

ESG policy

Variosystems Group

1. ESG criteria

Variosystems recognizes the substantial impact of ESG factors on performance and acknowledges their increasing importance. Environmental responsibility, social responsibility, and governance (ESG) are essential elements of responsible business practices. We strive for sustainable growth by ensuring our operations are environmentally sustainable and aligned with the planet's natural resources. This commitment to sustainability is a core aspect of our business and we aim to ensure our business remains viable for generations to come. We foster an empowering employee experience that supports our mission. Our approach is guided by ethical leadership, which emphasizes responsible practices in all our endeavours. To demonstrate our commitment, we adhere to the UN global compact's ten principles (Appendix I), and where relevant, support the UN sustainable development goals.

Environmental

We drive **sustainable growth by partnering with diverse stakeholders** to develop and implement eco-friendly practices. Our goal is a **resilient ecosystem that balances ecology, social equity, and economic viability** – securing a better future for generations to come.

Social

We innovate the **employee experience** by prioritizing health, safety, and a **culture of well-being, inclusivity, and collaboration**. Our goal is a thriving community that inspires creativity, promotes well-being, and **empowers every employee to reach their full potential**.

Governance

We envision Variosystems as a recognized leader in sustainability, where **businesses thrive through ethical leadership and responsible practices**—building trust and accountability in every stakeholder relationship.

Variosystems is a global leader in electronics manufacturing services. The customers vary from industrial, medical, aviation, automotive to high-tech consumer sectors. The services comprise hard and software development, manufacturing, testing and after-sales services. Due to size, Variosystems wants to act as a role model in industry and is aware that it has a certain responsibility toward the society. Variosystems not only wants to implement values internally, but also strives to ensure that its business partners in the entire value chain act in accordance with the specified principles. Variosystems sees principles as an integral part of organization as well as our stakeholders and applicable to all business processes. Variosystems has locations on three different continents, despite different social and environmental requirements, we always act with a harmonized diligence that should meet all sustainability requirements.

2. Responsibilities

The management of Variosystems is responsible for ensuring that ESG considerations are effectively embedded into all business decisions. The ESG manager is responsible for the global implementation of the ESG policy, overseeing its ongoing relevance through annual updates. This role involves fostering ESG initiatives, promoting awareness, educating stakeholders, monitoring key performance indicators (KPIs) and metrics, and making informed decisions based on data-driven insights. Additionally, all employees are encouraged to embrace their roles in supporting these initiatives, contributing to a collective effort towards sustainability.

3. Our ESG goals

Driven by our mission and vision, our goals represent Variosystems commitment to responsible business practices that benefit both employees, communities and environment, while driving long-term success and sustainability.

Balancing ecology, equity & economy

We strive to achieve a harmonious balance between **ecology**, **equity** and **economy**, by focusing on efficient resource use by embracing the circular economy, this means ensuring that environmental sustainability, social fairness, and economic viability are integrated into every aspect of our business. The goal is to create a positive impact and drive innovation while reducing costs, fuelling economic growth and creating new job opportunities.

Empowering people, inspiring innovation

Engaged, motivated and skilled employees are a backbone of our company. That is why we prioritize employee development and skill enhancements, aiming for their empowerment. Creating new opportunities, driving innovation, creating inclusive and supporting work environment, fostering professional and personal growth are key to constantly improve employee satisfaction, attracting and retaining top talents.

ESG excellence in every action

Integrity, courage and responsibility is in our business DNA and we want to **inspire innovation and ESG excellence** in every action we take. This involves continuously seeking new and better ways to address environmental, social, and governance challenges. By setting high standards for ESG performance, we strive to be a leader in sustainable practices and responsible business operations.

4. Monitoring and reporting

To ensure we continue to challenge ourselves in contributing to a sustainable and future-proof world, as outlined in this ESG policy, we will conduct an annual review. This review will focus on integrating sustainability across all business aspects, aligning with the principles outlined in this policy. In the event of a material breach of the adopted ESG policy, we will take necessary actions to rectify the issue. The ESG policy will be reviewed annually by the Board of Directors of Variosystems. Additionally, we will publish annually an independent Sustainability Report, prepared in accordance with an internationally recognized sustainability reporting framework, to provide transparent and comprehensive insights into our progress and performance for all stakeholders.

Appendix I –

Adherence to the UN global compact principles

Human rights

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 make sure that they are not complicit in human rights abuses.

Labour

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 the elimination of all forms of forced and compulsory labour;

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7 Businesses should support a precautionary approach to environmental challenges;

Principle 8 undertake initiatives to promote greater environmental responsibility; and

Principle 9 encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.