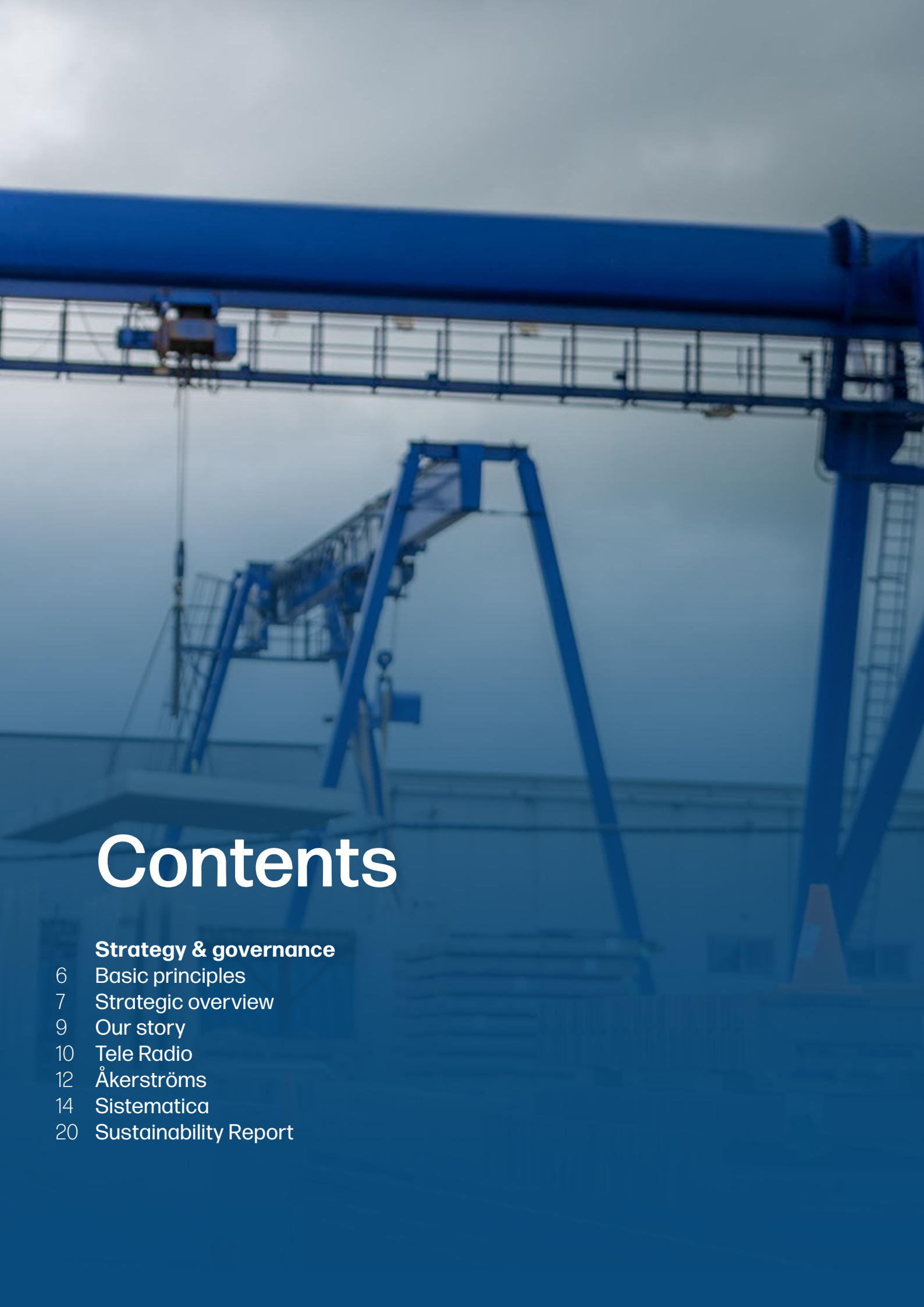
ALLGON®

SUSTAINABILITY REPORT 2024



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ALLGON®

OUR VISION

We establish an industrial workspace that prioritises the safety, health and well-being of users.

OUR MISSION

We provide the safest and most reliable solutions for wireless controls and machine communication.

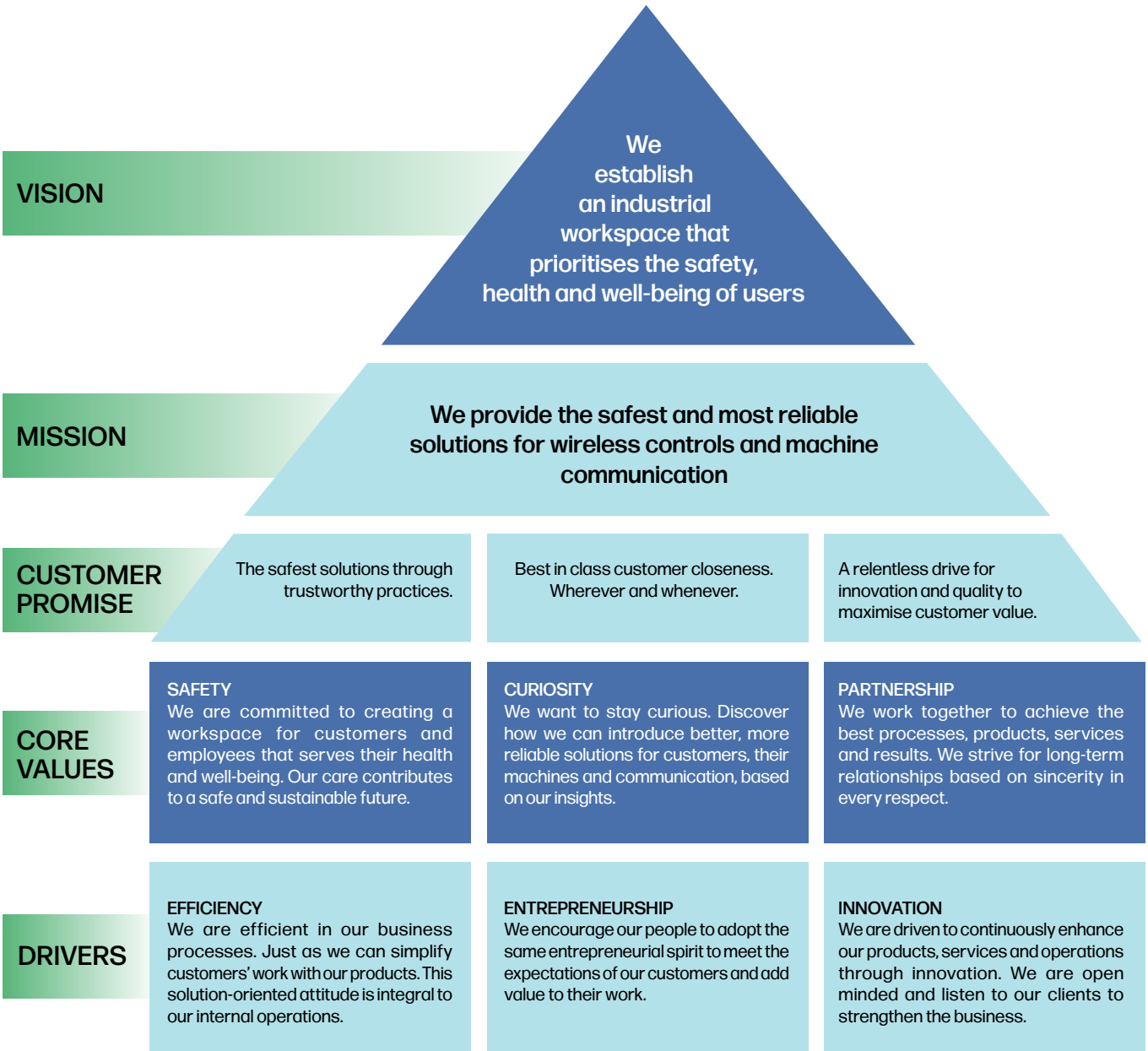
Strategic overview

Allgon's strategy for success is to be at the forefront of the market for safe and reliable wireless control systems for industrial environments. Our vision is to design workplaces that are focused on the safety and well-being of users. Our mission is to provide reliable solutions that facilitate communication between people and machines.

Our customer promise is to consistently deliver superior solutions based on responsible practices. Our core values include a strong safety culture, a proactive approach to efficiency and a passion for innovation. We encourage our staff to be innovative, curious and take the initiative, to enhance their work and our customers' experience.

By working in partnership, we aim to optimise our processes, products and services and establish lasting relationships based on honesty. Our constant quest for improvement and quality ensures that we constantly reinvent ourselves and contribute to our customers' success.

With this strategy as a guide, Allgon is working to create a sustainable and successful future, for both our customers and ourselves.



Our story

Following the creation by Torbjörn and Veronica Cramner of the innovative "All Angle Antenna" in 1947, Allgon has established itself as a leader in wireless communications. Through decades of growth and development, we have expanded globally and built a strong heritage in the wireless technology field. Our ambition is not only to lead the industry's development, but also to shape the future of industrial radio control and machine communication.

To achieve our goal – of leading the market for radio control technology by 2027 – we are expanding our global presence through our subsidiaries and creating a solid platform for international success. We are working to improve industrial working environments by putting safety, health and user well-being first, setting a new standard in the industry by offering the safest and most reliable wireless control and machine communication solutions.

Close and long-term customer relationships are an integral part of our business. We are where our customers are, and we always strive to be an accessible and reliable partner. Our passion for innovation and quality is reflected in our ambition of maximising customer value, which is the foundation for our success and growth.

We are proud of our values of partnership, safety and curiosity, and our driving forces of efficiency, entrepreneurship and innovation. Together they form the core of Allgon's identity. We are focused on the future and are ready to continue building strong, global and long-term relationships. We look forward to sharing the next chapter of our journey with you.

tele radio®
wireless solutions

Tele Radio believes that wireless communication technology will shape the future of global industry. With its high-quality remote control solutions, the company is leading the way into this future.

The journey began back in 1955 in a small shop in the Swedish coastal town of Lysekil, but its development has only just begun.

Customers around the world rely on Tele Radio's innovative products and global service, in which safety is always the top priority. Certified technology, problem-solving employees and robust products make Tele Radio a safe, smart and strong choice.

Panther - extremely flexible

Panther is Tele Radio's most flexible and easy-to-use system for the wireless control of industrial applications. As the system operates at 2.4 GHz, it provides a stable and interference-free connection with a range of up to 700 metres. Thanks to seamless pairing, multiple transmitters can be used with the same receiver, enabling shared control without interruption.

Transmitters come in a range of sizes, from compact models to more robust variants for heavier industrial work. They are easy to configure, with programmable buttons for the controlling of specific functions or for the sequential activation of multiple relays. If a transmitter is lost or broken, it can immediately be replaced by another transmitter from the same series. In-built safety features ensure stable and reliable signal transmission.

Panther is a cost-effective and reliable solution for businesses that need a flexible wireless control system that offers easy customisation and high reliability.

TEQ - for work in an advanced environment

The TEQ Waist Transmitter is Tele Radio's most advanced system for wireless industrial control. Designed for complex applications, it enables two-handed operation and ergonomic use, as it can be carried in a neck, shoulder or hip belt. This gives the operator stable and precise control of machines and vehicles.

The waist transmitters are available in three sizes and can be configured to meet specific needs. They can be equipped with buttons, switches, joysticks and displays of up to 4.3 inches, giving the operator real-time feedback from the device controlled. For greater flexibility, there are both standard models – PrimaTEQ, VersaTEQ and SupraTEQ Basic Line – and solutions can be customised by consulting Tele Radio's specialists.

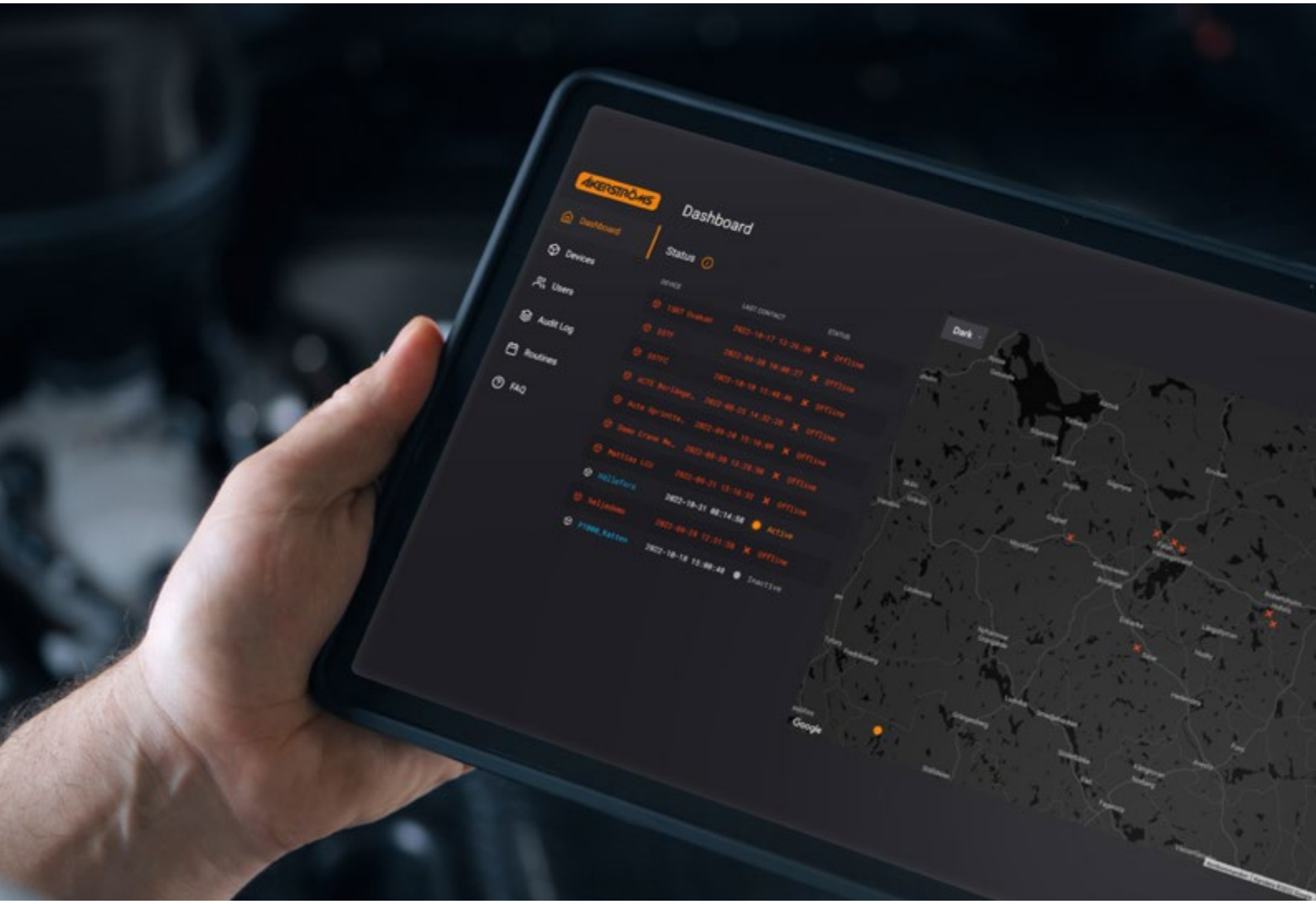
The system is compatible with a range of BUS systems and meets high safety requirements, including an independently certified emergency stop. The design is robust and suited to demanding industrial environments, in which reliability and control are crucial.

The TEQ Waist Transmitter provides the user with a solution that combines advanced technology with ease of use, making it the optimal choice for demanding industrial applications.

With over 100 years of experience, Åkerströms is a leading Swedish supplier of industrial radio control solutions, known for its commitment to customer service and innovation. The company's support team offers a first-class on-site service.

Åkerströms has a thorough understanding of the unique requirements of heavy industry, in which precision, reliability and safety are crucial. With this in mind, the company is constantly developing advanced solutions designed to perform reliably even in the most demanding conditions.

Åkerströms has a long tradition of innovation and robust products, and delivers solutions that are built to last. This focus on sustainability and cutting-edge technical support creates long-term value for customers and makes Åkerströms a reliable partner in the industrial radio control field.



Remotus - high safety

Remotus is a robust radio control system developed for safety-critical industrial applications, such as cranes, vehicles, machines and other equipment. The system ranges from simple standard solutions to advanced, customised systems that integrate multiple components for the efficient control of complex processes.

Sesame - flexibility

Non-safety critical applications, such as doors, barriers, gates, fans, floodlights, winches and tail lifts, are controlled using Sesam. This robust and flexible product family is designed for a wide range of applications in industrial and mobile environments.

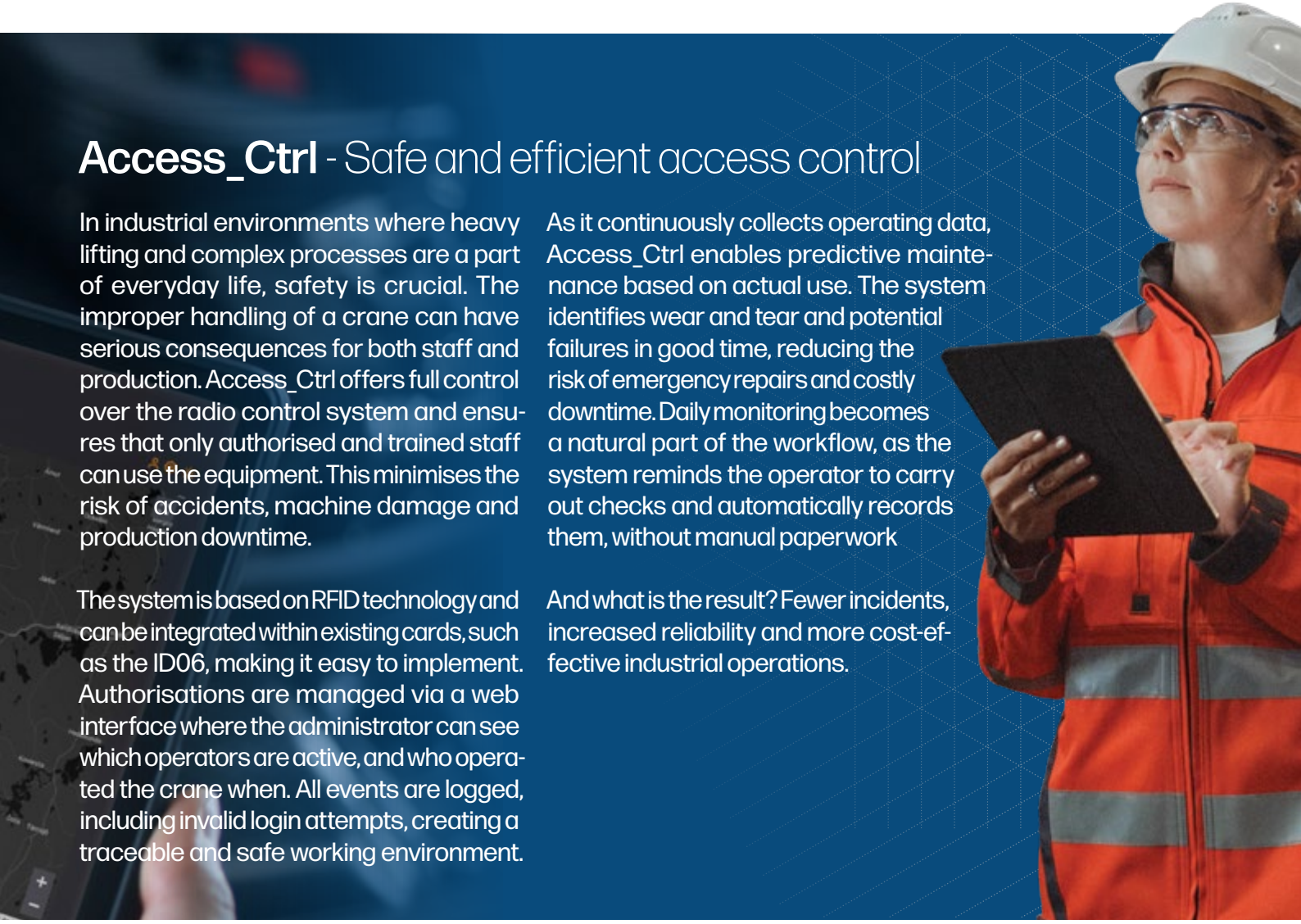
Access_Ctrl - Safe and efficient access control

In industrial environments where heavy lifting and complex processes are a part of everyday life, safety is crucial. The improper handling of a crane can have serious consequences for both staff and production. Access_Ctrl offers full control over the radio control system and ensures that only authorised and trained staff can use the equipment. This minimises the risk of accidents, machine damage and production downtime.

The system is based on RFID technology and can be integrated within existing cards, such as the ID06, making it easy to implement. Authorisations are managed via a web interface where the administrator can see which operators are active, and who operated the crane when. All events are logged, including invalid login attempts, creating a traceable and safe working environment.

As it continuously collects operating data, Access_Ctrl enables predictive maintenance based on actual use. The system identifies wear and tear and potential failures in good time, reducing the risk of emergency repairs and costly downtime. Daily monitoring becomes a natural part of the workflow, as the system reminds the operator to carry out checks and automatically records them, without manual paperwork

And what is the result? Fewer incidents, increased reliability and more cost-effective industrial operations.



sistematica

Sistematica was founded in 1987 as a business specialising in electronic development and design, and, since 1995, has been a leading player in the radio control system market. The company develops its software and electronics in-house, ensuring that operators have access to durable, ergonomic and weatherproof remote controls.

Sistematica offers both standard solutions and customised systems to meet customers' varying needs. Safety Point and Tilting Hand technologies add value to applications that require proportional control and a high level of safety – especially in the mobile, agricultural, industrial and marine sectors.

Wired - safe and wired

Sistematica's wired remote controls offer stable and reliable operation in industrial and mobile applications in which wireless control is not an option. Easy and precise handling is ensured by a robust design, backlit buttons and START & STOP functions. Customisable cables and CANBUS compatibility make them flexible and reliable to cater for a range of needs.

Radio - wireless control

Sistematica's radio remote controls combine freedom of movement with safety for industrial, marine and mobile applications. Being equipped with SMART connectivity, SafetyPoint™ and real-time diagnostics via mobile app, they offer highly reliable advanced control. Their ergonomic design, backlit buttons and customisable features make them a flexible and efficient option for demanding working environments.

Unique features - Tilting Hand and SafetyPoint

Sistematica has developed innovative features that combine ergonomics and safety with advanced control, making working with radio-controlled systems both more efficient and safer. Thanks to smart motion control and safety solutions, operators can optimise their work and reduce the risk of accidents in demanding environments.

Tilting Hand technology enables proportional control by utilising the operator's wrist movements. By turning their wrist to the left or right while pressing a button, the operator can gradually increase or decrease the speed of a machine's movement without the need for additional controls or switches. This allows more intuitive and ergonomic control, especially in situations where precision is crucial. The system comes with pre-set values but can be customised to meet specific customer needs.

SafetyPoint™ ensures that certain features can only be activated from a predetermined location, increasing safety when operators are working with heavy machinery or cranes, for example. A SMART TAG links the remote control to a specific position and is only activated when it is held within two centimetres of the tag. This prevents unauthorised or improper use and reduces the risk of accidents. The pairing of the remote control with the tag is easily managed via a mobile app, making the system easy to configure and administer.

By integrating Tilting Hand and SafetyPoint™ into its systems, Sistematica is able to offer unique solutions for safe and precise radio control.


MASCH

Sustainability Report

This report provides a follow-up and account of the company's sustainability developments over the year. The Sustainability Report covers the calendar and financial year 2024 and is being published together with the Annual Report in accordance with Chapter 6 of the Swedish Annual Accounts Act. The 2024 reporting is based on the priority areas for action and activities presented in the 2023 Sustainability Report, as well as other relevant sustainability aspects. Allgon's Sustainability Reports, which cover the Group and all its subsidiaries, are available on allgon.se. The newly acquired subsidiary, Sistematica, is not included in the 2024 reporting but will be incorporated from 2025 onwards

Sustainability Governance

Sustainability management

Sustainability is a key issue for the Group and is integrated at the highest level. It is also included in Allgon's Environmental Policy and Code of Conduct. Bure Equity sets the requirements and expectations (read more under "The role of our owners"). The Board of Directors has overall responsibility for preparing and ensuring the content of the Sustainability Report. The Board of Directors and Group management are jointly responsible for our strategic sustainability work. Operational sustainability reporting is managed by the Sustainability, Quality and Product Compliance team, which reports to both the CEO and CFO.

External verification

Allgon has an integrated environmental and quality management system. Its headquarters are certified to ISO 9001 for quality and ISO 14001 for the environment. All of the Group's production sites are ISO 9001 certified, and several subsidiaries have also obtained certifications, as shown in Table 1 below.

ISO 9001 certification ensures the effectiveness of our quality management systems, enabling continuous process improvement and customer satisfaction. ISO 14001 reflects our commitment to minimizing environmental impacts through sustainable practices and improved resource efficiency.

The Environmental Policy and Quality Policy are key statements from senior management that show a strong commitment to environmental protection and the continuous improvement of our products and processes. These policies are communicated to all relevant stakeholders and are regularly reviewed to ensure their effectiveness.

Table 1.
Sites with management systems externally certified to ISO

Certification	Number of sites
ISO 9001	6
ISO 14001	3
ISO 45001	1

Strategy

Allgon's core values, in other words our founding principles and beliefs, includes care to a safe and sustainable future. Increased awareness and expectations from both customers and society are are driving new demands. Sustainability is viewed as an opportunity for business development and a competitive advantage. Allgon's sustainability strategy includes initiatives to reduce our carbon footprint, increase internal commitment to sustainability, and integrate sustainability across all business processes. See "Strategic overview" on page 9 for more information about our strategy and business model.

Allgon is subject to the Corporate Sustainability Reporting Directive (CSRD), and will start reporting in accordance with the European Sustainability Reporting Standards (ESRS) in 2026 (for 2025). The purpose of the CSRD is to standardise and improve sustainability reporting by companies in the EU. It requires that companies report on their sustainability performance in a structured and comparable way, making it easier for external parties to gain a clearer picture of how companies are contributing to the EU's sustainability goals. To meet these requirements, the management team has invested in knowledge about and training in the CSRD through workshops to develop an understanding of the directive's requirements and how they can best be implemented as part of the company's sustainability strategy.
In 2024, work on the CSRD consisted of a double materiality assessment (DMA) to define material sustainability aspects, and a gap analysis of current reporting. The results will be presented in the reporting for 2025.

On 26 February 2025, the European Commission published what is known as an Omnibus proposal. This is a simplification package aimed at reducing the regulatory burden and harmonising the regulatory framework for sustainability reporting under the CSRD and the EU Taxonomy. The proposals are expected to reduce administrative costs and increase the EU's competitiveness. The proposals are still under development and may be amended before they are given final approval. They will then be incorporated into Swedish law. Until then, Allgon will continue to comply with the existing laws and regulations.

The role of our owners

The Allgon Group is owned by Bure Equity, a long-term owner that is driving progress within the area of sustainability. Bure works actively through its representation on boards to ensure that responsible ownership and responsible investment policies are established for each company and that business takes place responsibly and ethically. Allgon is continuously assessed in line with this framework to ensure progress in the sustainability field. In 2024, sustainability data were collected for reporting to Bure, for governance, KPI tracking, and performance monitoring. Data were collected in the following areas: greenhouse gas emissions, corruption incidents, diversity and anti-corruption training and communication.

Sustainability areas and risks

The environment

In keeping with Allgon's Environmental Policy, we will conti-

nuously improve our environmental and sustainability performance, prevent pollution, and at all events comply with all the relevant environmental laws and guidelines. Allgon is committed to addressing environmental challenges both within our internal operations and in our value chain. Allgon is working towards the achievement of the United Nations (UN) Sustainable Development Goals, the targets set by the 2030 Agenda for Sustainable Development and the Paris Agreement's aim of keeping global warming below 1.5 degrees.

Input materials have been identified as the part of Allgon's operations that poses the highest climate impact risks. Allgon is aware

that the extraction and processing of metals and minerals accounts for over 20 per cent of global greenhouse gas emissions. Manufacturing is energy-intensive and often relies on fossil fuels, further contributing to climate risk.

Allgon group relies on suppliers and subcontractors from different parts of the world, and this is where the effects of climate change are expected to be greatest. Buildings and facilities may be destroyed by natural disasters, for example, and climate targets, technological advances or political decisions can create pressure on organisations to quickly adapt. If a product is found to contain banned or harmful substances, it could pose not only regulatory risks but also harm stakeholder trust.

The regulations on the chemicals contained in products are continuing to be tightened both in the EU and globally. Allgon has a good understanding of the risks associated with chemicals contained in products and works continuously to follow up with suppliers. Data on input materials are regularly collected from global databases and from suppliers. During the year, laboratory spot checks continued to be carried out to verify the content of Allgon's products. If a product is found to contain banned or harmful substances, it could pose not only regulatory risks but also harm stakeholder trust.
Allgon was not subject to any environmental fines or penalties in 2024.

Human rights

The electronics supply chain is complex and global, involving multiple actors across borders. Limited traceability—especially in the early stages of raw material extraction—increases the risk of human rights violations. Due diligence requirements within the supply chain are increasing, both through regulations, directly for products such as batteries, and through indirect customer demands. Due diligence is a process for identifying, preventing and managing risks within an organisation. Failure to meet these expectations not only increases the risk of harm to individuals but may also lead to reputational damage and loss of trust.

Allgon's Supplier Code of Conduct requires that suppliers support and respect internationally recognised human rights and ensure that they are not complicit in violations of these rights. Suppliers must not engage in, or benefit from, modern slavery or child labour. Allgon conducts ongoing, systematic supplier assessments and monitoring. According to Allgon's Supplier Code of Conduct, Allgon has the right to ask that suppliers and/or subcontractors take corrective action within a reasonable time. Allgon is also entitled to terminate contracts in the event of serious and irremediable breaches.

In 2025, Allgon will allocate additional resources to further map the value chain and strengthen its ability to identify and address risks.

The prevention of corruption

Allgon has zero tolerance for corruption of any kind. The company's management is committed to upholding the highest standards of professional and ethical behaviour. A strong reputation is essential to Allgon's success. The Group's business relies on consumers and other business partners associating the Group with positive values and high quality.

Allgon is a global player with a complex value chain made up of many different stakeholders. Instances of corruption risk damaging confidence in Allgon as a company, possibly resulting in a loss of reputation, which may negatively affect Allgon's business in a number of ways, such as by losing customers, employees and investors.

It is extremely important to Allgon that every area of the business is run with the highest sense of responsibility, openness and

honesty. This is set out in our Code of Conduct, which all new employees are informed of and must sign when they are hired. Communication on and training in anti-corruption policies and procedures are ongoing.

Allgon has implemented a whistleblowing system, which encourages all employees to report irregularities in line with the company's Code of Conduct, policies and guidelines. The system, which is accessible via an external portal, can be used by all Allgon company employees, regardless of their employment status. Customers, suppliers and other stakeholders can also use the system. Allgon strives to maintain a business climate where whistleblowers feel that they can report irregularities safely and without fear. The system covers all types of irregularities, not just corruption cases. No irregularities were reported in 2024.

Social and personnel-related matters

Allgon aims to become the market leader in "Remote Tech". To achieve this, Allgon believes that continuous learning and personal development are essential to fostering a culture of innovation and entrepreneurship. The ability to attract and retain qualified employees is critical for Allgon and its business. Successfully attracting and retaining skilled and dedicated employees has a positive impact on the business and its financial results.

Becoming the "RemoteTech" market leader requires an understanding of the expertise that will be needed in the future. In the first quarter of 2024, work started on a strategic skills plan. Every employee's development is important for moving the company forward and increasing engagement. Starting in 2024, Allgon began tracking the average number of training hours per employee across the Group. While no fixed target has been set—since needs vary—the KPI is used for monitoring purposes. In 2024, it was reported that the average number of training hours per employee for the whole Group was 16.2 hours.

The Group is actively engaged in addressing social issues, including health, gender equality and diversity. The Group's work on gender equality and diversity is intended to create a tolerant working environment free from discrimination, offensive behaviour or harassment.
At 31 December 2024, Allgon employed more than 400 people in more than 20 countries, demonstrating our diversity. Increased gender equality, diversity and inclusion are essential for embracing different perspectives, promoting innovation, and ensuring equal opportunities and greater well-being. Failing to prioritize these areas risks limiting access to talent and undermining company performance.

Gender imbalance is a well-documented issue in the technology sector and Allgon is no exception. To address this, Allgon have adopted long-term targets aimed at improving gender balance across the Group. We aim to create a more inclusive working environment through strategic actions and awareness. For example, during the recruitment process, we endeavour to actively identify and promote candidates from the underrepresented group to teams with a gender imbalance. Job advertisements are designed to appeal to various target groups. Greater gender equality leads to more innovation by enriching team perspectives.

Since 2019, Allgon has implemented a Group-wide Equal Opportunity Policy.

On workplace safety, Allgon strives to achieve its vision of zero work-related accidents or ill health. This goal depends on raising awareness and addressing risks actively.

Our priority areas for action

The UN Sustainable Development Goals and the Group's impact assessment, together with the ESG Agenda, form the basis for our sustainability work. The impact assessment is based on the stakeholder dialogue held in 2021. The impact assessment will be updated in the 2025 Sustainability Report, with a double materiality assessment, as required by the CSRD. The priority areas that emerged from the impact assessment are summarised below.

A - Ensure the health and safety of employees, for a healthier working environment for all employees.

B - Promote better working conditions; improving working conditions for employees.

C - Climate impact and adaptation; shifting the companies' activity towards a more sustainable position.

D - Increased control in the value chain – choosing or developing partnerships with subcontractors to pursue sustainable development.

E - Harness renewable energy – increasing the Group's use of renewable and fossil fuel-free energy sources.

F - Community engagement and social responsibility – for greater participation in society at the local level.

G - Raw materials for a sustainable transition – reducing the Group's dependence on non-sustainable materials.

Two areas have been selected for active management C: Climate impact and adaptation – shifting the companies' activity towards a more sustainable position and D: Increased control in the value chain – choosing or developing partnerships with subcontractors to pursue sustainable development. These two areas are considered to have the greatest social, environmental and economic impact Below is a presentation of the activities and outcomes for areas for action A to G. See the tables on page 27 for the KPIs in each area.

A - Ensure the health and safety of employees, for a healthier working environment for all employees

Ensure the health and safety of employees, for a healthier working environment for all employees, is linked to SDG 8.
The following definitions were used in 2024 to report incidents and accidents.
Incident: An identified potential risk in the working environment that could have resulted in injury or ill health. If situations such as the one described above result in actual injuries, they count as accidents. Incidents were measured in 2024 based on the Group headquarters and the subsidiary Åkerströms.
Work-related accident or ill health: A situation causing an employee to be unable to return to work (i.e., at least one day of sick leave). Work-related accidents or ill health are measured from a Group perspective. In the reporting for 2024, Allgon chose to include ill health in this category, rather than just physical injuries.
In 2024, 4 cases of work-related ill health were reported. Zero work-related accidents were reported. 18 incidents were documented; 17 were resolved and followed up, with one pending formal closure despite all corrective actions being completed. A new procedure will be introduced to ensure such cases are fully closed and communicated to all relevant stakeholders.
(For comparison: 40 incidents were recorded in 2023.)

B - Promote better working conditions; improving working conditions for employees

Promoting better working conditions and improving working conditions for employees are directly linked to SDGs 3 and 10.
To measure employee engagement, Allgon uses the Employee Net Promoter Score (eNPS). The eNPS is obtained through a

Impact assessment

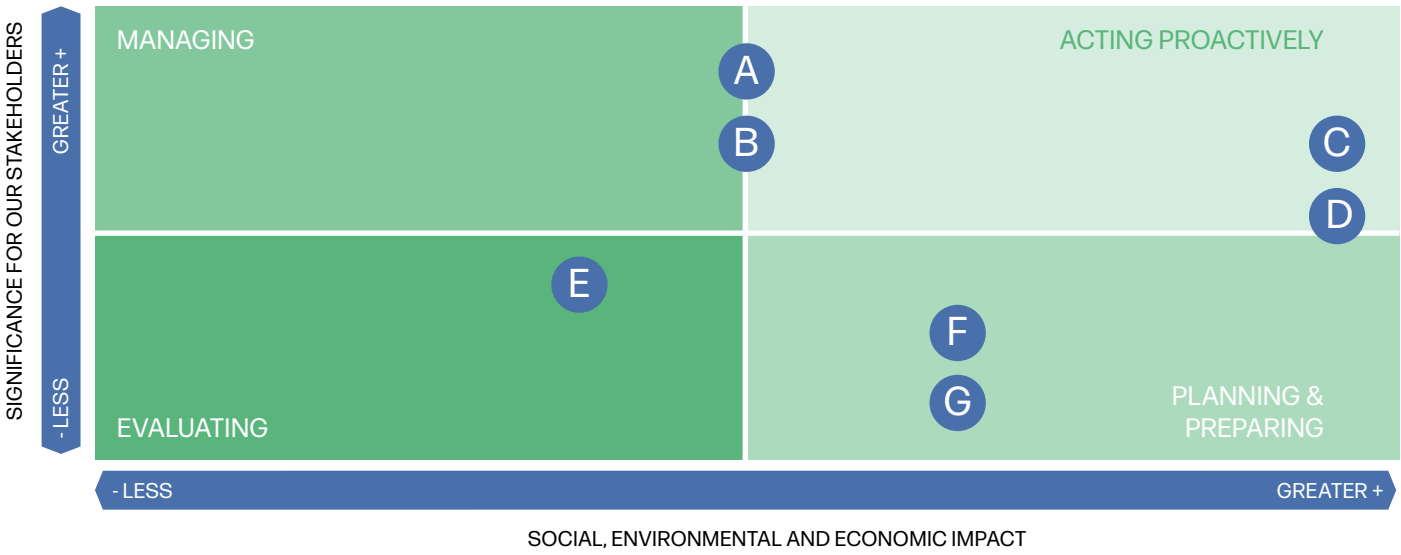


Table of material matters, targets and outcomes

	Material matters	Links to the UN SDGs	Targets for 2024-2025	Outcome for 2024
A	Ensure the health and safety of employees, for a healthier working environment for all employees		100% of incidents followed up and addressed Zero work-related accidents or ill health	94% of incidents (17 out of 18) were addressed and followed up Work-related accidents or ill health: 4
B	Promote better working conditions; improving working conditions for employees		Temperature for the organisation of at least 7.6 Employee engagement – an above-average eNPS (12) Gender equality – Gender distribution by employee category	Temperature of the organisation: 7.3 Employee engagement – eNPS: -15 Gender equality Percentage gender distribution (male/female) by employee category: Allgon's Board of Directors 67/33 Group management 88/13 Managers 74/26 Employees 69/31 *Complete data in Table 3
C	Climate impact and adaptation; shifting the companies' activity towards a more sustainable position.		Reporting on Allgon's Scope 1, 2 and 3 climate impact categories (parts of them) Reduction of emissions in line with research (long-term target) 15% reduction in CO2e from upstream transport compared with 2024.	Climate impact of greenhouse gas emissions, tonnes of CO2e and outcome in 2024* Scope 1 201.2 Scope 2 location based 177.5 Scope 3 33,647.2 **Total 34,025.8** *Complete data in Table x
D	Increased control in the value chain; choosing or developing partnerships with subcontractors to pursue sustainable development		Signing of Allgon's Code of Conduct by 100% of Allgon HQ's suppliers	33% of our suppliers have signed Allgon's Code of Conduct, representing 97% of our supplier spend.
E	Harness renewable energy; increasing the Group's use of fossil fuel-free energy sources		To use 70% renewable electricity; 100% renewable electricity long term	50.1% (2023: 68.5)
F	Community engagement and social responsibility, for greater participation in society at the local level		Increasing collaboration with technical and vocational colleges	Collaboration with the IT University in Gothenburg, hosting of trainees and participation in local job fairs.
G	Raw materials for a sustainable transition – reducing the Group's dependence on non-sustainable materials		One LCA (Life Cycle Analysis) per year	Work in progress

question that measures the likelihood that an employee would recommend their workplace to others. In the technology sector, in which Allgon operates, the average eNPS is 12. At Allgon, the eNPS is measured at its headquarters and at Tele Radio Export, Tele Radio Sverige and Åkerströms. One of our long-term targets is to be able to obtain a Group-wide outcome for the eNPS.
The method used is pulse measurements, which provide regular feedback and give Allgon a weekly overview of its operations. In 2024, the eNPS was below the average value, which may be attributed to the changes that have taken place in connection with the new working process that were introduced during the operational transition from Tele Radio and Åkerströms to Allgon. Several improved initiatives were taken during the year, such as leadership development at the headquarters and in the Swedish companies. Allgon has also taken steps to improve its internal communication and holds regular information meetings. These actions have led to a gradual positive shift, and further efforts are planned in the coming years.

Starting in 2024, Allgon introduced "temperature" measurements across nine areas (e.g., leadership, engagement, work situation). This approach helps identify early warning signs and measures can be taken to create a healthy and productive workplace. The areas rated most highly by our employees are leadership, engagement and team spirit. The target is at least 7.6 (which is the industry-wide figure), but the result in 2024 was 7.3 for the overall temperature measurement for the year.

Healthy attendance refers to when employees are consistently present in the workplace and the workplace is healthy and safe. Healthy attendance is crucial for companies as it affects productivity, reduces costs and improves the working environment. Safeguarding employees' health makes the company more attractive and successful. From 2024 onwards, Allgon will continue to track and report days lost for the whole Group. In 2024, 850 days were reported as lost due to work-related accident or ill health.

Employee wellness is important for Allgon and means that we sponsor various races, for instance, to support sustainable employeeship. Allgon's headquarters and several subsidiaries offer wellness programmes and regular health checks.

Gender distribution is one of the many components of Allgon's diversity efforts, and we are working to ensure that the Group reflects society at large. Gender distribution is therefore used as a KPI. The gender distribution is reported from a Group perspective, whereby the subsidiaries' local management teams are reported as managers. The proportion of women in the managerial category continued to increase for the second year in a row, which is a positive development.

Table 2. Gender distribution by employee category for Allgon

Percentage gender distribution, men and women

Employee category*	Outcome for 2024	Outcome for 2023	Target for 2023 and 2024
Allgon's Board of Directors	67/33	67/33	60/40
Group management	88/13	100/0	80/20
Managers	74/26	80/20	80/20
Employees	69/31	63/37	60/40

*) Consultants are included in the above figures when an employment-like relationship exists.

The long-term goal is for the gender distribution to reflect a 50/50 ratio.

C - Climate impact and adaptation; shifting the companies' activity towards a more sustainable position

Reducing its climate and environmental impact is a priority sustainability area for Allgon, and the adapting of its operations, mainly to reduce greenhouse gas emissions, contributes to the achievement of SDG 13.

There has been a hydropower plant at our property in Dalarna since the 1860s. Unfortunately, the plant was destroyed by fire in 2021. We have now been given a permit to reinvest in our own electricity supply by building a small-scale hydropower plant on the same site in 2025. Having our own electricity supply reduces our vulnerability to energy shortages and increases the availability of green electricity in Sweden, potentially contributing to a green transition.

Allgon has long been dedicated to promoting sustainable transport solutions. Our upstream and downstream freight transport accounts for 3% (2024) of Allgon's total greenhouse gas emissions, and we have a direct impact on the transport purchased. In the past, improvements has mainly been through efficiency improvement measures. In 2024, Allgon set an ambitious target of actively increasing the share of its goods transported by sea by 20%, and reducing the share transported by air by 10%. Unfortunately, due to ongoing supply chain disruptions, the company was unable to meet these targets and had to rely more heavily on air freight than expected.

Table 3. Share of freight by type

Type of freight	Outcome for 2024	Outcome for 2023
Share of upstream maritime freight (tonnes)	23.6 (19.2%)	53 (36%)
Share of upstream air freight (tonnes)	98.7 (80.7%)	94 (63%)
Tonnes CO2e	666.3	596.7

However, this setback presents a chance to learn and strengthen our processes for the future. In 2025, we will launch new initiatives and have set a target of reducing the carbon footprint for our upstream transport by 15% cent compared with 2024.

We are striving to continuously raise the environmental awareness of all our employees and give them the tools needed to maintain their engagement and participation. In 2024, Allgon's employees, subsidiary managers and the employees of three subsidiaries were offered foundational online training in sustainability and the environment. We achieved an impressive result, with 99% of our employees completing the training. In 2025, all new employees will receive continued training ensuring continued alignment with the company's sustainability goals.

Allgon's greenhouse gas emissions are reported below in accordance with the Greenhouse Gas Protocol (GHG). Scope 1 under the GHG Protocol covers emissions from the Group's own activities (direct), such as the combustion of fuel, and from vehicles owned or controlled by the organisation. Scope 2 includes emissions (indirect) from purchased electricity, heating and cooling. Scope 3 covers other indirect emissions, from purchased materials, product use, waste management, business travel, etc., in other words from sources that the organisation does not own or control. Only activity data were used for data collection, the disadvantage being that they are incomplete as not all the data are available.

Table 4. Greenhouse gas emissions, tonnes of CO2e

	Outcome for 2024 (tonnes CO2e)	Outcome for 2023 (tonnes CO2e)	Change (tonnes CO2e)
Scope 1	201.2	164.6	36.6
Scope 2 Location based	177.5	219.0	-41.5
Scope 3*	33,647.2	38,277.7	-4,630.5
Total	**34,025.8**	**38,661.2**	**-4,635.4**

*) *The data points for 2024 are not comprehensive for Scope 3 emissions and are missing the category: Scope 3 - use of sold products.*
The categories that are not applicable are 3.2.Emissions from the production of capital goods, 3.8 Emissions from the operation of upstream leased assets and 3.9 Emissions from distribution and warehouse services.

The purchased goods and services category is continuing to have a major impact on Scope 3. The largest impact is mainly from circuit boards and components, which account for over 90% of this total. Emissions for circuit boards and components were estimated using factors for mobile phones, considered a worst-case scenario. A decrease in Scope 3 emissions in 2024 is likely due to reduced purchasing in this category, although incomplete data from a major supplier may also have affected results and can be partly explained by incomplete data from a major supplier.

Apart from purchased goods and services, the most significant categories are upstream and downstream transport and business travel. Together with purchased goods and services, these account for 99% of Allgon's Scope 3 emissions.

D - Increased control in the value chain; choosing or developing partnerships with subcontractors to pursue sustainable development

We believe that we can contribute to SDGs 10, 12 and 16 through increased monitoring of the value chain from a sustainability perspective. In 2022, we introduced an enhanced Supplier Code of Conduct, which outlines clear expectations regarding compliance with legislation, respect for human rights, workplace safety, environmental responsibility, and the reporting of violations. More information is available on Allgon's website.

The Group Chief Operating Officer (COO), a member of Allgon's Group Management, holds overall responsibility for the Supplier Code of Conduct. Day-to-day responsibility for ensuring that suppliers sign and adhere to the Code lies with the purchasing managers and/or supply chain managers within each subsidiary..

In 2024, 33% (a total of 41 out of 124 suppliers) of the suppliers that deliver goods to Allgon's headquarters had signed Allgon's Code of Conduct. These suppliers account for 97% of our total supplier spend. Due to changes in purchasing structures and agreements, the data for 2023 is not directly comparable. In Gothenburg, 37 out of 49 suppliers have signed, and in Dalarna 32 out of 136. The target for 2025 is for all of Allgon's global suppliers to have signed the Code of Conduct.

buting to SDGs 8 and 10.
Allgon is focusing on connecting with universities and attracting students, in order to support young peoples transition into the labour market and showcase our industry. This is also a way of maintaining a reliable supply of expertise. We do this by offering traineeships and summer jobs. One example of our local engagement comes from our subsidiary Åkerströms, which participates in "Arbetsmarknadskunskap" (Job Market Knowledge). This program targets secondary school students and aims to bridge the gap between education and working life.
From 2024, employees have also been to apply for a grant for a local association in which they are actively involved. Through this initiative, we aim to foster community participation and promote healthier, more active lifestyles - contributing to both public health and social inclusion.

Table 5. Energy mix and consumption

	Outcome for 2024	2023	% N/N-1
Fossil energy			
Total fossil energy consumption (MWh)	1,118.3	1,032.8	8.28%
Fuel consumption from coal and coal products (MWh)	0.0	0.0	N/A
Fuel consumption from oil and petroleum (MWh)	536.8	0.0	N/A
Fuel consumption from natural gas (MWh)	240.0	0.0	N/A
Consumption of purchased or acquired electricity, heating, steam and cooling from fossil sources (MWh)	341.5	0.0	N/A
Share of fossil sources in total energy consumption (%)	65%	56%	14.40%
Nuclear energy			
Total energy consumption from nuclear power (MWh)	103.0	83.3	23.64%
Share of consumption from nuclear power in total energy consumption (%)	6%	5%	30.63%
Renewable energy			
Fuel consumption from renewable sources, including biomass (MWh)	18.4	4.0	362.07%
Consumption of purchased or acquired electricity, heating, steam and cooling from renewable sources (MWh)	493.6	711.2	-30.60%
Consumption of self-generated non-fuel renewable energy (MWh)	0.0	0.0	N/A
Total renewable energy consumption (MWh)	512.0	715.2	-28.41%
Share of renewable sources in total energy consumption (%)	30%	39%	-24.36%
Total energy			
Total energy consumption (MWh)	1,733.3	1,831.3	-5.35%

E - Harness renewable energy; increasing the Group's use of fossil fuel-free energy sources

Using renewable energy sources is a key activity for reducing Scope 2 emissions, and here we directly contribute to SDG 7.
The total energy consumption (heating, electricity and leased cars) for Allgon amounted to 1,733 MWh, which is a 5% improvement compared with 2023 (1,831.3 MWh). Unfortunately, the share of total renewable energy decreased from 715.2 MWh in 2023 to 512.0 MWh in 2024, representing a 28% decrease.

The decrease in renewable electricity in 2024 was mainly due to a lack of guarantee of origin documentation from several subsidiaries. This meant that we could not include several energy sources that are actually considered to be renewable.
Allgon remains committed to its long-term goal of ensuring that 100% of purchased electricity and electricity used for heating comes from renewable sources. See the table above for the results. The targets for 2024 can be found on page 27.

F - Community engagement and social responsibility, for greater participation in society at the local level

Allgon is dedicated to contribute to long-term social sustainability by promoting youth employment and traineeships, thus contri-

G - Raw materials for a sustainable transition; reducing the Group's dependence on non-sustainable materials

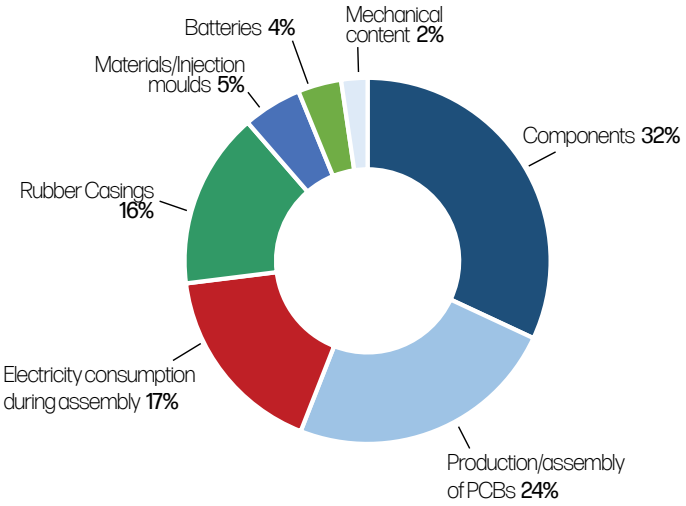
Switching to more sustainable raw materials and reducing the Group's dependence on non-sustainable materials contributes to SDG 12.
Allgon focuses on design and material selection in its product development.
All electronics have a significant environmental footprint due to their content of metals, plastics, and rare earth elements. Moreover, the production of these materials involves many and complex steps, further increasing the overall environmental impact.

For each new model, the development team goes through an environmental checklist to ensure that environmental aspects are considered in the product development process, and that products are developed that have as limited an environmental impact as possible. Aspects considered include how to reduce the environmental impact during use and selecting the right materials to optimise service life.

Improving the sustainability of our products allows us to reduce the environmental impact of both production and material use. Electronic devices with longer lifespans reduce the need for frequent replacements, supporting more sustainable consumption patterns. Our subsidiary Åkerströms, based in Dalarna, Sweden, plays a key role in this effort by offering services that extend product life and maximize their long-term use.

The increased awareness of environmental and sustainability matters has led to greater demand for climate declarations and LCA calculations. In 2023, we began conducting life cycle analyses (LCAs). LCA is a method for calculating the environmental impact of a product throughout its life cycle – from the extraction of natural resources to the end of the product's use and its disposal. The results of the first life cycle analysis (LCA) of the T19-2 transmitter show that production, and particularly the manufacturing of printed circuit boards and integrated circuits, accounts for the majority of the product's total carbon dioxide equivalent (CO2e) footprint. The mode of transport (air/sea) has a major impact, and can account for up to a fifth of emissions when air transport is used. During the use phase, the pattern of use (intensive or light) and the type of battery (alkaline or lithium ion) play a major role in how often the battery needs to be charged and replaced. The impact of use varies greatly, and in 2025 Allgon will endeavour to identify typical use scenarios that can be used for further measurements.

Figure 1. Climate impact (CO2e) of the manufacturing phase for T19-2

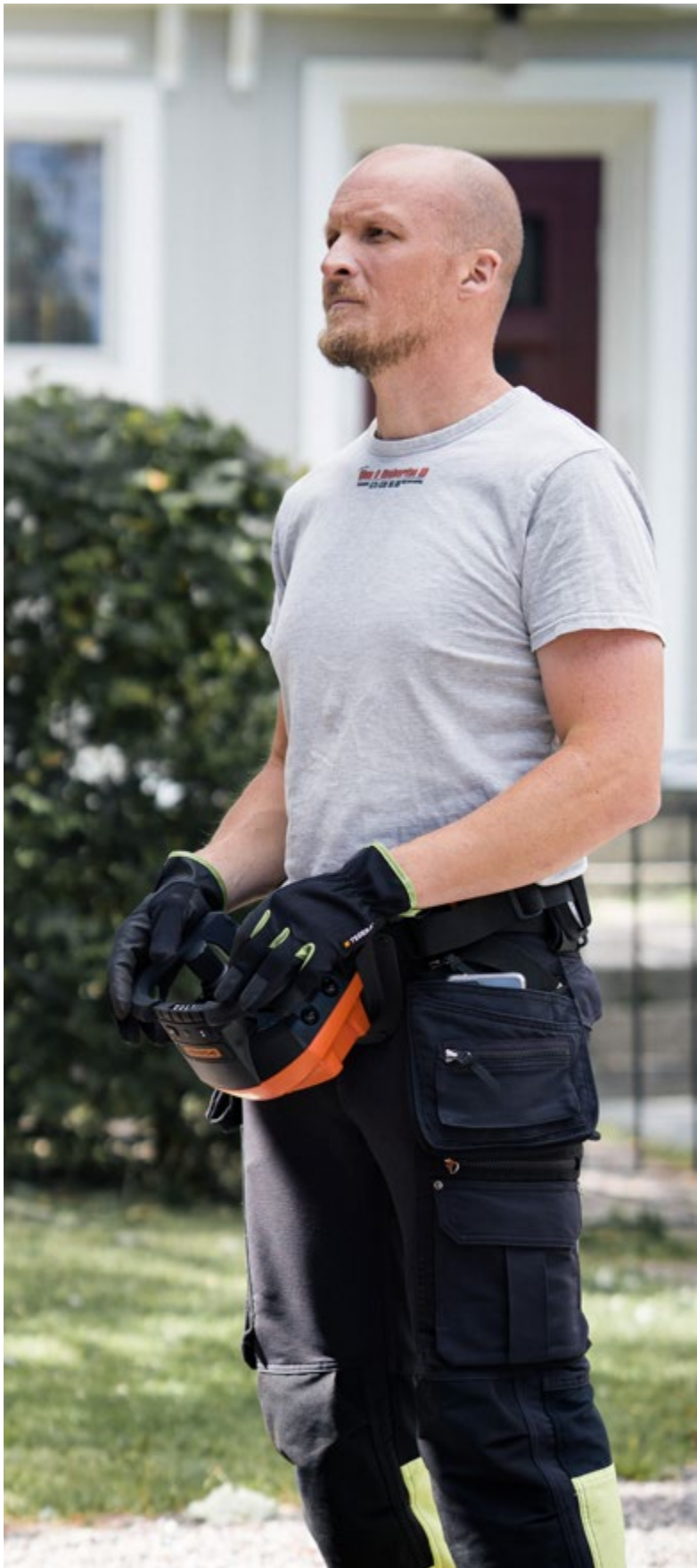


Reuse can reduce waste and ensure the efficient use of resources, in this way contributing to the circular economy.

Examples of reuse at Allgon include using outer packaging materials for inner packaging materials by shredding the cardboard and thereby giving it a new function. See examples from our subsidiary Tele Radio GmbH.

Summary of the sustainability work in 2024

To summarise, in 2024, Allgon made significant progress in the sustainability area. By integrating sustainability into every aspect of our business, Allgon has strengthened its position as a leading player in the "RemoteTech" market. Active work has been carried out to reduce our climate impact, improve working conditions for employees and increase their expertise in the sustainability field.



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