

Sustainability Policy

Adopted by the Board of Directors of Kensulting AB on March 13, 2026



Table of Contents

Introduction	3
Policy Statement	3
Core Principles	3
Prioritized Sustainability Topics and Issues	4
Environment	6
Climate Change	6
Climate Mitigation	6
Energy	7
Water and Marine Resources	7
Water	7
Social Responsibility	8
Own workforce	8
Working Conditions	8
Equal Treatment and Opportunities for All	9
Human Rights	9
Governance	10
Business Conduct	10
Corruption and Bribery	10
Continuous Improvement	11
Monitoring and Reporting	11
Responsibility, Control and Compliance	11

Introduction

At Kensulting AB, referred to as Kensulting in this document, we recognize that sustainable business practices are essential for long-term success, underpinned by the well-being of people and the health of our planet. We are committed to conducting our operations in a manner that contributes to a more inclusive and resilient society.

This policy outlines our approach to sustainability across key areas, including environmental stewardship, social responsibility, and ethical governance. It serves as a foundation for how we integrate sustainability into our daily operations, decision-making, and relationships with stakeholders.

We strive to continuously improve our performance by setting measurable targets, monitoring our progress, and engaging with stakeholders to ensure that our sustainability efforts remain relevant, transparent, and impactful.

Policy Statement

This policy applies to all operations of Kensulting AB. It is structured around three main ESG dimensions – environmental, social and governance – where we present relevant targets, current practices, and planned future initiatives for each prioritized sustainability issue. The policy is designed in alignment with the Comprehensive Module of the VSME – the Voluntary sustainability reporting standard for non-listed micro, small and medium-sized enterprises (SMEs).

In addition, Kensulting has a Code of Conduct that forms a cornerstone of our corporate culture, setting out our commitment to ethical, responsible, and transparent conduct in all aspects of our work. It covers the following topics: our core values; responsibility for the environment; respect for human rights, diversity, and equal opportunity; fair working conditions, accident prevention, and safety; prohibition of forced labour, child labour, and human trafficking; active community engagement; business ethics, conflict of interest management, and fair competition; clear processes for implementation and monitoring; a zero-tolerance approach to corruption, public sector misconduct, and money laundering; and the protection of personal data in accordance with GDPR.

Together, the Sustainability Policy and Code of Conduct define our standards, shape our decisions, and ensure that we create lasting value for people, society, and the environment. These documents, along with other Kensulting policies, should not be seen as separate, stand-alone guidelines, but as interconnected components of a holistic policy framework.

Core Principles

In addition to the VSME Standard, this policy is aligned with applicable laws and regulations and with global standards and agreements, including:

- The United Nations Universal Declaration of Human Rights – a foundational document that outlines fundamental human rights and freedoms to be universally protected.
- The United Nations Sustainable Development Goals (SDGs) – a set of 17 global goals adopted to address social, environmental, and economic challenges, aiming to achieve a more sustainable and equitable world by 2030.

- UN Guiding Principles on Business and Human Rights – a global framework that defines the responsibility of businesses to respect human rights and prevent or address adverse impacts connected to their operations.
- The United Nations Global Compact – 10 universal principles in the areas of human rights, labour, environment, and anti-corruption.
- The Children’s Rights and Business Principles – a set of guidelines developed by UNICEF, the UN Global Compact, and Save the Children to help businesses respect and support children’s rights throughout their activities and supply chains.
- The Core Conventions of the International Labour Organization (ILO) – eight fundamental conventions that set international labour standards to promote decent work and protect worker’s rights.
- The Greenhouse Gas Protocol (GHG Protocol) – the internationally recognized standard for measuring and reporting greenhouse gas emissions, providing a comprehensive framework to ensure consistency, transparency, and comparability in emissions accounting.

Beyond these international principles, our actions are driven by the values that shape who we are as a business: Accountability, Care in relationships, Growth, Personal connection and Trust. Further details on our values are outlined in our Code of Conduct.

Prioritized Sustainability Topics and Issues

According to the VSME Standard, the key environmental, social and governance topics are the following:

Environment

- Climate change
- Pollution
- Biodiversity and ecosystems
- Water and marine resources
- Resource use, circular economy and waste management

Social responsibility

- Own workforce
- Workers in the value chain
- Affected communities
- Consumers and end-users

Governance

- Business conduct

Of the topics outlined above, the following have been selected as **Kensulting’s sustainability focus areas**, based on the nature of our industry, business model, and operations:

Climate change

- Climate mitigation
- Energy

Water and marine resources

- Water

Own workforce

- Working conditions
- Equal treatment and opportunities for all
- Human rights

Business conduct

- Corruption and bribery

Environment

We are committed to minimizing our environmental impact and integrating environmental considerations into all aspects of our operations. We continuously seek opportunities to improve our environmental performance by setting measurable targets, implementing initiatives, and engaging with stakeholders to promote sustainable practices across our value chain.

Climate Change

Climate Mitigation

Reduction of greenhouse gas (GHG) emissions is an integral part of our responsibility to help combat climate change and contribute to a more sustainable future. Our long-term ambition is to align with the global transition towards net-zero emissions, recognising that this pathway is essential to limiting global warming in line with international agreements. Climate mitigation refers to efforts that reduce emissions of greenhouse gases or enhance the ability of natural or technical systems to absorb them. Even actions taken by smaller companies play a meaningful role in supporting global and national climate goals.

To ensure a structured approach to climate mitigation, we conduct our emissions calculations in line with the GHG Protocol – the internationally recognized standard for greenhouse gas accounting. We currently measure our direct (Scope 1) and energy-related indirect (Scope 2) emissions and are considering expanding the scope of our GHG inventory to include selected categories of indirect value chain emissions (Scope 3) in the future. This enables us to identify main emission sources and track our progress over time. We focus our efforts on what is within our control, such as reducing emissions from everyday activities and making informed decisions in procurement and logistics. By taking these steps and exploring climate-smart solutions wherever feasible, we seek to lower our emissions, support the global net-zero transition, and contribute to the transition towards a low-carbon economy.

The following targets, practices, and future initiatives describe how we address climate mitigation.

Targets:

- Reduce gross Scope 1 and 2 emissions per euro of turnover by 5% by 2030, compared to the baseline year.
- Reduce gross Scope 1 and 2 emissions per euro of turnover by 25% by 2050, compared to the baseline year.

Current practices:

- Using digital tools and platforms to reduce unnecessary travel and printing.
- Encouraging low-emission commuting by allowing remote work and promoting walking, cycling, or public transportation.

Future initiatives and forward-looking plans:

- Introducing internal policies for low-emission business travel, including clear guidance on when travel is necessary.

Energy

Energy use is one of the most immediate and manageable aspects of a company's environmental impact. Efficient energy management not only reduces greenhouse gas emissions but also contributes to long-term cost savings and operational resilience. By understanding how and where energy is consumed, we can identify opportunities to streamline operations, cut unnecessary energy use, and adopt more sustainable business practices. Whether through reduced energy consumption, increased efficiency, or a gradual shift towards renewable sources, we view energy-related actions as a key component of our broader sustainability strategy.

The following targets, current practices, and future initiatives reflect our approach to managing energy use responsibly and continuously, improving our performance in this area.

Targets:

- Reduce gross Scope 1 and 2 emissions per euro of turnover by 5% by 2030, compared to the baseline year.
- Reduce gross Scope 1 and 2 emissions per euro of turnover by 25% by 2050, compared to the baseline year.

Current practices:

- Encouraging staff to turn off lights, computers, and other equipment when not in use.
- Using LED lighting in all our premises.

Future initiatives and forward-looking plans:

- Evaluating energy efficiency criteria when procuring new equipment and appliances.

Water and Marine Resources

Water

Water is a vital shared resource that plays a critical role in ecosystems, human well-being, and economic activity. Responsible water use is crucial for preserving freshwater availability, protecting aquatic ecosystems, and preventing pollution of marine environments.

We track our total water withdrawal and work continuously to optimize it across our operations. While we don't operate in water-stressed areas or rely on water-intensive processes, we still recognize the importance of efficient water management and aim to minimize our impact on local water resources.

The following targets, current practices, and future initiatives reflect our approach to managing water withdrawal and consumption responsibly and continuously, reducing our impacts on freshwater and marine ecosystems.

Targets:

- Reduce total water withdrawal by 5% by 2030, compared to the baseline year.

Current practices:

- Fixing leaks and dripping taps promptly, to prevent unnecessary water loss.
- Promoting water-saving behaviours through staff training and visible reminders, such as posters.

Social Responsibility

We are dedicated to fostering a fair and inclusive environment for all individuals impacted by our business. Our approach to social responsibility includes respecting human rights, promoting diversity and equal opportunity, ensuring safe working conditions, and engaging meaningfully with employees, communities, and other stakeholders. We continuously work to strengthen our social impact by setting clear goals, taking proactive measures, and maintaining transparency in how we support people throughout our operations and value chain.

Own workforce

Working Conditions

We strive to create and maintain safe and just working conditions that uphold the dignity, rights, and well-being of all employees. This includes advocating for secure employment, balanced working hours, and fair compensation, while ensuring compliance with applicable labour laws and standards. Health and safety are undoubtedly our fundamental priorities, and we work continuously to reduce risks, prevent accidents, and promote employee well-being. Additionally, we recognize the importance of social dialogue, freedom of association, and collective bargaining as key elements of a respectful and equitable workplace culture. By fostering a work environment that supports work-life balance and meaningful participation, we aim to ensure that all employees are empowered, heard, and treated with respect.

The following targets, current practices, and future initiatives reflect our approach to fostering fair, safe, and supportive working conditions, while continuously improving the well-being and satisfaction of our workforce.

Targets:

- Zero workplace fatalities and serious injuries annually.
- Ensure all employees and contractors are covered by the Code of Conduct.
- Train all staff on the Code of Conduct at onboarding.

Current practices:

- Issuing written employment agreements to all staff, specifying terms of employment, compensation, and working hours.
- Ensuring equal treatment regardless of contract type (e.g., permanent, temporary, part-time).

Future initiatives and forward-looking plans:

- Offering a wellness allowance to promote physical and mental well-being among employees.
- Maintaining a secure, anonymous complaints and grievance mechanism that is accessible to all staff and regularly reviewed.

Equal Treatment and Opportunities for All

We strive to foster a workplace where everyone has equal access to opportunities, regardless of gender, background, ability, or identity. Our commitment includes ensuring pay equity, promoting diversity and inclusion, and preventing all forms of discrimination, violence, and harassment. We also view continuous learning and professional development as essential components of fair access to growth and opportunity for all employees. Through proactive policies and inclusive practices, we aim to create a respectful and supportive work environment for everyone at the company.

The following targets, current practices, and future initiatives reflect our approach to ensuring equal treatment and opportunities for all, while continuously promoting diversity, inclusion, and fairness across our organisation.

Targets:

- Ensure that all employees have access to at least one training opportunity per year, starting next year.
- Provide 8 hours of training per employee annually.

Current practices:

- Conducting annual performance and development reviews with all employees and ensuring access to relevant training.
- Ensuring job ads and recruitment processes are inclusive and free from bias.
- Communicating clear anti-harassment and anti-discrimination policies to all staff.

Future initiatives and forward-looking plans:

- Setting up a confidential reporting channel for discrimination and harassment.

Human Rights

We are committed to upholding fundamental human rights across all areas of our operations and value chain. This includes ensuring that child labour and forced labour have no place in our business, supporting access to adequate housing where relevant, and respecting the privacy of our employees. These principles are integral to maintaining a responsible, transparent, and ethical workplace that protects the dignity and well-being of all individuals affected by our activities.

The following targets, current practices, and future initiatives reflect our approach to safeguarding key work-related human rights:

Targets:

- Achieve and maintain zero confirmed cases of corruption, bribery, or facilitation payments.

Current practices:

- Prohibiting child and forced labour and ensuring voluntary employment terms through policy, procurement, and contracts.

Future initiatives and forward-looking plans:

- Handling employee data in line with GDPR and restricting access to authorised personnel.
- Including privacy and data protection awareness in onboarding and annual training.

Governance

Strong governance underpins our ability to operate responsibly, transparently, and in compliance with all applicable laws and regulations. We strive to ensure that decision-making processes are ethical, accountable, and aligned with the long-term interests of our stakeholders. This includes maintaining clear organizational structures, robust internal controls, and effective risk management practices. By fostering integrity and openness throughout our operations, we aim to build lasting trust with customers, employees, investors, and the wider community.

Business Conduct

Corruption and Bribery

We uphold a zero-tolerance approach to all forms of corruption, bribery, and unethical influence in our business activities. Acting with honesty and fairness is essential to meeting legal and regulatory requirements, safeguarding our reputation, and fostering trust among stakeholders. We expect all employees, contractors, and business partners to conduct themselves with integrity, avoiding any practices that could compromise our independence or create conflicts of interest. Through clear guidelines, regular training, and transparent reporting channels, we work to prevent, detect, and address corruption risks at every level of our operations.

The following targets, practices, and future initiatives describe how we prevent and address corruption and bribery across our operations and business relationships.

Targets:

- Achieve and maintain zero confirmed incidents of corruption, bribery or facilitation payments.

Future initiatives and forward-looking plans:

- Maintaining clear procedures for reporting suspected misconduct or unethical behaviour.

Continuous Improvement

Kensulting's aim is to strengthen its sustainability performance over time, and to continuously progress in all areas of sustainability. As regulations and expectations evolve, Kensulting ensures that its sustainability efforts keep pace with relevant legal requirements and voluntary standards. Kensulting monitors developments in EU policy and updates this policy as needed to remain compliant.

Monitoring and Reporting

This policy is reviewed annually and updated as needed to reflect new targets, practices, and future initiatives as well as legal developments and stakeholder expectations. All sustainability metrics listed in this policy are tracked internally and disclosed in our Sustainability Report.

Responsibility, Control and Compliance

This sustainability policy has been formally approved by Kensulting and reflects the company's long-term sustainability strategy.

The practical sustainability work and follow up on established targets and actions is overseen by 0727412967 ken.astrom@kensulting.se. All employees are responsible for integrating sustainability targets into their daily work routines and are expected to uphold the principles in this policy.

Training about the contents of the sustainability policy, Code of Conduct and other guidelines is carried out continuously. The policy is reviewed annually and updated as necessary.