

Purpose

The policy describes NCAB Group's commitment to minimizing environmental and climate impacts across its operations and value chain, while enabling sustainable business development and ensuring compliance with applicable environmental laws and regulations.

Scope

This policy applies to all entities, operations, and employees within NCAB Group globally.

Responsibilities

Group Management provides strategic direction and oversight.

Managers are responsible for implementing this policy within their areas and ensuring adequate competence, resources, and controls.

All employees are expected to act in accordance with this policy.

The Group Sustainability Director maintains this policy and ensures alignment with NCAB Group's strategy and external requirements.

Policy Statement

NCAB Group strives to be a catalyst for a more sustainable PCB industry. We are committed to responsible business conduct, a precautionary approach, and continuously improving environmental performance.

Our work is guided by internationally recognized frameworks, including the Paris Agreement, and by the principles of transparency and accountability.

Environmental Commitments

NCAB Group is committed to continuously reducing environmental risks and impacts across its operations and value chain. This commitment is fulfilled through the following focus areas:

Environmental Management and Compliance

- Identify, assess, and manage significant environmental impacts and risks related to operations and the value chain.
- Comply with applicable laws and regulations.
- Apply internationally recognized environmental management systems, including ISO 14001, as a foundation for governance and continuous improvement.

Climate and Energy

- Reduce greenhouse gas emissions across Scope 1, 2, and 3 in line with NCAB Group's climate targets.
 - **Target:** 50% reduction in emissions intensity by 2030 versus 2021 baseline (tCO₂e per SEK million in net sales).
- Monitor absolute greenhouse gas emissions and continuously assess opportunities to achieve absolute emissions reductions over time, taking into account business growth, operational control, and technical feasibility.
- Improve energy efficiency and transition to renewable energy sources.

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DATE CREATED

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REVISION

All

COMPANY

Resource Efficiency, Waste, and Circular Economy

- Drive continuous quality improvement to minimize scrap, material losses, and waste generation throughout the supply chain.
- Ensure responsible handling, reuse, recycling, and disposal of waste materials in accordance with applicable requirements.
- Promote sustainable and resource-efficient product and process development by integrating environmental and lifecycle considerations into design, sourcing, and quality decisions, in collaboration with suppliers and customers where relevant.

Supply Chain Management

- Set clear environmental expectations for suppliers, including compliance with applicable environmental laws and regulations.
- Encourage suppliers to measure, manage, and progressively reduce greenhouse gas emissions through energy efficiency, renewable energy use, and emission reduction initiatives.
- Promote responsible water management, pollution prevention, and safe handling, storage, and disposal of chemicals and hazardous substances.
- Encourage suppliers to establish environmental targets and continuous improvement plans aligned with internationally recognized standards and climate goals.

Awareness and Engagement

- Engage and educate employees to strengthen environmental awareness and empower responsible and sustainable practices across the organization.

Implementation and Review

Environmental considerations are integrated into governance, management systems, and business processes. Environmental performance is monitored using defined objectives and key indicators. This policy is reviewed regularly and updated as needed. Compliance with this policy is reviewed annually by the CEO and reported to the Board of Directors.