

Hexatronic
accelerates the
digital
transformation

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High ambitions for
sustainable
growth

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Sustainability Report





About the Sustainability Report

This is the Group's fourth Sustainability Report in accordance with the requirements of the Swedish Annual Accounts Act, ch. 6, §12. The Sustainability Report relates to the 2021 financial year and is on pages 36–53.

The Sustainability Report encompasses the Parent Company Hexatronic Group AB and the subsidiaries that formed part of the Group for the whole of 2021. Companies acquired or formed during 2021 are included only to a limited extent in this Sustainability Report, and are not included in the key metrics presented on pages 52–53.

Sustainability Report 2021

Our Roadmap for sustainability work has been launched. Now, we are stepping up the pace and enhancing the focus on goals and targets. We are proud to have launched a sustainability Roadmap in 2021 encompassing up to 2030. As a global Group, active in fiber expansion, we have an essential role to play in realizing 2030 Agenda and the UN Global Compact’s ten principles for sustainable enterprise.

We want to contribute to a more sustainable society by involving our employees, customers, and suppliers. The way we run our Group makes a difference.

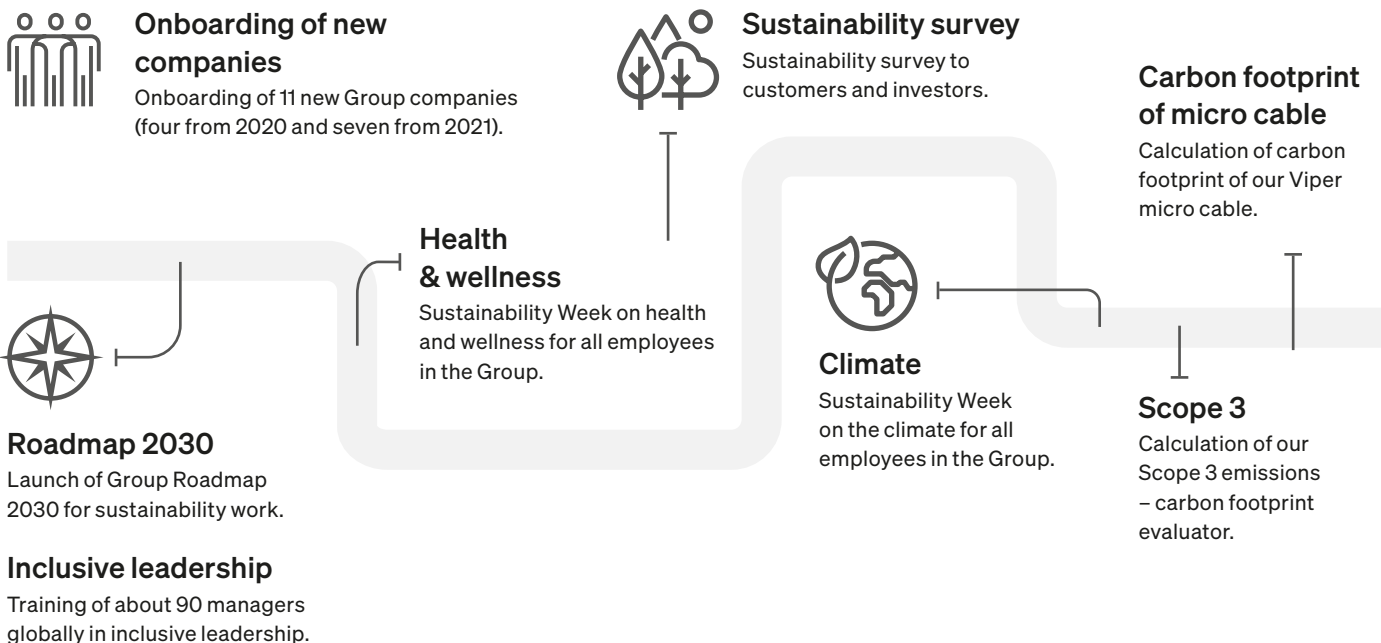
Welcome to join our sustainability journey.

Henrik Larsson Lyon, CEO Hexatronic Group



Read more about Hexatronic and sustainability in our Roadmap 2030 and on our website: group.hexatronic.com/en/sustainability

Important milestones 2021



Hexatronic accelerates the digital transformation

Hexatronic's sustainability work contributes to the United Nations' 17 global Sustainable Development Goals, which are to be achieved in just under ten years' time. In our Roadmap 2030, we have identified six prioritized sustainability areas, which are based on ten goals and 27 targets in the 2030 Agenda.

We contribute to Goal 9 and accelerate the digital transformation for the benefit of businesses, individuals, and society at large, by offering smart, reliable product and system solutions for passive fiber infrastructure. For further information about our business model, see pages 8–9.

Sustainability issues are becoming increasingly important in society. One clear effect of this is higher expectations on our sustainability work, primarily from our customers and investors.

Trends that affect Hexatronic

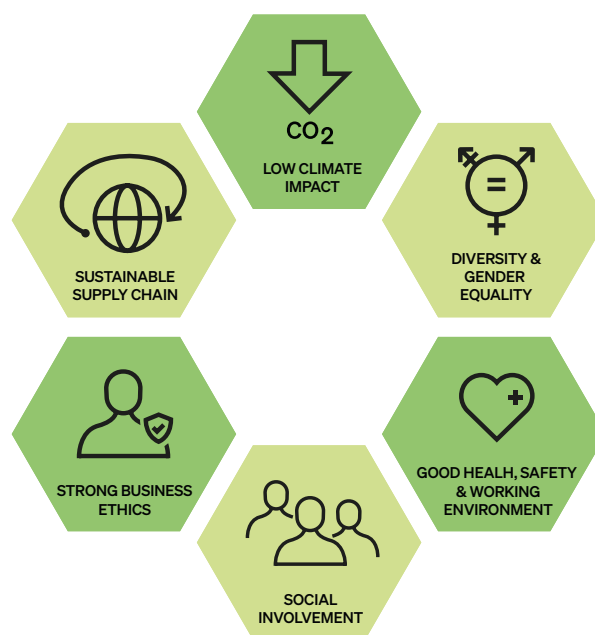
1. Increased pressure on climate transition to achieve the 1.5°C target
2. Extensive new EU legislation with requirements in a raft of sustainability areas
3. Increasing focus on sustainable companies among investors

Six priority sustainability areas

When selecting our prioritized areas of sustainability, several input sources were considered, the UN's 17 global sustainable development goals (SDG), stakeholder demands and expectations, identified sustainability risks (further details on these risks on pages 60–63), current policy documents, our degree of influence, and our ability to manage, develop and improve a specific issue.

Our sustainability areas are:

- Strong business ethics
- Sustainable supply chain
- Low climate impact
- Good health, safety and working environment
- Diversity and gender equality
- Social involvement



High ambitions for sustainable growth

The customer is always central in our sustainability work. We have high ambitions for our sustainability work, maintaining a strong focus on key success factors.

Launch of Roadmap 2030

During 2021, a Roadmap 2030 for the Group’s sustainability work was launched. The plan is based on the Group’s six prioritized sustainability areas. Extensive onboarding has taken place in all Group companies to ensure that relevant aspects are incorporated into their own strategies or business plans. The Roadmap is linked to the 2030 Agenda and includes short-term (2022, 2025) and long-term goals (up to 2030) as well as prioritized activities for each sustainability area.

Success factors for our sustainability work:

- Integrated part of the operation**
 Sustainability shall be a natural and integral part of our decision-making, steering, follow-up, M&A and planning processes.
- Engagement and collaboration**
 To find the best solutions, we need to involve and work with our employees, customers, suppliers and other stakeholders.
- Corporate culture**
 As well as establishing sufficient structures, we must also create a positive corporate culture.
- Inspiration and awareness**
 To promote creativity and support positive action, we need to inspire and create awareness through training, communication and good examples.

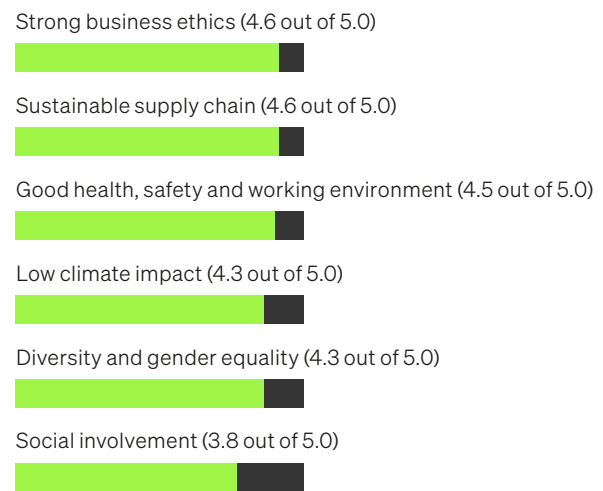
Customer and investor survey on our sustainability work

To gauge whether our sustainability priorities tally with the demands and expectations of our stakeholders, a survey was sent to 188 customers and investors in Sweden and abroad. The result shows that our prioritized sustainability areas are relevant to our customers.

Sustainability is becoming more and more pivotal in dialogue with our customers. As their partner and supplier, we are an important part of their sustainability work.

Susann Dutt, Sustainability Manager

How customers and investors rank our selected sustainability areas, based on importance.



Results of global survey conducted 2021 (response frequency 23%)

Strong business ethics

Building trust is central to everything we do. We work actively to ensure that our employees, customers, investors, suppliers, and other stakeholders trust Hexatronic, knowing that we represent a high level of business ethics.

Code of conduct and Sustainability Policy

The aim of our internal Code of Conduct is to ensure that employees, temporary hired personnel and assigned consultants conduct themselves in a responsible, ethically correct manner. The Sustainability Policy encompasses all employees in all Group companies. It covers how we should take responsibility based on the economic, environmental and social dimensions of sustainability. Both documents are part of the onboarding process for new employees, as well as merged and acquired companies.

During 2021 the Code of Conduct has been reformulated, and an updated version is planned for launch in early 2022. At the end of 2021, 100% of the Group's employees had signed the internal Code of Conduct.

How we work with anti-corruption

We have a zero tolerance policy on bribery and corruption. The most important parts of our work on anti-corruption are:

- Internal Code of Conduct and the section on conflicts of interest
- Ongoing training and discussion on ethical dilemmas
- Bribery and corruption are included in the annual risk analysis
- Internal and external audits to check compliance
- Anti-corruption is an important part of our code of conduct for suppliers

Hexatronic is part of the UN Global Compact on a signatory level, committed to conducting our business in accordance with their ten principles. Principle 10 relates to anti-corruption. We are also a supporting member of the Swedish Anti-Corruption Institute.

The way we do business is as important as the results we achieve. We do not tolerate bribery or any form of corruption, even when business is at risk.

Henrik Larsson Lyon, CEO Hexatronic Group

Whistleblower function

The whistleblower function was introduced by the Group 2018. The function is designed to guarantee full anonymity for the reporting party.

Objective 2030:

To continue to maintain strong business ethics.

Prioritized activities in Roadmap 2030

Ensuring that our Code of Conduct is known and observed, to conduct training linked to the code, conduct regular risk analysis, ensure internal and external control systems, as well as systems for screening of intermediaries. See pages: 7, 10 and 16 of the Roadmap.

Sustainable supply chain

We work alongside our customers and suppliers to secure a sustainable supply chain. Through collaboration and open dialogue, we help each other become better and create concrete results.

We welcome the increasing demands from customers regarding environmental and social sustainability in the supply chain. We have an important shared responsibility here. During 2021 dialogue with our suppliers continued, in order to encourage more suppliers to understand and follow the Group's Code of Conduct. Roughly 160 suppliers, who jointly account for just over 80% of the Group's total purchased volume of direct materials and transportation, confirm that they run their business in accordance with the Code of Conduct. The Code of Conduct in its entirety can be read on our website.

Developed processes and a new purchasing organization

One major change is the new purchasing organization that was launched during the year. The reinforced, more centralised organization creates better opportunities for dialogue with suppliers – particularly with regard to sustainability. The process for supplier audits and the stipulations for becoming an approved supplier in terms of sustainability have also been updated. Due to the pandemic, no supplier audits were carried out during the year.

UK Modern Slavery Act Statement

Hexatronic commits to preventing all forms of modern slavery, servitude, forced labour and human trafficking. The statement can be read in full via the Sustainability section of our website: group.hexatronic.com/en/sustainability.

Objective 2030:

To achieve a sustainable supply chain with regard to the environment, human rights, fair employment conditions, a good working environment and anti-corruption.

A stronger network of suppliers in Europe brings us closer to our customers, while also reducing the climate impact of transportation.

Anna Bailey, Sourcing & Supply Director

Prioritized activities in Roadmap 2030

See pages 7, 9 and 15.

Enhanced supplier network in Europe

Active efforts are underway to relocate parts of the supplier base to Europe and to increase the number of European suppliers. Reduced risks, improved possibilities for control and lower emissions from transport are some of the sustainability benefits.

Low climate impact

The climate challenges are great and time is limited. Alongside customers, suppliers and employees, we aim to achieve the 1.5°C target by reducing our climate impact, being more resource efficient, and offering climate-smart products and services.

Calculation of our indirect climate emissions – Scope 3

During the year, we began mapping our indirect emissions – Scope 3 – according to the Greenhouse Gas Protocol and a digital tool called the carbon footprint evaluator.

Initial results show that indirect climate emissions, Scope 3, account for 93–94% of our total emissions, Scope 1–3. Mapping of our Scope 3 emissions will continue in 2022. In our efforts to expand collaboration in the climate field, maintaining dialogue with our main suppliers is pivotal.

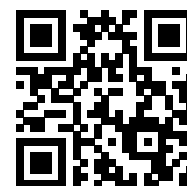


Calculation of our products' carbon footprint

A study to calculate the carbon footprint of our most common products has been conducted in association with the University of Gothenburg and IVL Swedish Environmental Research Institute. The study encompasses the entire process – from raw material to finished product. The method developed based on the study is fully or partially applicable to other products in the range.

The ability to calculate the carbon footprint of products produced in-house makes a big difference to our sustainability work. Hexatronic's opportunities to report carbon footprint to customers are increasing, while mapping all parts facilitates the process of reducing climate impact.

Scan the QR code to access the study and its results in full.



Similar studies and calculations on large parts of the product range are planned during 2022. Peter Lo Curzio, Product Manager, praises the collaboration and summarizes the results:

This study represents a crucial step forward in our environmental work. We have shown that it is possible to calculate the carbon footprint of complex products like micro cables – even though it's challenging.

Peter Lo Curzio, Product Manager HCI



High resource efficiency, and climate-smart products and services

During the year, all of our production plants have been working to increase the share of recycled material in their products. To reduce climate impact from packaging, several companies have replaced plastic with renewable/degradable materials, and have introduced systems for recycling and reuse of packaging, drums and coils.

Several important investments and adaptations on existing machines and processes are under way at the production plant in Hudiksvall, to streamline production and increase the percentage of recycled material. Two new duct machines will come online in 2022.

Renewable energy and higher energy efficiency

The largest climate reduction linked to indirect emissions – Scope 2 – would be achieved if our production companies in the US moved to renewable electricity. To access and procure renewable electricity might be challenging where we operate, but we are making great efforts to find sustainable solutions.

New investments in machinery have led to considerable energy efficiencies during the year. Blue Diamond’s new duct facility in Texas has 15% higher energy efficiency than the previous equipment. Furthermore, replacing the production lasers at Proximion have increased energy efficiency. Switching from fluorescent lamps to LED fittings in the Group’s offices and production areas continued during 2021. The Group’s energy intensity decreased by just over 25% in 2021 compared to 2020.

Efforts for lower climate impact from travel and transport

- Far less travel due to pandemic
- Digital working and meeting have continued
- Coordination of goods transport
- Optimization of pack sizes and drums
- Increased share of transport by sea and rail
- Parts of supplier base moved to Europe
- Acquisition of producing companies in Europe
- Ongoing choice of local suppliers where possible
- Higher share of electric vehicles and more fossil-free fuel (HVO100) in diesel vehicles

Climate Week in conjunction with COP26

In conjunction with COP26, the UN Climate Change Conference, a Climate Week was organized for all Group employees. The aim was to give all employees an opportunity to increase their knowledge of climate issues and the climate aspects of the Group's Roadmap 2030, and to inspire action both in the workplace and privately. Around 30 Climate Ambassadors organized local climate activities in subsidiaries around the world.

Global Compacts Climate Ambition Accelerator Programme

Hexatronic took part in this programme, which aimed to help more companies set science-based climate targets to achieve zero emissions by 2050. Setting a 1.5°C target in line with the SBTi – Science Based Target Initiative – does, however, entail some challenges for an organization like Hexatronic, with high growth both organically and through acquisitions.

Handling of climate-related risks and opportunities

Analysing and managing climate-related financial risks and opportunities is a key aspect of arming companies for the future and making them attractive to investors and customers. Task Force on Climate-related Financial Disclosures (TCFD) recommendations from 2017 have made a major impact and have become guiding principles in the field.

See the following pages to find out how Hexatronic is working with the various aspects:

- Governance – page 51
- Strategy – page 62
and pages 8 and 21 in Roadmap 2030
- Risk management – pages 60–63
- Goals and metrics – pages 52
and pages 7 and 14 in Roadmap 2030

Objective 2030:

- Halve emissions of greenhouse gases (Scopes 1, 2, 3)
- Become a climate-neutral Group, own operations
- Report on the carbon footprint of our most common products

For further details of key metrics and goals for 2022, 2025 and 2030, see page 52 of this Sustainability Report and page 14 of our Roadmap 2030.

Prioritized climate activities in Roadmap 2030

A selection of the Group's 13 prioritized climate activities can be found below:

- Increase the share of renewable energy
- Reduce the volume of goods transport
- Increase the proportion of goods transport by sea and rail
- Increase the recycling and reuse of materials and products
- Use suppliers with a clear focus on low climate impact
- Increase the proportion of travel-free meetings and trainings

Other prioritized activities can be found on page 8 in Roadmap 2030.

Good health, safety and working environment

Our employees are our most important asset, and we focus heavily on health and safety in the operation. Together, we create a working climate in which everyone feels valued, has a sense of belonging, and is given opportunities to succeed and grow.

Efforts for good health and safety

A range of different efforts and initiatives to ensure a good working environment focusing on health and safety have been conducted in the Group's various subsidiaries during 2021.

Machines have been replaced in production, aiming to enhance the working environment and improve the safety standard.

Efforts on the working environment have been developed and digitalized in various ways, for instance by introducing system support and assessment of a digital tool for ongoing surveys among employees. Several training initiatives and programmes have been executed, linked for example to mental health, developmental leadership and self-leadership.

Other initiatives that have specifically promoted health and safety during the year are the introduction of a Group-wide Health Week, the opportunity to exercise during working hours, and participation in a national initiative for a safe workplace, called "Safe-andSoundatWork".

Based on new risk analyses in all companies, measures have been taken to minimise the risk of spreading COVID-19. Activities have varied by country and operation. Many of our companies have continued to offer the opportunity to work remotely/from home.

Management system and organization

Today, 38% of our employees come under a management system for working environment in line with ISO

45001 or equivalent. Two of our companies, Blue Diamond and Hexatronic UK, have appointed new resources during the year to focus on working environment and safety issues with even greater force. As a stage in boosting our competitiveness on an ever-growing international market, Hexatronic Fiber-optics was restructured during the year. Production has been relocated to our Estonian company Baltronic, and the logistics department has moved to our production facility in Hudiksvall. In addition to this organizational change, our production companies in Sweden and North America have grown significantly in terms of number of employees. All of these organizational changes have been carried out with a strong focus on onboarding and responsible offboarding.

Sustainability Week focusing on health and wellness

Again in 2021, a Health Week was organized for all employees, with information, discussion and inspiration on various themes. Local health-related activities were organized by around 30 health ambassadors in the Group.

Roadmap 2030

Short- and long-term goals, links to the 2030 Agenda and prioritized activities have also been formulated for the working environment, health and safety area in the Roadmap launched during the year. For further details, please see pages 7, 12 and 18 of the Roadmap.

Objective 2030:

To be a safe, attractive workplace for our employees.



Diversity and gender equality

People with different perspectives, knowledge and experience are important to create an innovative, inclusive working climate, characterised by respect and equal value. We have a zero tolerance policy towards all types of discrimination and harassment.

Several information and training activities have been carried out during the year, with the aim of increasing knowledge of the value of diversity and working against discrimination.

In connection with the company's participation in EU Diversity Month in May, an information page was launched on the Group's intranet, with training material for new managers, important steering documents, facts and inspiration about the work for diversity and gender equality.

A training course in inclusive leadership was conducted for about 90 managers worldwide.

Zero tolerance of discrimination

Our 2019 Diversity and Gender Equality Policy explains our zero tolerance towards discrimination, sexual harassment and degrading treatment. The policy is part of the onboarding process for new employees and also acquired companies. There were no confirmed instances of discrimination in 2021.

Objective 2030:

To offer an equal and inclusive workplace with a high degree of diversity.

Minimising climate impact while expanding fiber networks – is that even possible? With an excellent service level and a strong sustainability mindset, Hexatronic has made it possible to lower costs, transport and minimise material use for our fiber projects in New Zealand.

A professional headshot of Elaine Campbell, a woman with long, wavy, light brown hair, smiling warmly. She is wearing a white, high-collared blouse with a large, decorative bow at the neck and dark, textured earrings. The background is a plain, light grey.

Elaine Campbell

Chief Corporate Officer and General Counsel, Chorus NZ

Elaine services as the General Counsel and Company Secretary, bringing significant legal experience to Chorus, together with extensive leadership experience in regulatory change environments.

Social involvement

We strive to make a difference by actively contributing to the development of society, both globally and locally.

There is far-reaching interest in the Group for children and young people, integration, and not least gender equality and education issues. Some of the organizations and initiatives to receive support from our companies during the year are: the Swedish Childhood Cancer Fund, Greenlight for Girls, Children in Need, Rhett Sullivan Foundation, the Cook Children's Health Foundation, The Hope Center, Local Food Bank, Macmillan Cancer Support and the Alzheimer's Association.

In addition, several companies offer internships for young people, backup employment for the long-term unemployed, and for employees to donate blood during work hours and to consider organ donation, for example.

The steering documents linked to social engagement are our Sustainability Policy and our recently launched Roadmap 2030.

Our training companies make a difference

We are proud that several of our training companies are continuing to make a difference for young people and adults with a large distance to the labour market, by offering the education they need to find a job or continue studying. A total of 130 individuals moved on to work or studies for at least six months. During the year, our training company Gordon Franks Training has also incorporated several of the UN's global Sustainable Development Goals and targets into its training modules, in an excellent way.



Proud corporate partner of Hand in Hand

During 2021, Hexatronic Group entered into a collaboration with the organization Hand in Hand. Over 2.5 years, we will support a project in the village of Chawia, Kenya, which is characterised by sustainability and energy-smart solutions. The aim is to help reduce poverty, increase gender equality, improve democracy and health, and promote a more sustainable use of natural resources, using a unique entrepreneurship model aimed at women among the poorest parts of the population. The choice of partner and project is based on our own values regarding entrepreneurship, diversity and gender equality, and low climate impact.

Objective 2030:

To be a positive force in society.

We will make a difference by supporting initiatives and operations that strive for a socially and environmentally sustainable future.

Governance for increased sustainability

Central policy documents

At the Group level, the following steering documents are available in the field of sustainability: Sustainability Policy, Code of Conduct – Internal, Diversity and Gender Equality Policy, Whistleblower Policy, and Code of Conduct – Suppliers. The documents can be read in their entirety at group.hexatronic.com/en/sustainability. Our companies also have other policy documents to provide management and guidance at the local level.

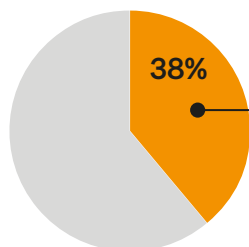
Our internal Code of Conduct has been reviewed during the year. The updated version will be launched in Q2 2022. Monitoring compliance with the policy documents takes place through internal and external audits, and also using selected key metrics.

ISO-certified companies

The internal and external audits conducted during the year show no serious deviations. Five of the Group's companies are environmentally certified to ISO 14001 or equivalent, and 38% of all employees are encompassed by an ISO-certified management system linked to safety and the working environment. Our goal is 50% by the end of 2022. Hexatronic AS is certified to the Eco-Lighthouse scheme, eco-lighthouse.org.

5

Group companies have an ISO 14001-certified management system for environmental issues



Percentage of employees covered by an ISO 45001-certified management system for safety and working environment

Responsibility and monitoring

Each subsidiary in the Group is responsible for contributing to positive development in each area of sustainability by integrating the issues in its operation. Responsibility for driving, supporting and monitoring developments lies at the Group-wide level. The Group's Sustainability Manager leads a team of representatives from different parts of the organization, and maintains an ongoing dialogue with contacts in each subsidiary. The work is reported regularly to the Group's steering committee. For further information about developments in each area, please see the table of key metrics on pages 52–53.

Onboarding of new companies

During 2021, eleven new companies have been introduced to Hexatronic's sustainability work. Four companies were acquired in 2020, and seven were acquired in 2021. The introduction provides knowledge of Hexatronic's sustainability agenda, commitments and position including policy documents, so that new companies can quickly play an active part in sustainability work and contribute to the Roadmap 2030.

EU taxonomy for sustainable activities

Starting in 2021, Hexatronic Group must report what percentage of its sales, CAPEX and OPEX is eligible in the first two delegated acts/environmental targets linked to Climate change mitigation and Climate change adaptation in the EU's taxonomy (classification system) for sustainable activities.

Following comprehensive internal work and dialogue with industry organization Europacable and a number of experts in the field, we have come to the conclusion that 0% of our operation is included. This may change before the 2022 Sustainability Report, as a result of altered/additional information or interpretations of the taxonomy.

Goals and results indicators for sustainability work

To steer and monitor developments in our prioritized sustainability areas, a number of key metrics have been selected. For some of these, short-term (2022, 2025) and long-term goals (2030) have also been formulated. The table below shows the goals for 2022. Other goals can be found in our Roadmap 2030. The new companies acquired in 2021 are not included in the figures.

Link to 2030 Agenda and the Global Compact

Each sustainability area is connected to the 2030 Agenda goals and targets (SDGs). For further information on the targets, go to www.globalgoals.org, and also see the UN Global Compact's ten principles for sustainable enterprise (GC), www.unglobalcompact.org.

Prioritized sustainability areas/where the impact is	Link to 2030 Agenda & the Global Compact	Key metric	2019	2020	2021	Goal 2022
Strong business ethics Where: Purchasing, sales, manufacturing, acquisitions, finance, marketing	SDG: 5.2, 16.5 GC: Principles: 1, 5, 10	Percentage of employees who have signed the internal Code of Conduct	93	99	100	100
		Percentage of salaried employees who have completed training in our Code of Conduct ¹⁾	*	0	0	100
		No. of confirmed instances of corruption	0	0	0	0
Sustainable supply chain Where: Manufacturing and goods transport	SDG: 5.1, 7.2, 7.3, 8.4, 8.5, 8.7, 8.8, 9.4, 10.2, 12.2, 12.4, 12.5, 13.1, 16.5 GC: Principles 1–10	Percentage of suppliers who have signed the Code of Conduct for suppliers ²⁾	75	74	80	-
		Number of audits conducted relating to sustainability	11	0	0	-
		Percentage of purchased volume from 'sustainability approved' suppliers ²⁾	n/a	n/a	0	30
Low climate impact Where: Business travel leased cars, company cars and mileage, machinery, coolants and purchased energy	SDG: 7.2, 7.3, 8.4, 9.4, 12.2, 12.4, 12.5, 12.8, 13.1, 13.3 GC: Principles 7–9	Percentage of ISO 14001-certified companies in the Group ³⁾	33	33	38	-
		Direct energy consumption, MWh	21,575	27,305	30,736	-
		Percentage of green electricity	53	45	48	-
		Energy intensity, MWh/MSEK sales	11.7	13.5	9.9	9
		Total emissions of CO ₂ e, tonnes – Scope 1	891	722	898 ⁴⁾	-
		Total emissions of CO ₂ e, tonnes – Scope 2 ⁵⁾	3,726 ⁶⁾	5,790 ⁶⁾	6,564 ⁷⁾	-
		Climate intensity, Scopes 1 & 2, tonnes CO ₂ e/MSEK sales	2.5 ⁶⁾	3.2 ⁶⁾	2.4	2
Where: In-house production		Recycled material in production, tonnes	3,596	4,521	4,492	-
		Recycled material in production, kg/MSEK sales	1,952	2,243	1,451 ⁸⁾	2,500
Good health, safety and working environment Where: Entire Group	SDG: 3.4, 3.5, 3.9, 8.8	Percentage of employees covered by a management system for safety and working environment in the Group, ISO 45001 or equivalent	32	42	38	50
		Sick leave, %	3	3	3.9	3
		Work-related accidents with absence, frequency ⁹⁾	1.4	1	1.3	0
		Employee Satisfaction Index	**	71	**	72
		Employee Loyalty Index	**	81	**	82

Prioritized sustainability areas/where the impact is	Link to 2030 Agenda & the Global Compact	Key metric	2019	2020	2021	Goal 2022
Diversity and gender equality Where: Entire Group	SDG: 5.1, 5.5, 8.5, 10.2	Percentage of women	29	24	30	30
		Percentage of women managers	27	24	31	30
	GC: Principle 6	Percentage of women in Executive Management	20	18	33	30
		Number of confirmed instances of discrimination	1	2	0	0
		Percentage of employees who have had a performance review	96	98	87	100
		Percentage of employees who deem Hexatronic a gender equal and inclusive workplace	**	91	**	95
Social involvement Where: Entire Group, locally and globally	SDG: 3.4, 4.3, 4.4, 4.5, 4.7, 8.6, 10.2, 12.8, 13.3 GC: Principles 6, 8	Number of young people and adults far from the job market who have gone into permanent employment or studies, at least six months. ¹⁰⁾	156	357	130	-

- 1) With roles linked to: management, sales, purchasing and controlling.
- 2) Based on total purchase volume of direct materials and transport.
- 3) Figure includes companies with more than 15 employees and Hexatronic AS.
- 4) The increase in 2021 is primarily because the new companies acquired in 2020 are included in the figure, whereas they are not in 2019 and 2020.
- 5) Market-based method used.
- 6) The figure has been adjusted compared to the figure published in the 2020 Sustainability Report. This is due to adjustments in emission factors and energy quality.
- 7) The emission increase between 2020 and 2021 is primarily related to Blue Diamond, USA increasing its production due to increased sales.

- 8) During 2022, the definition of this metric will be reviewed as it does not provide a fair reflection of developments.
 - 9) Number of work-related accidents with more than 24 hours absence, divided by total number of hours worked x 200,000.
 - 10) After completing training via Hexatronic's training companies.
- * A Sustainability Week on business ethics was organized during autumn 2019.
- ** No survey conducted.
- n/a = not available

Auditor's statement on the statutory Sustainability Report

To the general meeting of shareholders in Hexatronic Group AB, corporate identity number 556168-6360

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory Sustainability Report for the year 2021 on pages 36–53 and that it has been prepared in accordance with the Annual Accounts Act.

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.

Opinion

A statutory Sustainability Report has been prepared.

Gothenburg, 14 April 2022

Öhrlings PricewaterhouseCoopers AB

Johan Malmqvist

Authorised Public Accountant