



Environmental Policy

Version: 0.1

Adopted: By The Board of Directors of Concentric AB on 18th April 2024

Applicable within: Concentric AB (publ) (hereinafter “Concentric”)

1 CONCENTRIC’S COMMITMENT

Concentric is committed to promoting sustainable practices throughout its operations, including minimizing our environmental impact and addressing climate change.

We conduct our operations in accordance with this Environmental Policy and applicable environmental laws and regulations, including ensuring valid and current environmental permits when applicable. We ensure that our operations adhere to industry standards and best practice. If there is a conflict between local law and this Policy, the stricter of them shall prevail.

2 WHO IS THIS POLICY FOR?

This Policy applies to everyone at Concentric and is applicable in all our business operations. Accordingly, the Policy applies to every employee and representative of Concentric, including its subsidiaries, members of the Board of Directors as well as anyone working on behalf of Concentric (such as consultants and subcontractors).

All our suppliers are also expected to uphold high standards to minimize environmental impact, and, as expressed in our Supplier Code of Conduct, to secure ISO 14001 or the stipulated accreditation as a minimum.

3 POLICY STATEMENTS

3.1 A responsibility for all of us at Concentric

Everyone at Concentric has a personal responsibility to contribute to sustainable development and help minimize environmental impact. Employees are encouraged to actively identify opportunities to make their work or work environment more environmentally friendly.

We recognize the importance of embracing a life cycle perspective. We strive to minimize environmental impacts at every stage of the life cycle, including materials used, manufacturing processes, energy consumption and waste management.

In addition to integrating environmental consideration into our product design, development processes and services, we encourage our customers to do the same.

3.2 We take responsibility for water and waste management and hazardous material

We manage water resources responsibly and implement water-efficient practices, monitor water usage, and actively work towards reduced water consumption. We prevent water pollution and protect water quality through appropriate treatment and disposal measures.

We manage waste generated throughout our operations in a responsible manner. This commitment includes promoting recycling and reuse initiatives and ensuring the proper disposal of hazardous materials, including responsible chemical management.



If any operations involve the use of radiation-emitting equipment or materials, applicable radiation safety regulations and standards will be followed. We ensure that we do not jeopardize the safety of our employees, the community or the environment

3.3 We strive to use minimal energy throughout our operations

As part of our ambition to contribute to climate change mitigation and promote energy conservation and renewable energy, we strive to use minimal energy throughout our operations. This includes seeking ways to implement energy-efficient technologies and promote energy-conscious behavior among employees.

3.4 We are committed to reduce our greenhouse gas (GHG) and develop decarbonization initiatives

We strive to minimize our carbon footprint. Accordingly, we seek to implement energy-efficient technologies and renewable energy sources and integrate sustainable practices into our operations.

We implement decarbonization initiatives across our operations, including exploring opportunities to transition to low-carbon or carbon-neutral alternatives, adopting cleaner technologies and promoting energy conservation and efficiency.

3.5 We take responsibility for air and soil quality

To minimize air pollution and contribute to improved air quality, we implement measures to control and reduce emissions of pollutants. Examples of such measures include seeking ways to reduce volatile organic compounds (VOCs), and hazardous air pollutants (HAPs).

Where our operations may affect soil quality, we implement measures to protect the soil.

3.6 We strive to protect and conserve biodiversity and are committed to responsible land use practices and the prevention of deforestation

We ensure that we implement measures to protect and conserve biodiversity in all areas where we operate. Additionally, we commit to sustainable land use, including the prevention of deforestation. Our operations are carried out to ensure that we preserve natural habitats and protect critical ecosystems.

3.7 We take responsibility for noise emissions and for light pollution

We acknowledge that noise levels and light pollution from our operations may impact surrounding communities and wildlife. Accordingly, we implement measures to minimize noise and light pollution where we can.

3.8 Responsible sourcing and use of products and services

3.8.1 *Collaboration with and choice of suppliers*

Concentric collaborates with suppliers to encourage environmentally responsible practices and promote sustainable sourcing. We work with suppliers who share our values, commitment to environmental stewardship and who adhere to high ethical standards, including ethical treatment of animals. We promote adoption of sustainable products, materials, processes, and services throughout our supply chain.

3.8.2 *Conflict minerals*

We recognize the social and environmental risks associated with the extraction and trade of conflict minerals and are committed to avoid the use of conflict minerals that directly or indirectly finance or benefit armed groups associated with human rights abuses or



environmental damage. We ensure that the materials and components used in our operations are procured in an ethical and sustainable manner.

4 HOW WE UPHOLD THIS POLICY

To meet the commitments expressed in this Policy, we:

- **Conduct risk-based due diligence** to identify, prevent and mitigate actual or potential adverse environmental impacts in our operations.
- **Communicate and provide training** to our employees to enhance their understanding of environmental issues, climate change, and how this relates to human rights and our operations.
- **Conduct risk-based due diligence on suppliers** to assess and select suppliers and ensure that all our suppliers undertake to comply with our Supplier Code of Conduct.
- **Set goals and action plans** to strive for environmental progress and improvements.
- **Periodically follow up** within our own operations as well as with our suppliers to ensure adherence to this Policy and our Supplier Code of Conduct.

5 GRIEVANCE MECHANISM

It is the responsibility of everyone at Concentric to uphold the principles in this Environmental Policy, including speaking up if we witness any breach of this Policy, or applicable laws or regulations. Concentric will handle all reports seriously and follow up any potential misconduct in an appropriate manner.

Anyone who reports in good faith shall be protected from any form of retaliation.

More information on how to report suspicions of misconduct, and how such reports are handled are outlined in Concentric's Whistleblowing Policy.

6 QUESTIONS?

Questions regarding this Environmental Policy itself or its interpretation may be directed to your manager or Human Resources.