



SOFTRONIC

# Sustainability Report 2022

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# Headed towards a more sustainable society

**We see increased engagement** around the global sustainability challenges where Softronic contributes with a digital transition for a more sustainable society. Our promise, GoodTech – leading technology that does good in society, is more relevant than ever. We see the greatest effect from creating solutions that help our customers prepare for a secure future. With our technical knowledge, we contribute to sustainable development.

**We continue to adhere to the principles of UN Global Compact**, which cover human rights, employment law, environmental issues and anti-corruption. In 2022, we launched a training course on digitalisation's effects on the climate and sustainability for all our employees. We are also proud to have been awarded a gold medal from Ecovadis in its assessment of our sustainability work. We are also pleased to see that our internal sustainability work and responsibility are bearing fruit. Despite higher activity and more travel as we return to the office, our climate impact from our resource utilisation has dropped by half between 2021 and 2022.

**We also want to be a sustainable and attractive employer** that is committed to its employees. Softronic works towards a long-term goal of diversity in our efforts to be an inclusive and equal workplace. It is our vision to be Sweden's most sought-after team.

Charlotte Eriksson, CEO

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# Making a contribution through our deliveries is one of our most important focus areas

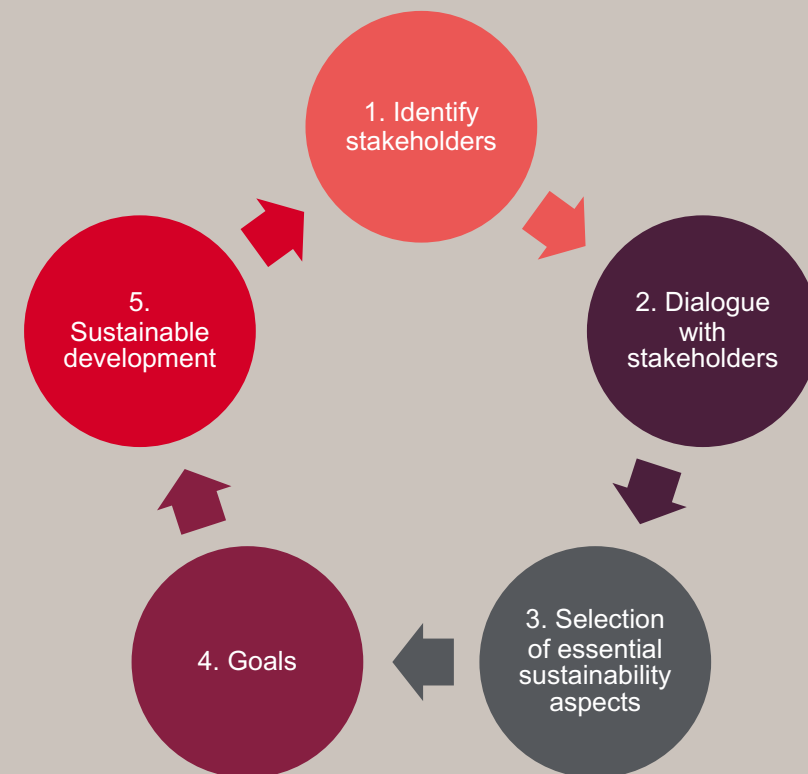
## Stakeholder groups

We have identified both existing and potential customers, employees, owners, suppliers, partners, and society at large as stakeholders. These are the stakeholder groups that are important to us because they have an impact on or are impacted by our operations.

## Six key sustainability aspects

As part of our process for selecting key sustainability aspects, we have identified six aspects where Softronic's sustainability work is primarily carried out. This process includes a valuation based on the Sustainable Development Goals in Agenda 2030, sustainability aspects established for our operations and dialogue with our stakeholders. The work was conducted by our sustainability organisation, which represents all business areas. The focus areas are listed below.

- » Sustainability benefit in our deliveries
- » Sustainability expertise among our employees
- » Diversity and equality
- » Financial stability
- » Security
- » Responsible resource utilisation





# Important issues for us and our stakeholders

The table below summarises the way we conduct dialogue with our stakeholders and the issues that are considered important when dealing with each stakeholder group.

| Stakeholders (current and potential) | Channels for dialogue   | Important questions  |
|--------------------------------------|---|--|
| Customers                            | In daily business operations, customer surveys, cooperation meetings, evaluations, social media, trade fairs, softtronic.se                                       | Offer, quality, climate, security, sustainability benefit, work environment, diversity and gender equality |
| Employees                            | In our daily business operations, employee surveys, performance appraisals, competence forums, status meetings, interviews, intranet, softtronic.se, social media | Work environment, diversity and gender equality, competence development, security, sustainability          |
| Suppliers and partners               | In daily business operations, procurement, supplier interviews  | Environment, sustainability requirements, lower emissions  |
| Owners                               | Annual General Meeting, Board work, investor meetings, interviews   | Profitability, growth, business development  |
| Society                              | Social media, employer's organisations, trade associations/trade organisations, aid organisations   | We provide employment and pay substantial taxes  |





# Sustainability expertise among our employees

**If we are going to create sustainability benefits, we need to take on even greater responsibility for training our employees to be able to give advice to our customers.** We see increased involvement with our current and potential employees. Many employees appreciate a sustainable employer and also the opportunity to influence the attitude of our customers when it comes to sustainability. This work is supervised by our environmental organisation.

**Goals and results 2022:** All employees will have completed Softronic's sustainability course and begun the course on the effects of digitalisation on climate and sustainability.

To date, 92% (91%) of our employees have completed Softronic's sustainability course.

The course on the effects of digitalisation on climate and sustainability was launched at the end of 2022.

**The goal for 2023** is for all employees to have completed both sustainability courses that Softronic offers its employees.



# Sustainability benefit in our deliveries

Softronic's ambition is to be a leader when it comes to providing innovative digital solutions that help companies and organisations create real social benefits.

**Softronic's business model** is a mix of services (Managed Services), commitments (project and administration), bundled SaaS solutions and consultancy services.

## Sustainability benefits in our deliveries

The business operations and services of Softronic's customers often have a significant sustainability impact. We want to jointly challenge ourselves and our customers to maximise the sustainability benefits of the solutions that we create together. The work is carried out within the framework of our steering group work and in our teams.

This means that our goal for 2022-2024 is to update our most relevant services and offers with a clear sustainability perspective that is easy to communicate to the customer and shows concrete sustainability benefits. In 2022, we began to work with our services in, for example, Output (print) and Application Administration.

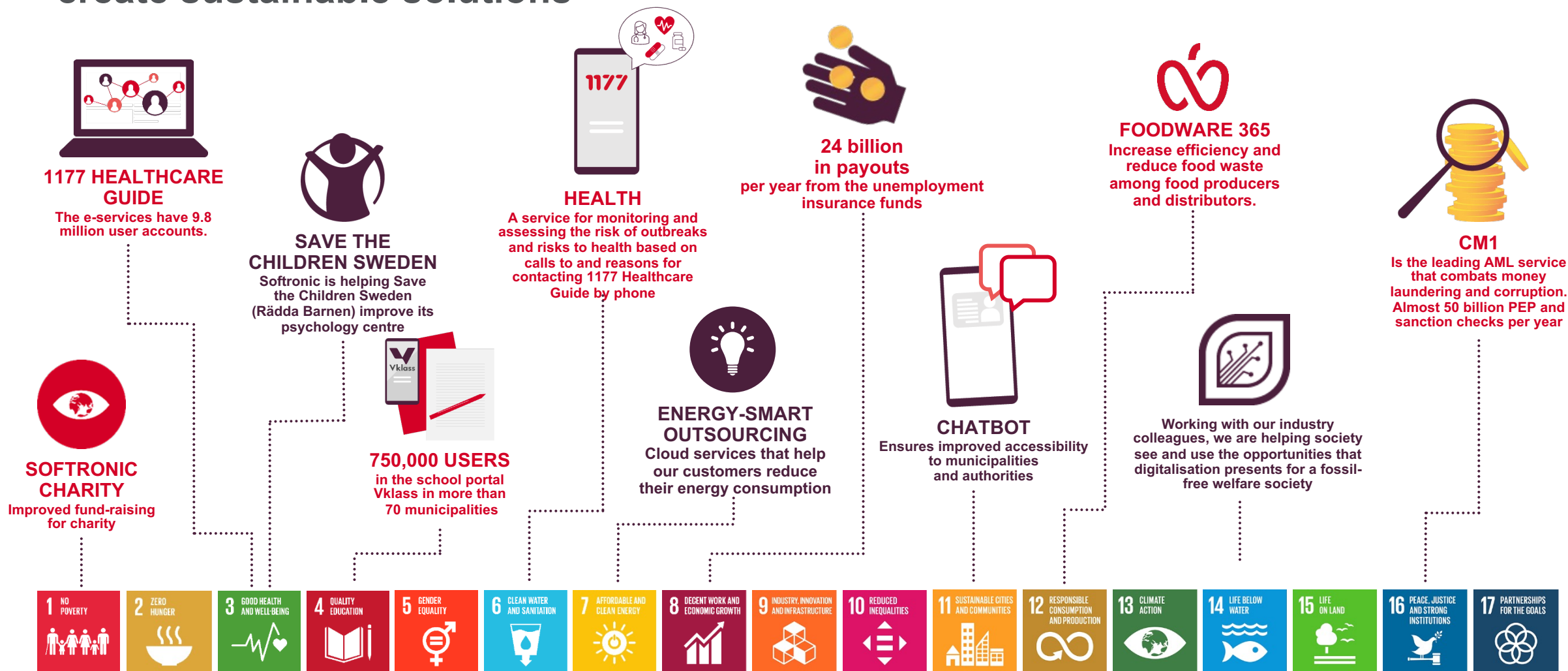
We also put together "Guide to sustainable technical solutions that will help us develop technical solutions in a more climate-friendly way".

The next image has examples of how a number of deliveries are linked to the UN's 17 Sustainable Development Goals.





# Our customers are challenging us to work with them to create sustainable solutions



# Responsible resource utilisation

**One of our general goals** is to halve our own and the value chain's greenhouse gas emissions by 2030 and to achieve zero CO2 emissions by 2045.

**Our sustainability** work is governed by our management system and regulates, for example, our purchases and our travel arrangements. We are certified in line with ISO14001 and are conducting an active improvement process. We continue to make active choices that take sustainability into account.

**One of our goals is to reduce** energy consumption for the operation of our servers by an average of 35 % per virtual server between 2018 and 2021. This goal was initially set at 20 %, but was later increased. Since many of the possible efficiency measures have been implemented, we have now set a goal of further lowering electricity consumption for the operation of our servers by on average 10 % per virtual server between 2022 and 2024.

**By the end of the year**, we had achieved a reduction of 51 % per virtual server since 2017, in part due to the utilisation of new technology for disc storage. A very positive outcome that we hope to be able to improve upon further in 2023.





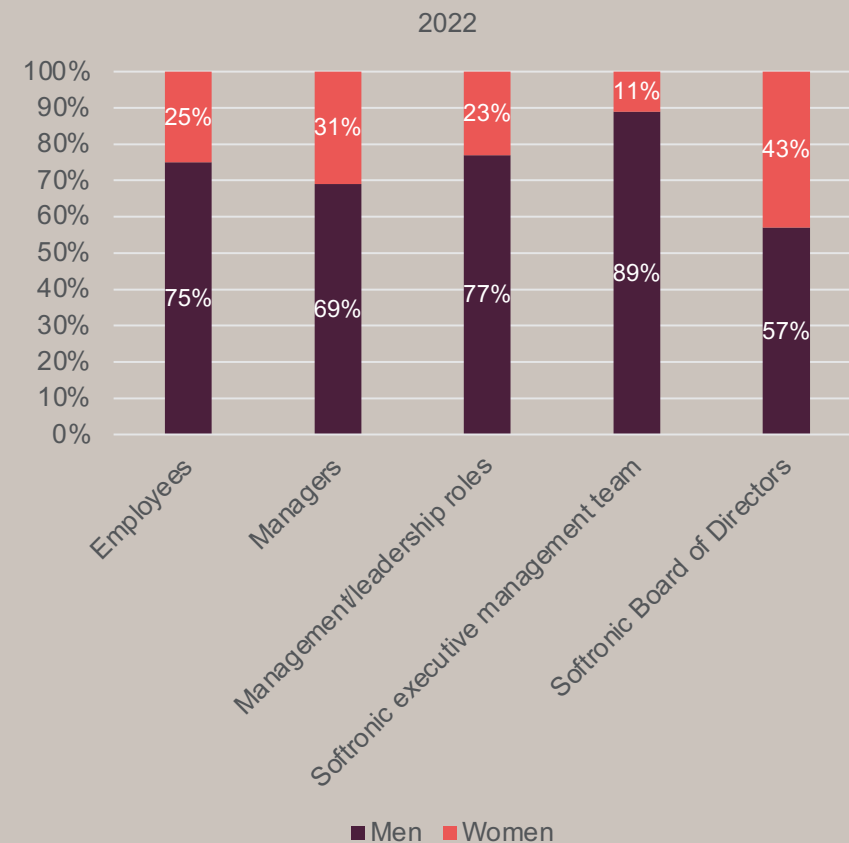
# Diversity and equality

**We promote diversity and gender equality**, and work to achieve a more even gender distribution at the workplace. The goal is for Softronic's employees to reflect the diversity in society. This work is supervised by the management team along with our HR function.

**We have a number of objectives** that aim to achieve a more even gender distribution:

- » By 2025 the proportion of women will be at least 33 % and by 2030 the figure will be 40-60 %.
- » By 2025 the distribution between men and women in management/leadership roles will be 40–60 %.
- » By 2030 the distribution between men and women in Softronic's executive management team will be 40-60 %.

**In total the distribution among our employees** is 25 % women and 75 % men, which is the same as in the previous year. The goal of 33 % by the year 2025 is extremely ambitious and we see this as our most challenging goal. In terms of managers, we are also at the same level as in 2021. If we include people leading our assignments, such as project managers and administration leaders (management and leadership roles), the figure fell from 31 % to 23 %. In Softronic's executive management team, one out of eight is a woman, while there is equal distribution in Softronic's Board of Directors: three women and three men.



# Security

**The challenges facing information and cybersecurity** are increasing as a result of society's digitalisation. Working systematically with information and cybersecurity is essential in creating a sustainable society. This work involves dealing with vulnerabilities within all business areas, such as obstructing and preventing related criminality in all its forms and identifying and averting cyber attacks against all parts of society. Softronic works actively to develop services in this area, by providing sound advice to our customers and enshrining this perspective in everything we do. The work of creating awareness and insight among our employees and customers is high on the agenda within the framework of our ISO27001-certified security work.

**The goal for 2022 was for Softronic's operations to have achieved the new and enhanced security level in accordance with Softronic's information security objectives**, where the focus is on risk management and risk awareness. During 2022 we achieved greater awareness of information and cybersecurity, as more documented risk analyses were performed in certified areas. Other initiatives that were started include programmes to update and enhance our security framework and operational policies and the harmonisation of Softronic's various management systems. A security forum where all business areas and the highest level of management are represented.

**The goal for 2023 is for Softronic to further enhance its information security and cybersecurity** to be better equipped to handle a sharply increasing threat profile, where the ability of various hostile parties to influence organisations and operations through cyber attacks and cyber-influence operations is clearly becoming stronger and more obvious. This threat targets all parts of society, albeit to varying extents. Softronic is pursuing different initiatives and programs in the area.

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# Goals and results

## Financial stability

Softronic will work for lasting, inclusive and sustainable economic growth, and full and productive employment with the best possible working conditions. The way in which Softronic works when it comes to human rights, the environment, staff, social factors and combating corruption is governed by Softronic's Code of Conduct. The Code of Conduct combined with the explicit goals that have been set for the key sustainability aspects creates the conditions for structured sustainability work.

Our performance is very strong and stable, giving us a sustainable platform to work from. If Softronic is going to remain a sustainable company financially in the long term, we need to deliver good and stable profitability.

It is also important for the company to grow at the same rate or more quickly than our competitors so that the company can maintain a leading market position in the long term; and this growth must primarily come from Softronic's core business: consulting, administration, operation and SaaS services.



# Active work in the association

## Digitalisation Consultants

**Digitalisation Consultants is a trade association** that brings together consultants that have an ambitious climate agenda and share the ambition to help society see and use digitalisation's possibilities for a rapid climate transition, in line with the 1.5°C target set by the Paris Agreement.

**Its members have agreed on a roadmap** that describes how Sweden will become fossil free using digitalisation and how we consultancy companies will contribute to following the identified path. Together, we are part of the government initiative Fossil-free Sweden.

**In 2022 we continued our commitment** as a member of the association's Board of Directors through Sofia Ouahchi, our sustainability manager. Focus during the year has been on contributing to the development of the association's strategy and organisation.

**During the year, Softronic CEO Charlotte Eriksson** was actively engaged in the work of the association as part of the nomination committee and its efforts to identify potential Board members for the association.

**We have also been engaged in several** of the association's focus groups, which worked to ensure that we and other member companies are able to live up to the commitments we jointly agreed upon.

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ROADMAP FOR  
FOSSIL-FREE COMPETITION

Digitalisation  
consultancy sector

#DIGITAL4CLIMATE



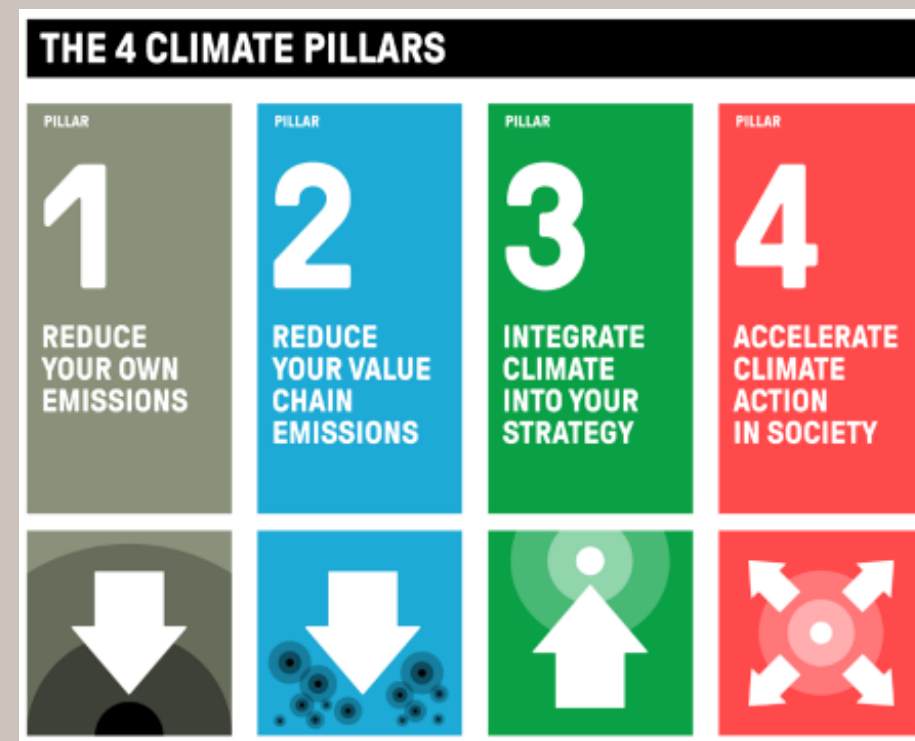


## Commitment in line with the 1.5°C target together with sector colleagues

**Together with sector colleagues** we have undertaken to halve our emissions by 2030 and reach zero emissions by 2045 since the Digital Consultants association, of which we are members, have partnered with the Exponential Roadmap Initiative.

**Exponential Roadmap Initiative** brings together market participants who are taking measures to limit global warming to 1.5°C. This commitment also means that we are going to integrate the climate into our business strategy, which is already one of our focus areas and is fully in line with Softronic's overall ambition to help companies and organisations create real social benefit.

**In addition, we will work to** influence climate measures in society and help spread messages and knowledge so that we can work together to speed up the change that is needed.



## Softronic's Code of Conduct – a summary

**Softronic's Code of Conduct** forms the basis for our company's commercial behaviour and our responsibility towards colleagues, customers, suppliers, shareholders and authorities. We can only live up to our responsibility as a company if we comply with our ethical rules and detailed guidelines. As part of these ethical rules, Softronic has introduced a whistleblower system that enables individuals to report any serious irregularities completely anonymously. We had no whistleblowing reports in 2022.

**The Code of Conduct has a clear focus on sustainability.** It explains, for example, that Softronic must contribute to positive social development by assuming social, environmental and financial responsibility. This means that all our purchases must be made based on sound ethical principles with a high level of integrity. We are committed to diversity and gender equality issues and observe the UN Global Compact programme, whose principles cover human rights, labour law, environmental issues and anti-corruption.

**Our active work** to reduce Softronic's environmental footprint mostly involves setting requirements for suppliers and making conscious choices internally at the company but also including the entire sustainability perspective in our customer assignments. This is particularly true of our deliveries of IT services, which improve our customers' working methods and business. The technology that we deliver boasts good environmental performance, including a high proportion of cloud services and other solutions for greener IT. This enables us to help our customers comply with the stricter requirements for sustainability in their business operations.

Read the Code of Conduct in full here: [softronic.se/om-oss/etik](https://softronic.se/om-oss/etik)



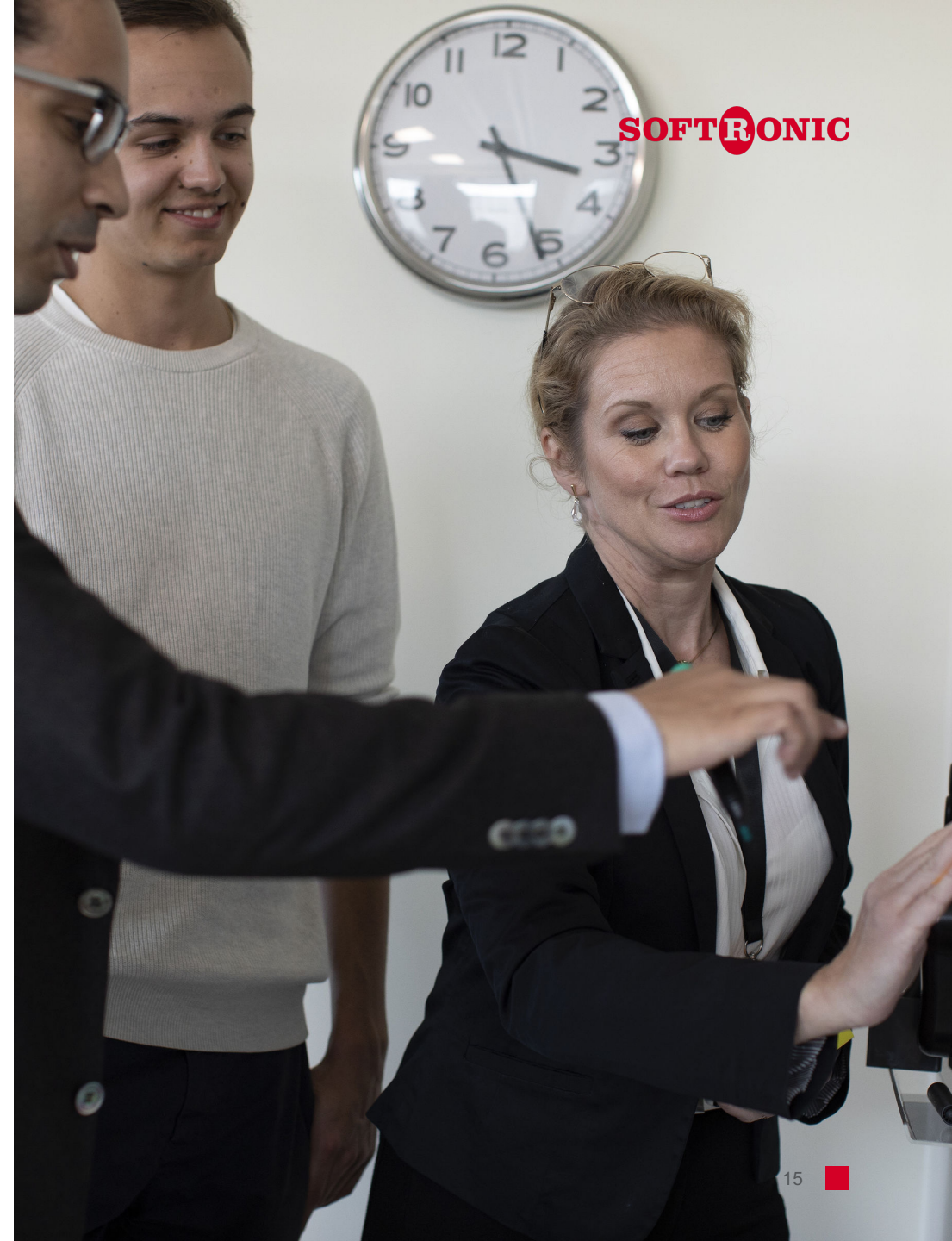


# Competence is essential if we are to include sustainability in our deliveries

In **2021 we launched our** new sustainability course, which all employees must complete. This course looks at the basics of our sustainability work and the way we work with sustainability in our operations and with our customers.

**At the end of 2022, we launched** another training course. This course is a collaboration between a number of actors in the association Digitalisation Consultants. It highlights, for example, the way that the latest technology and trends can affect developments in a positive or a negative direction, as well as circular business models. This course will help us increase our competence even more, enabling us to provide even better advice to our customers in our assignments. In 2022 we also introduced a course on information security for our employees. This area is business critical but also incredibly important for sustainable development.

**By providing training, engaging in dialogue and performing analyses,** we constantly strengthen our knowledge and competence. We continue to broaden and enhance our sustainability work to ensure that more employees contribute to sustainable development, with the hope that this will lead to even more meaningful work.



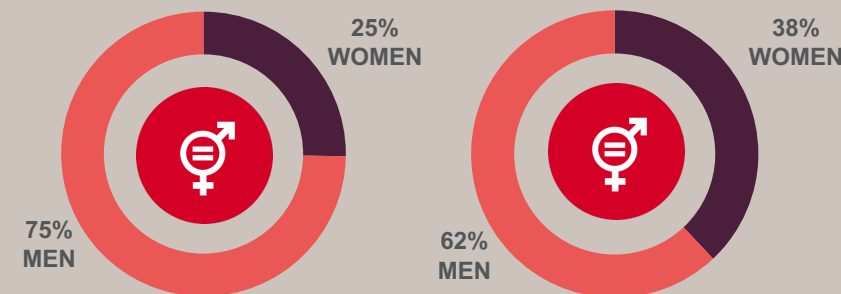
# Gender equality and diversity

**At Softronic we understand that diversity is something that enriches us**, which is why we focus on this in our day-to-day work. We remain committed to our work in this area, maintaining and strengthening an inclusive culture, and promoting diversity in recruitment. The basic goal for our diversity work has always been to create and develop a workplace that accommodates and welcomes everyone.

**We have established routines and policies in place** to provide our employees with information and training about our diversity work and how to treat each other as fellow human beings. Everyone at Softronic has a shared responsibility for acting against discrimination, victimisation and harassment/sexual harassment. Everyone also has a responsibility to contribute to a good work environment where everyone is happy and thrives, and has equal opportunities irrespective of cultural background sex, transgender identity, age or sexual orientation.

**We work constantly on gender equality.** Since women are currently under-represented at our workplace, we increased our focus and work on this area in 2022. We doubled our recruiting events that target women, and the outcome was positive. We also expanded our internal initiative for a women's network. The aim is to further strengthen solidarity, create a greater possibility for networking with all of the women in the company, and increasing the possibility of meeting female role models.

**At Softronic, 2022 was a historic year in two respects.** Charlotte Eriksson is our new CEO, and we increased our new recruitment of women by an impressive 5 percentage points, a huge leap forward. However, we are happy to report that during the past year we did have a gender-equal Board of Directors. Inspired by the figures from 2022, we will further intensify our work on increasing the percentage of women, and we have planned several activities for skills development, recruitment and external communication.



GENDER  
DISTRIBUTION  
ALL EMPLOYEES AT  
SOFTRONIC

GENDER DISTRIBUTION  
NEW RECRUITS IN 2022



99% OF OUR EMPLOYEES FEEL LIKE  
THEY HAVE EQUAL OPPORTUNITIES  
REGARDLESS OF CULTURAL  
BACKGROUND, GENDER OR SEXUAL  
ORIENTATION.



# Requirements for us and our suppliers

**We are building up our value chains through a combination** of internal and external resources. We therefore have a major focus on operating our business as sustainably as possible while at the same time placing a corresponding expectation on suppliers and business partners. At a general level, we have formulated a Supplier Code of Conduct that identifies the general requirements we place on the companies we collaborate with. In addition, we normally have specific requirements based on the type of delivery/business partnership. We prioritise the companies that clearly share our view on sustainability and meet our specifications.

**Effective and minimised resource utilisation** is based on establishing requirements on how goods and services are produced, but it is also largely about minimising demand for them. For example, during the year we reduced our office space significantly given the change in how we work, with employees largely being able to work remotely. This hybrid office concept also keep the work commute low. Taken together, this generates a number of sustainability gains.

**Furthermore, we are refining internal processes** to ensure that technical environments that are not necessary are quickly dismantled and programming coding is written efficiently from an energy perspective. We continue to maintain a strong focus on suppliers' electricity consumption in offices and data centres at the same time as we are trying to minimise the volumes we need.





## Softronic's climate impact

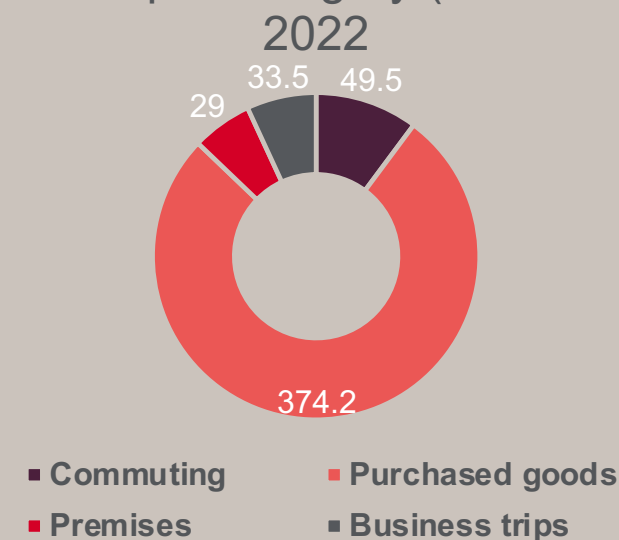
**Softronic has been working** on environmental issues for a long time and has been ISO 14001 certified since 2016. Over the years we have worked to reduce our emissions by, for example, increasing the proportion of renewable electricity and reducing electricity consumption surrounding our servers. However, we had not measured our climate emissions and the effects of our measures until last year. We continued in 2022 to work on measuring our emissions. The climate calculations include the following areas: company vehicles, electricity, district heating, district cooling, business trips, purchased goods (electronics, letters and paper and commuting. We also reported indirect lifecycle emissions related to each emission source (such as Scope 3 emissions).

**Total emissions amounted** to 486.2 tonnes (977.2 tonnes) of CO<sub>2</sub>e. Purchased goods had the highest climate impact, accounting for 77.0 % (91.8 %) of the operations' emissions, followed by commuting, accounting for 10.2 % (4.0 %) of the emissions. Premises accounts for 6.0 % (3.6 %) of emissions, while business trips accounted for 6.8 % (0.6 %).

**The purchased goods category** includes hardware, such as computers, computer accessories, servers and mobile phones. Office supplies, such as letters and paper, have also been included. The climate impact from these categories amounts to a total of 374.2 tonnes (896.8 tonnes) of CO<sub>2</sub>e.

**Softronic's climate impact from premises** comes from electricity consumption, cooling and heating at the offices in Arjeplog, Gothenburg, Malmö, Stockholm and Sundsvall, as well as the data centres in Stockholm. The climate impact from premises amounted to just over 29.0 tonnes (35.6 tonnes) of Co<sub>2</sub>e in 2022.

### Emissions per category (tonne CO<sub>2</sub>e)



| Climate impact (tonne CO <sub>2</sub> e) | 2022         | % of total 2022 | 2021         |
|--|--------------|-----------------|--------------|
| Commuting                                | 49.5         | 10.2 %          | 39.0         |
| Purchased goods                          | 374.2        | 77.0 %          | 896.8        |
| Premises                                 | 29.0         | 6.0 %           | 35.6         |
| Business trips                           | 33.5         | 6.8 %           | 5.8          |
| <b>Total</b>                             | <b>486.2</b> | <b>100 %</b>    | <b>977.2</b> |

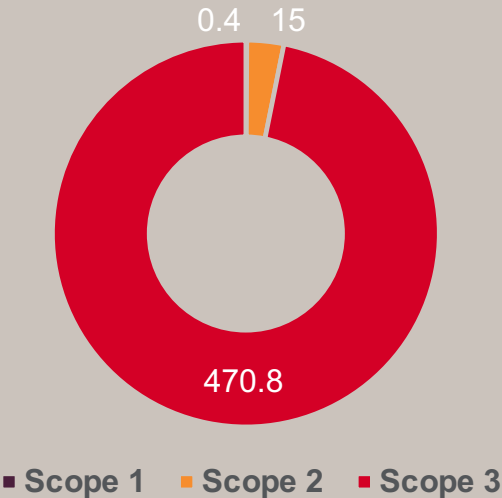
# Softronic's emissions per scope and employee have dropped

Our climate impact for 2022 broken down into Scopes 1, 2 and 3 is presented in the figures to the right.

The highest proportion of Softronic's climate impact is in Scope 3 from purchased goods, commuting and business trips. Scope 2 is the purchased energy for our operations and is mostly from electricity, heating and cooling. Scope 1 includes the climate impact from cars.

Total emissions decreased by 50 % to 486.2 tonnes (977.2) tonnes of CO2e, which means 1.2 tonnes (2.3 tonnes) of CO2e per FTE.

Emissions per category (tonne CO2e)  
2022



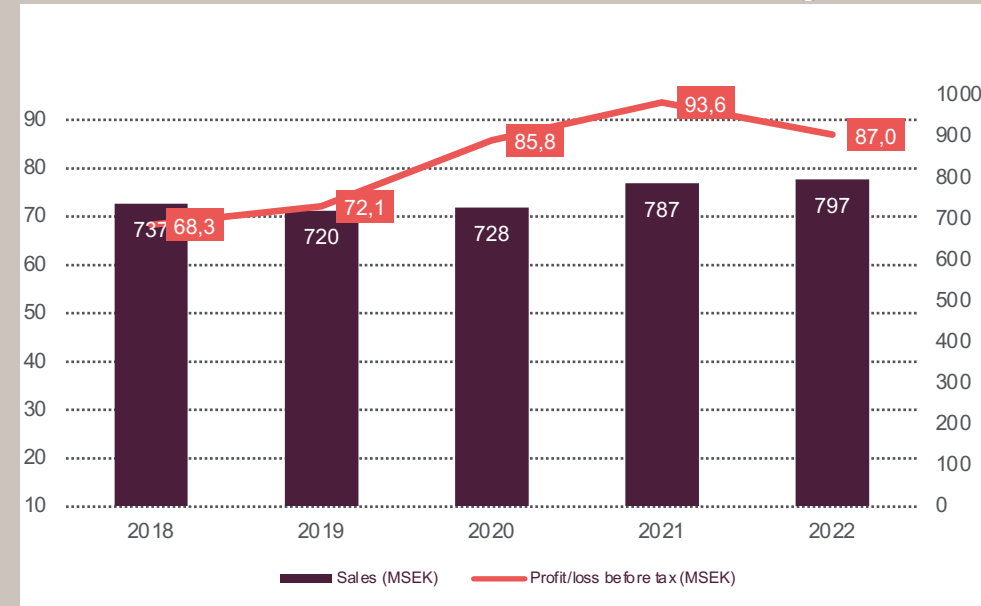
| Scope (tonne CO2e) | 2022  | % of total 2022 | 2021  |
|--------------------|-------|-----------------|-------|
| Scope 1            | 0.4   | 0.1 %           | 0.3   |
| Scope 2            | 15.0  | 3.1 %           | 20.8  |
| Scope 3            | 470.8 | 96.8 %          | 956.1 |
| Total              | 486.2 | 100 %           | 977.2 |

# A stable, long-term industry is essential for a sustainable society

At Softronic, **social responsibility** is not only about sustainability. We also work for a better society and a better environment by aiming to grow financially based on ethical principles.

If Softronic is going to remain a sustainable company financially in the long term, we need to deliver good and stable profitability. It is also important for the company to grow at the same rate or more quickly than our competitors so that the company can maintain a leading market position in the long term; and this growth must primarily come from Softronic's core business: consulting, administration, operation and SaaS services.

In 2022 we succeeded in creating slight growth despite one-off effects at the end of the year and the continued weighting of our sales to more contract-based services. This growth is completely organic; Softronic did not make any acquisitions during the year. Our profit is very strong, adjusted for one-off effects, giving us a sustainable platform to work from.



|  | 2018  | 2019  | 2020  | 2021  | 2022  |
|--|-------|-------|-------|-------|-------|
| Sales, MSEK                                      | 737.2 | 720.0 | 728.5 | 786.5 | 797.1 |
| EBITDA, MSEK                                     | 75.0  | 97.0  | 110.7 | 116.7 | 105.2 |
| Profit/loss before tax, MSEK                     | 68.3  | 72.1  | 85.8  | 93.6  | 87.0  |
| Profit margin, %                                 | 9.3   | 10.0  | 11.8  | 11.9  | 10.9  |
| Salaries and social security contributions, MSEK | 335.9 | 333.5 | 324.3 | 338.5 | 328.7 |
| Company tax, MSEK                                | 16.0  | 16.3  | 18.9  | 19.9  | 18.8  |
| Number of employees at year-end                  | 438   | 437   | 422   | 427   | 415   |



# Softronic held leadership training for children with experience in war and displacement

**Softronic and its subsidiary** Consultus held a leadership training last year for youth aged 15–24 that have experienced war and displacement. The training course was held under the auspices of Jobbvägen, a joint European Social Fund project run by Save the Children and the City of Stockholm.

**The program for the training course is adapted** to the participants, and the first day focused on practising and talking about leadership and teamwork.

**On the second day, the participants worked on** and practised SCRUM. On the final day, the youth were challenged in a unique pentathlon, and the course concluded with the distribution of diplomas.

**Since 2021, Softronic has been a sustainability partner of** Save the Children with a focus on the activity “Children in Sweden”. In addition to this commitment, Softronic has continued to support Save the Children’s activities and contributed competence. Together, we make a difference.



Photo: Olof Ringmar/Rädda Barnen

“It was a true pleasure to have you here with us. You inspired confidence and trust, and you met the youth with curiosity and respect. It was exciting to see how you could impart knowledge in such a pedagogical and fun way! You made a difference”

Elin Palmstierna, process manager for Jobbvägen at Save the Children

# CM1 and Marginalen Bank are working together to combat money laundering and child trafficking

**Marginalen Bank** is a bank that values ideas and decisiveness as much as numbers. Marginalen promotes the simplification of its customers' day-to-day finances with loans and financing, savings, payment and insurance services. In 2022, the bank passed an important milestone with SEK 20 billion in deposits from the general public.

**CM1 is offered as a service** and supports compliance with laws on measures to combat money laundering and terrorist financing. The service is being continually developed to comply with current laws and regulations.

**CM1 has a close cooperation** with Marginalen Bank and helps the bank to continuously enhance its ability to combat money laundering.

**Both Softronic and Marginalen Bank are corporate friends of ECPAT** and part of the Swedish Financial Coalition, the members of which include Swedish banks, ECPAT and Rikskriminalpolisen.

**ECPAT is working to stop sexual exploitation** of children before it occurs. Through the coalition, Softronic and Marginalen Bank together can prevent the dissemination of child pornographic material by identifying and stopping the payments that are made in financial systems.

**Together we have a responsibility** as part of the coalition to raise awareness for and obstruct the child trafficking.



“CM1 provides us with good support for combating money laundering. Through our participation in the Swedish Financial Coalition and our membership in ECPAT, we will work to prevent the dissemination of child pornographic material by identifying and stopping the payments made via financial systems”

Matilda Björklund, Marginalen Bank

# Softronic develops and administers the Swedish Migration Agency's interpreter portal

**The Swedish Migration Agency's assignment is** in part to evaluate applications from people who want to live in Sweden, visit Sweden, seek protection from prosecution or receive Swedish citizenship.

**For several years, the Swedish Migration Agency** used the various interpreting agencies' own systems to book interpreters. Using several different systems is impractical and difficult to monitor. The Agency wanted simpler handling and a more automated process, with the goal of being able to automatically match most interpreter invoices with the order and approve for payment without review.

**Softronic was given the assignment to adapt the portal** to the Agency's processes and requirements and build the integrations required to meet the established operational targets.

**The Interpreter Portal is linked to a number of** interpreting agencies that receive orders from the Agency. Softronic has had the coordinating responsibility between the interpreting agencies, the development project and the Swedish Migration Agency.

**The development occurred in close cooperation** through daily meetings/stand-ups and extra specification workshops as needed. The dialogue has been open and creative to create the best interpreter portal for the Agency.



“The Swedish Migration Agency is the government authority in Sweden that uses the most interpreters. Its employees order interpreting services on a daily basis. In the new system, the process of ordering interpreting services is simpler and more convenient compared to before; several steps are now automated in the system”

Rustem Yunusov, Swedish Migration Agency



# GRI-index

| CONTENT | STANDARD DISCLOSURES                          | PAGE/NOTE  |
|---------|---|--|
| 102-1   | Name of the organisation                      | Softronic AB   |
| 102- 2  | Activities, brands, products, and services    | Annual Accounts, note 20   |
| 102-3   | Location of head office                       | Annual Accounts, note 20   |
| 102-4   | Location of operations                        | Softronic is primarily active in Sweden  |
| 102-5   | Ownership and legal form                      | OMX NASDAQ Stockholm since 1998  |
| 102-6   | Markets served                                | Softronic has offices in Stockholm, Gothenburg, Malmö, Sundsvall and Arjeplog. The customers are predominantly in Sweden.  |
| 102-8   | Information on employees and other workers    | pp. 5, 9, 14 and 16, annual report p. 4 and the annual accounts note 3   |
| 102-9   | Supply chain                                  | p. 17, 18 and 19   |
| 102-13  | Membership of associations                    | Softronic is a member of Almega TechSverige  |
| 102-14  | Statement from the CEO                        | page 2   |
| 102-15  | Key impacts, risks and opportunities          | pp. 3-20   |
| 102-16  | The organisations values and codes of conduct | Softronic has a Code of Conduct that is approved by the Board of Directors and is revised annually. For more information, see page 14. The Code of Conduct is reviewed with employees as part of the on-boarding process. Employees take e-learning courses on the environment and information security. |
| 102-17  | Mechanism for ethics, values and complaints   | page 14  |

# GRI-index

| CONTENT | STANDARD DISCLOSURES                                     | PAGE/NOTE   |
|---------|--|---|
| 102-40  | List of stakeholder groups                               | p. 3-4  |
| 102-42  | Identifying and selecting stakeholders                   | p. 3-4  |
| 102-43  | Approach to stakeholder engagement                       | p. 3-4  |
| 102-44  | Key topics and concerns raised                           | pp. 3-20  |
| 102-45  | Entities included in the report                          | All companies are included in the sustainability report, annual accounts note 9                         |
| 102-47  | List of material topics                                  | p. 3-20   |
| 102-48  | Restatements of information                              | No adjustments  |
| 102-50  | Reporting period   | The sustainability report is for the 2022 calendar year   |
| 102-51  | Date of previous report                                  | 31/12/2021  |
| 102-52  | Reporting cycle  | Annually at the same time as the Annual Accounts  |
| 102-53  | Contact point for questions regarding the report         | Joachim Lundberg, Chief of Staff or sustainability@softronic.se   |
| 102-54  | Claims of reporting in accordance with the GRI Standards | This report refers to GRI Standards GRI 102: General disclosures 2016 and GRI 205 Anti-corruption 2016. |
| 102-55  | GRI index  | p. 24-25  |
| 102-56  | External assurance                                       | The report has been reviewed by an external party   |
| 205-3   | Confirmed incidents of corruption and actions taken      | No incidents of corruption  |

# Auditor's statement



## The auditor's statement on the statutory sustainability report

To the General Meeting of Softronic AB (publ), CIN 556249-0192

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### Assignments and division of work

The Board of Directors is responsible for the sustainability report for 2022 and also for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act.

### Audit scope and approach

Our examination has been conducted in accordance with FAR's auditing standard RevR 12

The auditor's statement on the statutory sustainability report This means that our examination of the sustainability report is different and substantially 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.

### Our opinion

A sustainability report has been prepared.

Stockholm, 05 April 2023  
PricewaterhouseCoopers AB

Nicklas Kullberg  
Authorised public accountant





