

Sustainability Report 2024

About the Sustainability Report

The Sustainability Report for Plejd AB pertains to the financial year 2024 and covers the parent company, Plejd AB (org. no. 556790-9477), as well as all subsidiaries consolidated in the group financial statements for Plejd AB 2024, as specified in Note 10, "Investments in Subsidiaries." The Sustainability Report has been prepared in accordance with Chapter 6, Sections 10–12 of the Swedish Annual Accounts Act. Plejd's Sustainability Report is published annually as part of the Annual Report.



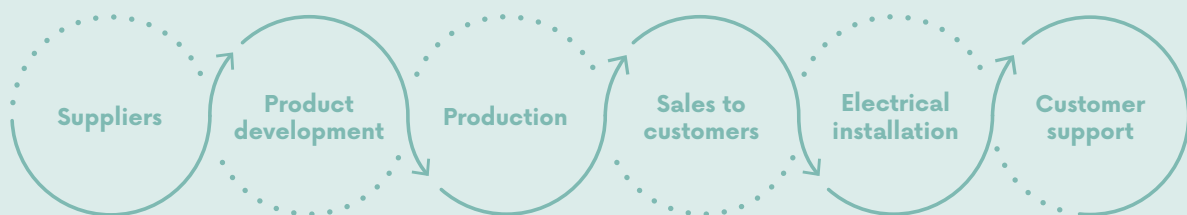
Plejd's Value Chain

Our value chain is centered around developing smart electrical products that create value for both electricians and end users. We place great emphasis on designing products that are extremely easy to install and use, aiming to make electricians' work smoother and more efficient.

Through our procurement process, we work closely with our suppliers to ensure that our products are manufactured using the highest quality materials. Our own production facility keeps us close to the process and allows us to maintain full control

over every stage of production. Our products are distributed via wholesalers across multiple European countries and are then sold to electricians, who install them for end users. Our sales and support teams are available to assist customers throughout the product's lifecycle.

We focus on integrating sustainability into areas that support our business goals and address specific risks. Through this approach, we drive long-term growth and operational resilience while ensuring a genuine and measurable impact.



Materiality Analysis

Plejd's approach to sustainability is based on ensuring that the topics most important to the company's stakeholders are highlighted and addressed by the management team. During the year, a stakeholder analysis with a focus on sustainability was conducted to identify, prioritize, and rank various sustainability issues based on their relevance and significance.

A materiality analysis was carried out to determine the most critical topics for the business, assessing both the greatest risks and opportunities the company faces. The risks were identified through a risk assessment conducted by the management team.

Sustainability Governance in Practice

The Board of Directors holds ultimate responsibility for the company's sustainability reporting and is tasked with defining the long-term sustainability strategy. The CEO is responsible for implementing the Board's decisions and strategies within the sustainability domain. The company has established a cross-functional team that maintains sustainability efforts, monitors results, and provides updates to the Board.

Plejd focuses on three key areas that are considered the primary drivers of sustainability within the company:

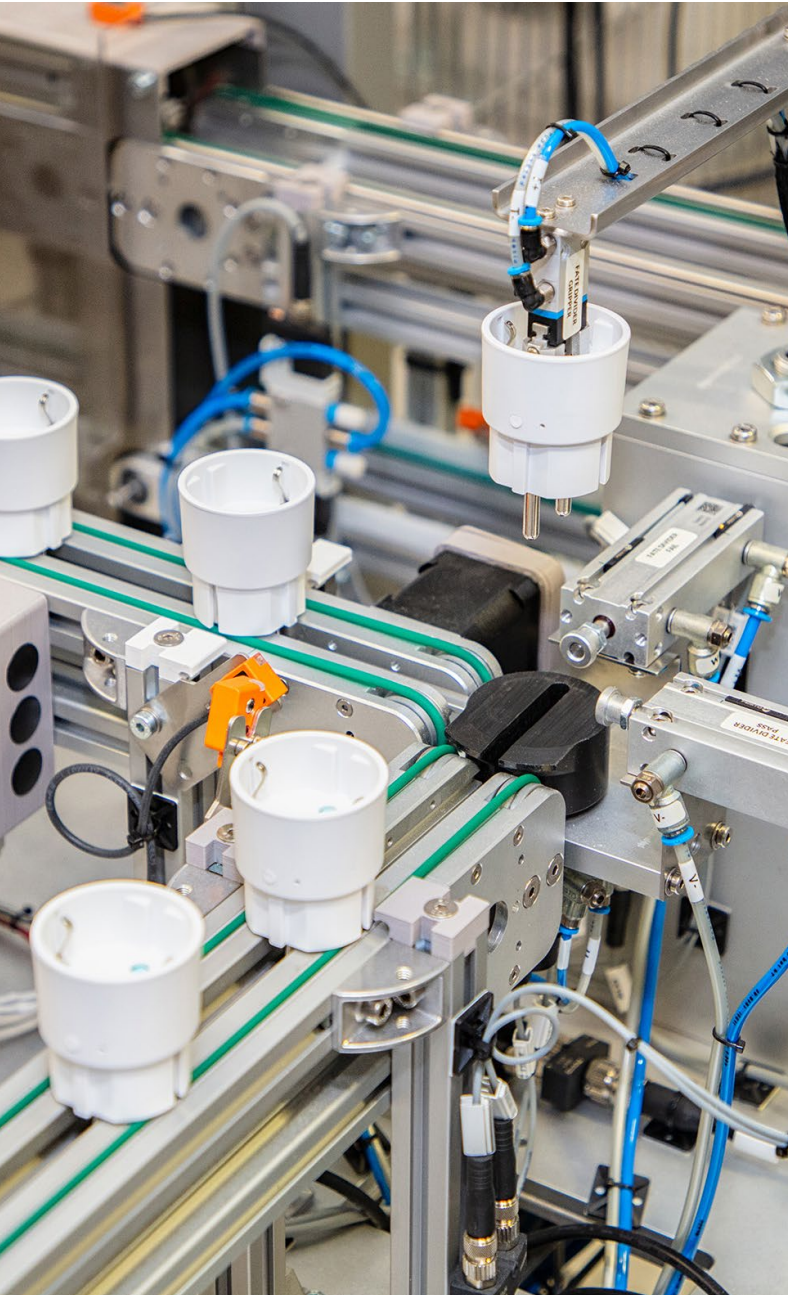
Product Quality and Regulatory Compliance
Plejd provides high-quality and safe products that comply with applicable regulations to ensure they do not cause harm to customers or the environment. Plejd take responsibility for the products throughout their lifecycle, ensuring they are managed in an environmentally responsible manner at the end of their life.

Ethical Business Practices
Plejd upholds high ethical standards in all business operations, including actively preventing corruption within the company and throughout the supply chain. Additionally, Plejd conducts thorough supply chain audits to identify risks that may pose a threat to human rights.

Attractive and Competitive Employer
Plejd relies on the expertise of its employees to develop innovative products and provides a workplace that fosters creativity while ensuring protection against potential health and safety risks.



Quality in Focus: Reliable and Safe Products



Our Internal Quality Standards

Product safety and quality are Plejd's top priorities. Since our products are installed in both residential and commercial environments, customers rely on them to meet all applicable standards. Any deficiencies in performance or reliability often require troubleshooting or product replacement, which can negatively impact the customer experience. Additionally, potential safety issues could lead to product recalls, posing risks to our brand reputation and financial stability. By delivering high-quality and safe products, we strengthen long-term customer trust.

To minimize risks related to product safety and quality, we have implemented strict internal processes within our quality management system to detect and address potential deviations. These processes means setting high-quality requirements for materials and components used in our products to minimize production issues, as well as conducting functional, mechanical, and safety tests on all products before they reach our customers. The processes and the tests help us maintain high production efficiency and enable us to swiftly address any issues identified during manufacturing.

Our goal is to prevent deviations and swiftly correct any that may arise. Our audits consistently confirm that we meet our high-quality standards, ensuring that our processes are followed and that any issues are resolved before our products reach the market.

Ensuring of product and environmental safety

The industry is particularly vulnerable to environmental impact, as electronic products may contain substances that could be harmful to both consumer health and the environment when disposed of. To ensure consumer safety and enable our products to be launched on the market, it is essential to carefully identify and map the elements used in all parts and components of our products.

Given that our products are often in close contact with or used by people, we see it as our responsibility to ensure that no hazardous substances are present. While there is a significant risk that such substances can be found in electronic components, the likelihood of their presence in our products is low. This is because we strictly adhere to EU regulations governing the requirements for suppliers and importers of these components.

To further minimize the risk of hazardous substances in our products, we evaluate all components through our compliance process, ensuring adherence to the RoHS Directive and REACH Regulation. These regulations impose strict requirements and restrictions on substances that could be harmful to human health and the environment.

Our assessments of these requirements have strengthened the safety of our products, ensuring they meet market demands and have not caused any known harm to our customers. Additionally, there have been no instances where we have been unable to verify that our suppliers have access to the necessary documentation, which has facilitated the transparent sharing of product information with customers.

Responsible Electronics Management

Electronic products consist of a variety of components made from different materials. When these products are discarded, it is crucial that they are properly handled. If the products are not disposed of properly, it may lead to harmful effects on the environment and the ecosystem. Since our products are distributed across multiple countries within the EU and EEA, each with its own waste management regulations, we recognize the importance of ensuring that the waste we generate is recycled correctly in each respective country.

To minimize the risk of negative environmental impact due to improper waste disposal, we ensure the correct handling of electronic, battery, and packaging waste in accordance with EU directives and regulations. By carefully designing our packaging and providing clear, country-specific labeling regarding waste disposal, we help protect the environment and ecosystems from potential damage caused by incorrect handling.

We also contribute to relevant national recycling and waste management organizations, ensuring they can continue their operations and effectively collect and recycle electronic waste. Customers appreciate the information we provide on waste management, as it enables them to dispose of our products in an environmentally responsible manner at the end of their lifecycle.

Integrity at the Core of Our Business

Business Integrity

The company applies a zero-tolerance policy against bribery, fraud, and unethical behavior. This ensures that we uphold fair and ethical principles throughout our operations and supply chain. We are strongly committed to maintaining high ethical standards, characterized by integrity and transparency. We recognize potential risks related to corruption, such as bribery, fraud, and conflicts of interest. These risks pose a threat to our business and can impact both our financial stability and brand reputation.

Our Whistleblower Policy provides a platform for reporting any concerns or suspicions, both internally and externally. This policy enables us to proactively and thoroughly address reports of misconduct before they can negatively affect the company. Our whistleblowing platform is available via our website.

To date, no cases have been reported, confirming that our policy has been effective and that our employees remain vigilant and committed to ethical conduct.



Transparency in Our Supply Chain

As an electronics manufacturer operating globally with many suppliers, a sustainable supply chain is essential to our business. A responsible supply chain starts with the extraction of raw materials—a process that can sometimes involve unethical conditions. There is always a risk that we may unknowingly contribute to issues such as poor working conditions, modern slavery, and child labor through our extensive supply chain. Such violations not only have severe consequences for individuals and communities but can also harm the businesses that depend on these products.

To manage these risks, we have developed our own due diligence process, inspired by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, to identify potential and actual risks within the supply chain. This process includes risk assessments of all companies in our

supply chain, as well as regular supplier audits on an ongoing basis. Our Tier 1 suppliers, particularly those located in or operating in high-risk regions, are classified as high-risk suppliers and are prioritized for audits.

A Supplier Code of Conduct has been established to define our expectations and ensure fair working conditions while protecting human rights within supplier operations. By focusing on the areas where we have identified the highest risks, we have helped increase awareness of the importance of respecting human rights. Due to our carefully structured processes, suppliers have become more transparent in reporting their impact and responsibilities within their operations. Our Statement of Transparency, in accordance with Norway's Åpenhetsloven, is available on our website.



Attractive and Competitive Employer

Overall People Strategy

Plejd sees its employees as a key resource and is committed to creating an inclusive and stimulating work environment. We strive to be an attractive workplace that attracts the right talent, where employees thrive, want to stay, and continue to grow. Our employees' engagement and expertise are crucial to achieving our goals and ensuring a successful and sustainable organization.

As a fast-growing tech company, we face a risk of skills shortages among our workforce, which, for a development-driven company like ours, could lead to project delays and limited innovation.

We face the challenge of fostering a workplace culture that supports employee well-being and professional development—failure to do so could result in increased staff turnover and negatively impact our long-term growth plans.

Through competency-based recruitment, we prioritize hiring employees with the right expertise who bring unique perspectives and skills while aligning with our company culture. To promote a workplace where employees feel valued and engaged, we offer benefits and activities that support both physical and mental well-being. Our Non-Discrimination Policy emphasizes openness and respect as fundamental principles for a workplace where diversity and trust

create a sense of belonging. This policy reinforces our people strategy, which is built on trust, personal responsibility, and embracing differences.

A Safe and Healthy Work Environment

Consolidating product development and manufacturing in one location makes our work efficient and cross-functional but also presents potential health and safety risks for employees. Our warehouse and production areas involve handling heavy objects, moving large items, and tasks that may not always be ergonomically optimized.

We actively work to reduce these risks, ensuring that employees can avoid injuries and work safely. Through our Safety Committee, we regularly review the workplace to identify health and safety risks, ensuring a secure and healthy environment for our employees. Our Work Environment Policy, including our zero-incident vision for work-related accidents and illnesses, serves as the foundation for our approach to health and well-being. By conducting active risk assessments and fostering an open reporting culture, we continuously ensure a safe and sustainable work environment.

Our commitment to promoting workplace health is also reflected in the results of our employee survey. We have conducted interviews with employees to gain insights into their views on company benefits and the work environment. This feedback has provided valuable insights into areas for improvement—both to ensure employee satisfaction and to maintain a safe and supportive workplace.

This is a literal translation of the Swedish original report

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Plejd AB, corporate identity number 556790-9477

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2024 on pages 11–16 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinions

A statutory sustainability report has been prepared.

Gothenburg, date as of our digital signatures

Öhrlings PricewaterhouseCoopers AB

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