

## **Zaptec Environmental Policy**

### **Our commitment**

At Zaptec, we strive to match our words with action. Through continuous improvement, we will effectively manage Zaptec's most significant environmental impacts. Making a positive impact on the environment is not a solo run and the key to success will be transparency, thus it is essential to communicate our environmental plan and targets to all Zaptec employees, customers, investors, and other stakeholders. The rapidly growing amount of electronic waste is an enormous problem, where most of it is not properly recycled and reused and is often handled in developing countries with detrimental impact on the environment and health of people. Zaptec wants to be a part of the solution by means of circularity. Furthermore, we will comply with all existing and new laws and regulations.

### **Our approach**

We will achieve our goals together by engaging and training employees, suppliers, partners, and other stakeholders on environmental issues and the effects of their activities. Moreover, we will assess risks, opportunities, and biggest impact areas annually. Zaptec will manage and monitor its impact on the environment in its operations and supply chain by implementing the following measures:

#### *Circularity and Biodiversity*

- We will work towards increasing the longevity of our products and strive to repair our products
- Always seeking to increase recycled and/or fair materials in our products
- Aiming to use more renewable energy, use energy as efficiently as possible and set emissions reduction targets
- Optimize all our packaging for recycled content with FCS certification. Additionally, we will minimize the use of single-use-plastics in packaging
- Promote the sustainable use of resources, reuse, recycling and other forms of recovering of packaging waste, instead of its final disposal

#### *Climate and Water Management*

- Monitoring progress and reviewing environmental performance against targets and objectives annually
- Set yearly targets for the reduction of pollution, Greenhouse gas emissions, waste, use of raw materials, energy and chemicals
- Aiming to minimize waste and recycle responsibly
- Encourage sustainable use of water in our operations
- Zaptec Greenhouse Gas (GHG) Emissions Report will be published annually
- Environmental Product Declaration (EPD) for our key current products will be available in Q1 of 2025.

### **Remediation**

In case we are unable to meet our GHG emissions or biodiversity reduction targets, we will consider investing in carbon-offsetting environmental projects and/or conservation activities to compensate for Zaptec's impact on the environment.

### **Our expectations**

In addition to compliance with Zaptec's Environmental Policy and all existing and upcoming environmental laws, we expect that our employees, suppliers, partners, and other stakeholders will take responsibility for reaching our targets in our efforts to take care of the environment. Transparency is of the essence in our environmental engagement, and we expect openness from all to be able to set reachable targets.

**Date of approval: 24/01/2025**

**Date of next review: 24/01/2026**

**Approved by: Zaptec CEO Kurt Østrem**