

ALEIDO

Climate & Environmental Policy



CLIMATE & ENVIRONMENTAL POLICY

OVERVIEW

At Aleido, we contribute to the transition towards a more sustainable and resource-efficient society by reducing the environmental impact of our own operations and by enabling our customers to do the same. We recognise that our activities give rise to environmental impacts, as well as related risks and opportunities that may affect our business and stakeholders.

PURPOSE OF THIS POLICY

The purpose of this policy is to clarify the principles of our climate and environmental agenda, including responsibility, covering both our negative and positive impacts. It also includes responsibilities related to environmental impacts, risks and opportunities and reflects alignment with our Code of Conduct.

GENERAL PRINCIPLES

We have processes and policies in place with the aim to ensure compliance with applicable laws and regulations in all countries of operations and we strive to continuously improve our management system.

We apply a precautionary approach and base our work on regular assessments of environmental impacts, risks and opportunities, integrating these into decision-making. This includes considering climate-related risks and the need for adaptation in our operations and value chain.

We take the necessary steps to reduce the negative climate and environmental impact of our own operations and value chain (our “footprint”) while we strive to support our customers to reduce their negative impact and to realise their climate and environmental related opportunities (our “handprint”). These efforts are guided by an understanding of our most significant environmental impacts and opportunities.

We also aim to minimise negative impacts related to resource use, including energy, water, materials and substances of concern, and consider potential impacts on biodiversity where relevant.

MINIMISE OUR FOOTPRINT

At Aleido, the climate and environmental footprint of our own operations and value chain mainly relate to emissions and resource consumption linked to business travel, employee commuting, electricity, heating and cooling, purchased goods and services and capital goods. This also includes impacts related to digital infrastructure and IT equipment, as well as our broader value chain.

We strive to minimise our climate and environmental footprint by setting climate reduction targets aligned with the 1.5°C ambition of the Paris Agreement. We are committed to the Science-Based Targets initiative and are working towards validation of our climate targets in line with its requirements. We calculate and

transparently report our Scope 1, 2 and 3 emissions annually, as well as progress towards our targets, and use these insights to guide decision-making and continuous improvement.

We minimise our climate and environmental footprint by:

- Supporting our employees to make more climate-friendly business travel and commuting choices. We also promote digital collaboration to reduce the need for travel.
- Shifting to fossil-free energy, where possible, and striving to ensure efficient energy usage in our offices. This includes both physical offices and digital environments.
- Reducing the climate and environmental footprint of purchased goods and services.
- Shifting towards more resource efficient and circular business operations by adopting a circular mindset based on the principles - reduce, repair, reuse and recycle.

MAXIMISE OUR HANDPRINT

At Aleido, we believe that sustainable business is profitable business. Our greatest opportunity to contribute positively lies in enabling our customers.

We strive to maximise our positive climate and environmental impact by integrating relevant climate and environmental aspects into our customer offerings and, whenever possible, supporting our customers to reduce their negative impact and act on their climate- and environmental-related opportunities. We also contribute through digital solutions that reduce travel and resource use.

We train our employees, with the aim to ensure that we can support our customers to reduce their negative impact and realise their climate- and environmental-related opportunities. We continuously develop competence to strengthen this capability.

SCOPE AND RESPONSIBILITY

This policy defines the minimum environmental requirements and applies to all companies within the Aleido Group. Each business area is responsible for managing environmental impacts, risks and opportunities within its operations.

All managers within Aleido are responsible for ensuring that the climate and environmental impact, within their scope of control, is managed in line with the principles of this policy as well as guidelines issued hereunder, if any. They must also integrate environmental considerations into decision-making.

Aleido employees have the responsibility to make efforts to reduce their climate and environmental impact in connection with all activities linked to their employment and to act in line with further guidelines, if any. This includes contributing to environmental improvements in daily work. This policy is communicated to all employees and forms part of onboarding and internal governance processes.

FOLLOW-UP

We report our emissions, progress and key environmental performance indicators. We monitor environmental performance and report annually in line with GRI, ensuring transparency and reliability.

Gothenburg, April 17th, 2026