and soil	Ommited
E2-5, E2-6	Additional pollutant indicators	Omitted (voluntary report; data not required 2025)

ESRS E5 – Resource Use & Circular Economy

ESRS Code	Disclosure	Location in Report
E5-1	Policies	pp. 20
E5-2	Actions & resources	pp. 20-21
E5-3	Targets	pp. 21
E5-4	Resource inflow	Not reported
E5-5	Metrics (waste, circularity)	pp. 21 (Partial waste)
E5-6	Anticipated financial effects	Not reported

ESRS S1 - Own Workforce

ESRS Code	Disclosure	Location in Report
S1-1	Policies	pp. 24-25
S1-2	Actions	pp. 25
S1-3	Processes to remediate negative impacts	pp. 25
S1-4	Taking action on material impacts	pp. 25
S1-5	Targets	pp. 25
S1-6	Workforce characteristics	pp. 26
S1-7	Nonemployee workers	pp. 26
S1-8	Collective bargaining	pp. 26
S1-9 to S1-14	Additional datapoints	pp.27-28 Partially covered / not applicable for 2025 scope

ESRS S2 – Workers in the Value Chain

ESRS Code	Disclosure	Location in Report
S2-1	Policies	pp. 30
S2-2	Engagement with valuechain workers	pp. 30
S2-3	Processes for remediation	pp. 30
S2-4	Actions taken & planned	pp. 30-31
S2-5	Metrics & targets	pp. 31

ESRS S4 – Consumers & Endusers

ESRS Code	Disclosure	Location in Report
S4-1	Material impacts, risks & opportunities	pp. 32
S4-2	Engagement processes	pp. 32
S4-3	Remediation processes and grievance mechanisms	pp. 32-33
S4-4	Remediation channels	pp. 34
S4-5	Metrics & targets	pp. 34

ESRS G1 – Business Conduct

ESRS Code	Disclosure	Location in Report
G1-1	Corporate culture and policies	pp. 36
G1-2	Supplier relationship management	pp. 37
G1-3	Anticorruption & bribery	pp. 37
G1-4	Confirmed incidents	pp. 37
G1-5	Political influence and lobbying activities	N/A 2025
G1-5	Payment practices	Ommited (voluntary report; data not required 2025)