



SUSTAINABILITY & QUALITY POLICY

Scope

The scope of this policy is all departments within Momentum Industrial. It describes how we will include sustainability in everything we do. We must conduct our business in a way that demonstrates high quality in all our deliveries and collaborations. Sustainability for us includes all three perspectives, social, environmental and economic. Quality for us is to include all perspectives and create four satisfied main stakeholders. It is a sign of good quality. Our sustainability work includes our internal operations as well as activities linked to our main stakeholders. Momentum Industrial top management is responsible for this policy.

Generally

We comply with all applicable legislation and international frameworks in the areas of environment, work environment, health, safety and human rights. Our responsibility is our company as well as our relationship with external stakeholders. We must continuously reduce our environmental impact in the form of GHG emissions, reduced energy consumption, efficient use of resources/material and promote sustainable consumption. This should, among other things, result in reduced amounts of waste, water consumption and chemical consumption. We focus on reuse and recycling. We must take measures that aim to benefit biodiversity and must never negatively affect ecosystems of animal welfare or nature, land use (including deforestation). Emissions from our operations to air, water and soil, including noise, must be minimal.

We must be a workplace that is characterized by well-being, health and safety both in terms of the physical work environment as well as the psychosocial work environment. Information security and personal data must be handled securely. The organizational and social factors within the work environment must govern the work. Market-based wages, fair working conditions and labor rights and legislations are obvious parts. Equality, inclusion, diversity and employee empowerment are at the core of our approach to each other and there is zero tolerance for any form of discrimination.

Momentum must be a workplace that attracts and recruits new employees in a non-discriminatory manner and that retains and develops employees by enabling skills development and internal career paths.

Environmental targets:

- GHG emissions within our own operations by 2026: maximum 100 ton CO2 scope 1
- GHG emission reduction in our customers operations originating from our products and services by 2026: 2040 ton



Customers

Our customers are offered solutions that enhance their contribution to sustainable production. Our focus is to help the customer improve the working environment, reduce their environmental impact as well as reduce their total cost. To influence customers through our products and service - this is the Momentum way of environmental advocacy and we measure the documented improvements.

- Social aspect includes customer health and safety such as risk reduction, ergonomics and reduction of chemical hazards.
- Environmental aspects include material selection, energy efficiency and transport.
- Economic aspects are related to enhanced lifespan and efficiency.

Quality target:

- 1200 documented cases of industrial improvements by 2026

Coworker

We actively strive for a sustainable workplace characterized by a strong employer brand with well-being, participating and committed employees. We do this through an inclusive working condition with structured social dialogue, good leadership, efforts to promote health and safety and have zero tolerance with discrimination and harassment. Guideline: treat others as you would like to be treated.

We must ensure that personal protective equipment is always available and take measures for machine safety and safe handling of chemicals where this is relevant. We have emergency preparedness, fire protection and incident and accident reporting that contribute to a safe workplace. We offer possibilities for career development, offer fair wages well above living wage levels, good ergonomic conditions and systematic work environment work for our employees as well as contract workers.

It is everyone's responsibility - employees as well as managers - to contribute to a sustainable workplace. This is stated and signed by all employees in the individual job descriptions. Violations against our policies and values are subject to annual evaluation.

Social target:

- Employee satisfaction eNPS by 2026: 32

Partners and suppliers

We shall actively strive to select and develop suppliers who contribute to creating sustainable procurement from a social, environmental and economic perspective. We do this through a structured supplier- and procurement process including supplier evaluation pre-choice and assessments and follow-ups continuously. This is to ensure that the environment, work environment and human rights are respected throughout the value chain. This includes energy, waste, CO2-emissions, biodiversity issues, forced labour, child labor and all forms of bribery, corruption, fraud and business ethics conflicts of interest and anti-competitive practises. Land, forest and water rights should never be violated, and private security forces never accepted. Intellectual property rights and disclosure of information must be handled appropriately. Export control and economic sanctions must be followed and respected at all levels and actors in the value chain must ensure that this is met in their value chain.

Target sustainable procurement:

- Share of purchase from suppliers who signed our SCoC is continuously increasing

Owner

We shall create long-term sustainable and profitable business by taking social, environmental and economic aspects into account in our business and decision-making process. To ensure sustainable financial development, we must work with continuous improvements, comply with laws, conduct business based on high business ethics including zero tolerance for corruption, bribery and fraud. Whistleblowing is acted upon accordingly. We minimize our environmental impact, strengthen our employer brand and work actively in our value chain based on our mission together for a sustainable industry.

Target:

- 100% of whistleblowing cases is acted upon accordingly

This policy is reviewed annually. Senior management is responsible for ensuring that the policy is up-to-date and all changes must be approved before publication.

Göteborg, 2025-06-01

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