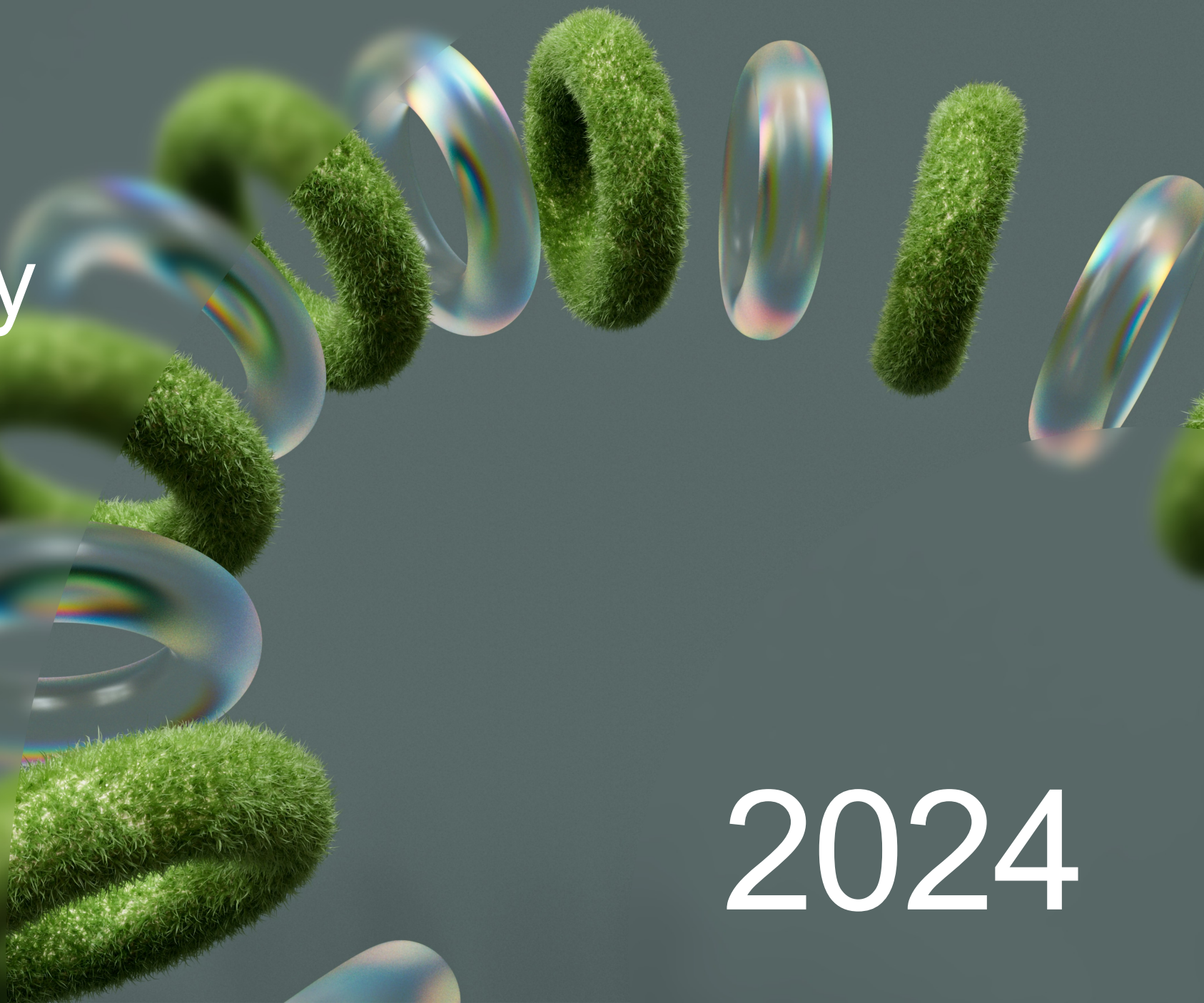
elvaco | PART OF BEMSIQ GROUP

Sustainability Report



2024

MARCH 2025, KUNGSBACKA

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01

Introduction

About this report

This is Elvaco's fourth consecutive annual sustainability report, outlining our efforts and progress in contributing to a more sustainable society. Created and produced by Elvaco, this report serves as a key tool in our commitment to transparency and responsible business practices.

Expanding scope for greater transparency

As part of our ambition to be as open and clear as possible, we have expanded the scope of this year's report. This expansion means that some sustainability figures are presented for the first time and, therefore, cannot be directly compared to previous years. However, we have retained past figures, though they may be reorganized to align with the updated structure.

Alignment with global reporting standards

This report partially aligns with the Global Reporting Initiative (GRI) framework, integrating key elements where relevant to enhance transparency and comparability. However, it is not an exhaustive application of the framework. Instead, we aim to incorporate GRI principles where they add value while maintaining a practical and business-oriented approach to reporting. Our goal is to adopt as much standardization as realistically possible while ensuring that the report remains clear, relevant, and meaningful to our stakeholders.

Data collection & reliability

The data presented in this report is collected internally through our monitoring systems and compiled by the sustainability team. As we expand our reporting scope, we are continuously working to improve data accuracy, validation, and completeness to ensure meaningful and reliable insights.

As part of our SBTi process, 2023 marked the first year of conducting this type of data collection and reporting. In 2024, we have refined and improved the process, but we anticipate that some figures may remain slightly volatile as the data collection and processing methods continue to stabilize over time.

Stakeholder audience & purpose

This report is designed for employees, customers, suppliers, investors, and regulatory bodies. It serves as a key tool for engagement, providing stakeholders with a clear and transparent overview of our sustainability journey. Through this report, we aim to foster trust, encourage collaboration, and drive continuous improvement in our environmental and social impact.

A standardized structure moving forward

Looking ahead, we intend to maintain the standardized structure presented in this report, ensuring consistency in how we track, communicate, and improve our sustainability performance. We also plan to introduce additional performance indicators and enhance data validation to further strengthen our reporting approach. Furthermore, we also aim to improve this report continuously.

Message from our CEO

At Elvaco, our commitment to sustainability and the triple bottom line—People, Profit, and Planet—remains stronger than ever. As we continue to grow and evolve, we recognize that sustainable business practices are not just an obligation but a fundamental part of our long-term success. Our focus is on creating value for our company, employees, customers and the broader society, while actively reducing our environmental impact.

Key milestones from the past year

This year, we have taken steps in advancing our sustainability commitments. Together with Bemsiq, we have begun measuring our Scope 1, 2, and 3 greenhouse gas emissions—2023 was our base year while 2024 is the first year of calculations—aligning with the Science Based Targets initiative (SBTi). This marks an important milestone in our efforts to understand and reduce our carbon footprint, ensuring that we contribute to global climate goals in a structured and impactful way.

At the same time, we continue to strengthen our management systems. We are proud to have successfully recertified our ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) standards without any deviations. While this is an achievement, we see it as a foundation for continuous improvement, striving for higher efficiency, compliance, and sustainability performance. Additionally, we have now completed the planning phase for ISO 45001 (Occupational Health & Safety), with implementation starting in early 2025, reinforcing our commitment to workplace safety and well-being.

Investing in digitalization & security

To support long-term innovation and resilience, we have introduced two new key roles:

- Head of IT & Security, responsible for our security agenda, product security, and the implementation of ISO 27001.
- Head of Digitalization, leading our digital transformation to streamline operations and increase efficiency.

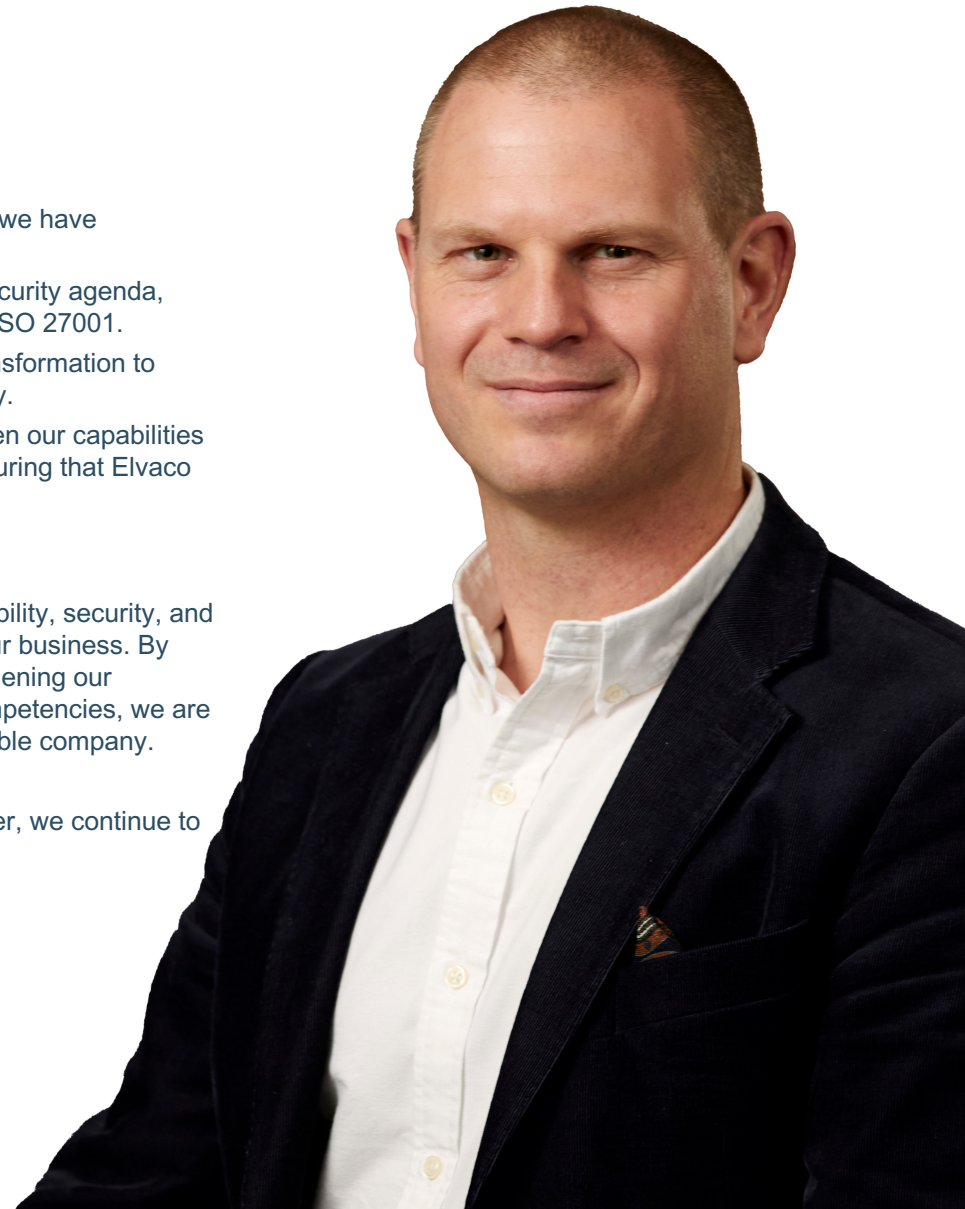
These additions reflect our ambition to strengthen our capabilities in security, digitalization, and sustainability, ensuring that Elvaco remains well-positioned for the future.

Looking ahead

As we move forward, our dedication to sustainability, security, and operational excellence remains at the core of our business. By embracing measurable climate actions, strengthening our management systems, and investing in key competencies, we are building a stronger, more resilient, and responsible company.

Thank you for being part of our journey. Together, we continue to shape a more sustainable and innovative future.

David Vonasek
Chief Executive Officer, Elvaco



Key figures

PEOPLE

45

Our Employee Net Promoter Score (eNPS) remains strong at 45 for 2024, in line with last year. This reflects our stable and positive workplace culture, reinforcing our commitment to employee engagement.[1]

PROFIT

281

We achieved a turnover of 281 MSEK in 2024. This allows us to continue investing in sustainability, digitalization, and operational improvements.

PLANET

10.6

Our CO_2 emissions (Scope 1, 2, 3) decreased from 13,089 to 10,617 tonnes, a 18.9% reduction. This improvement is driven by our enhanced data collection, leading to greater accuracy and better emission reduction efforts.

1. Se page 29 for further details on our eNPS score including explanation of the scale.

02

About the company

Collect. Connect. Make it Count.

We are committed to making data accessible and useful. By collecting raw information and connecting it to understanding, we create opportunities – to unlock new efficiencies, drive economic growth, and pave the way for a brighter future. We make it easy to take the right decisions. Make it count.

Elvaco Edge our newest gateway.

Our aspirations

Vision

We want all world's meter and sensor data to be accessible and useful.

Mission

Make important data accessible and useful by connecting meters and sensors to automate and increase efficiency of resource usage, creating economic growth and a sustainable future!

Values

Customer focused
We put the customer in focus and are easy to do business with.

Innovative
We are innovative and always strive to find the best solution for our customers.

Reliable
We are reliable and we are here today and in the future.

Efficient
We are efficient in all we do to minimize resource usage.

Elvaco at a glance

Overview & certifications

Elvaco has a strong financial foundation and a commitment to quality and sustainability.

1984

Founded by Vaclav Vonasek

AAA ISO 9001 ISO 14001

Triple A rated and certified ISO 9001 and 14001

Top 94 percentile in Ecovadis

Operational footprint

Elvaco operates globally with wide market representation, ensuring strong customer support and scalable solutions.

80+

Employees

3000+

Customers globally

30+

Countries with representation

Service footprint

We enable seamless data collection and communication, helping customers optimize operations and make smarter decisions.

300k+

Metering points in elvaco.evo

10+

Million meters connected to Elvaco products

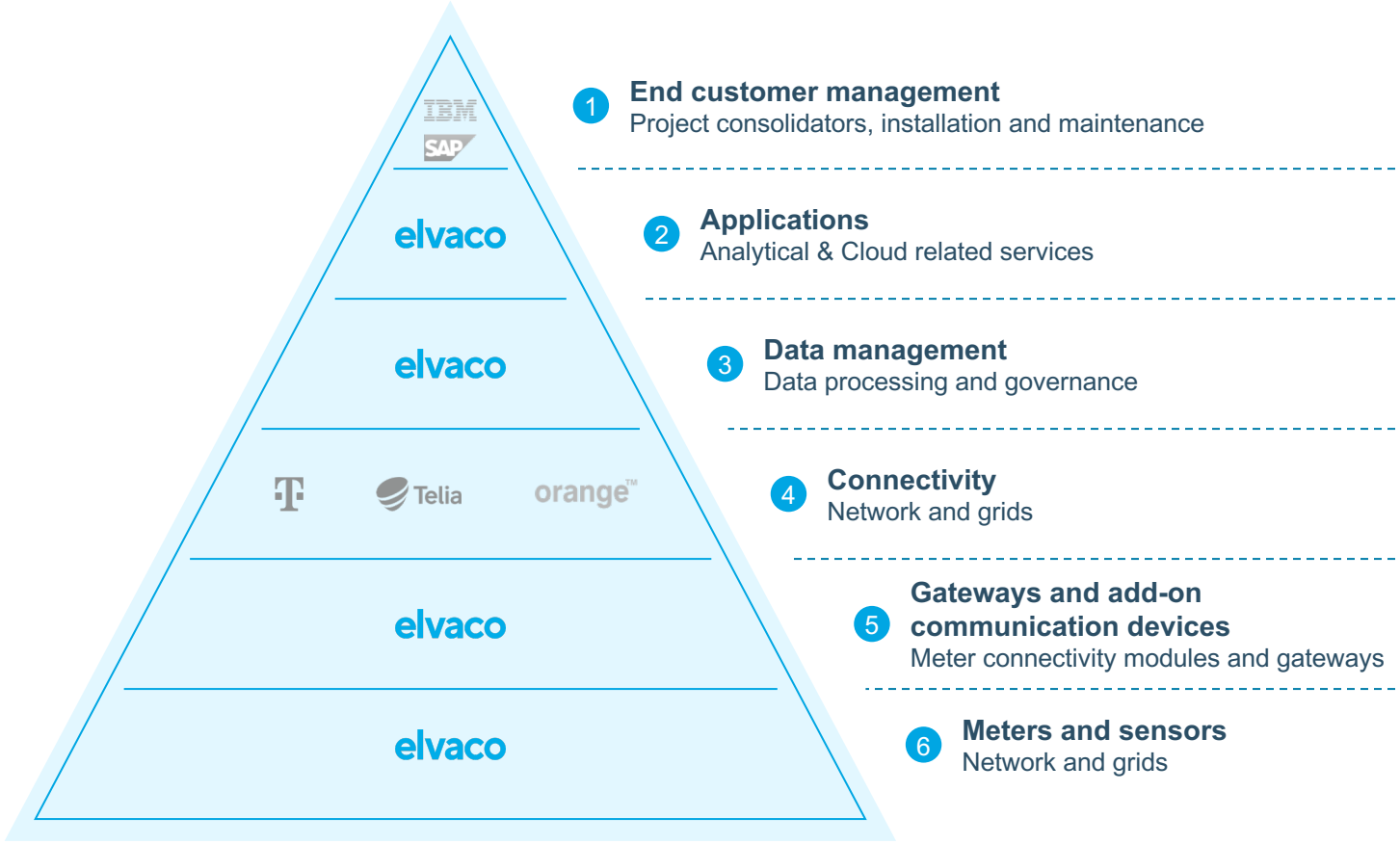
We are in great company

Elvaco is proudly part of the Bemsiq group, which belongs to Latour, a long-term owner with a strong industrial focus. Latour initially acquired 80% of Elvaco in 2014, later expanding its ownership to 100% in 2017. Being part of Bemsiq allows us to leverage synergies where beneficial, enhancing innovation and operational efficiency while maintaining our unique strengths.

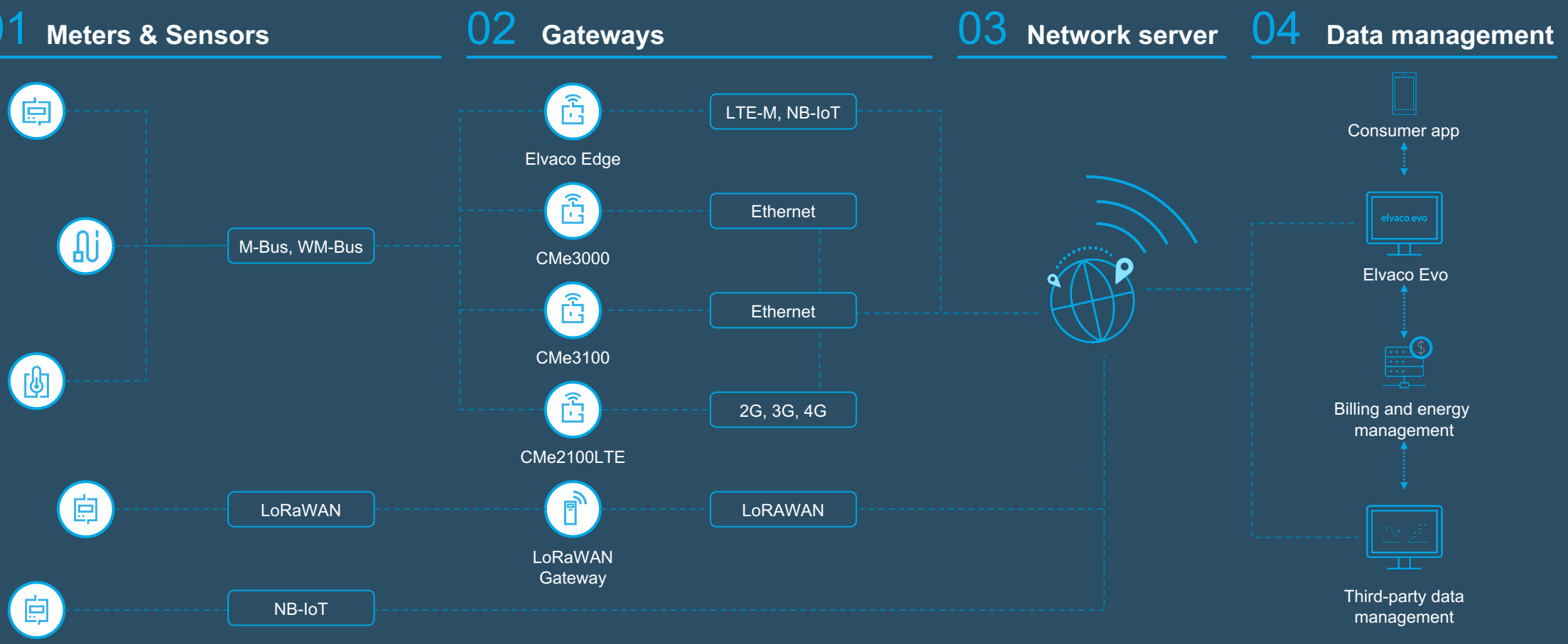
A comprehensive partner in the metering industry

Elvaco is actively present in four of the six key levels of the metering industry: applications, data management, gateways & add-on communication, and meters & sensors. Our expertise across these areas allows us to provide seamless integration and reliable data flow, ensuring efficient metering and smart energy solutions.

By covering these essential levels, we work closely with our partners to offer a one-stop-shop solution for our customers' data connection, collection, and decision-making needs. This comprehensive approach enables a fully connected and optimized metering ecosystem, enhancing efficiency and scalability for our customers.



Our ecosystem



03

Governance

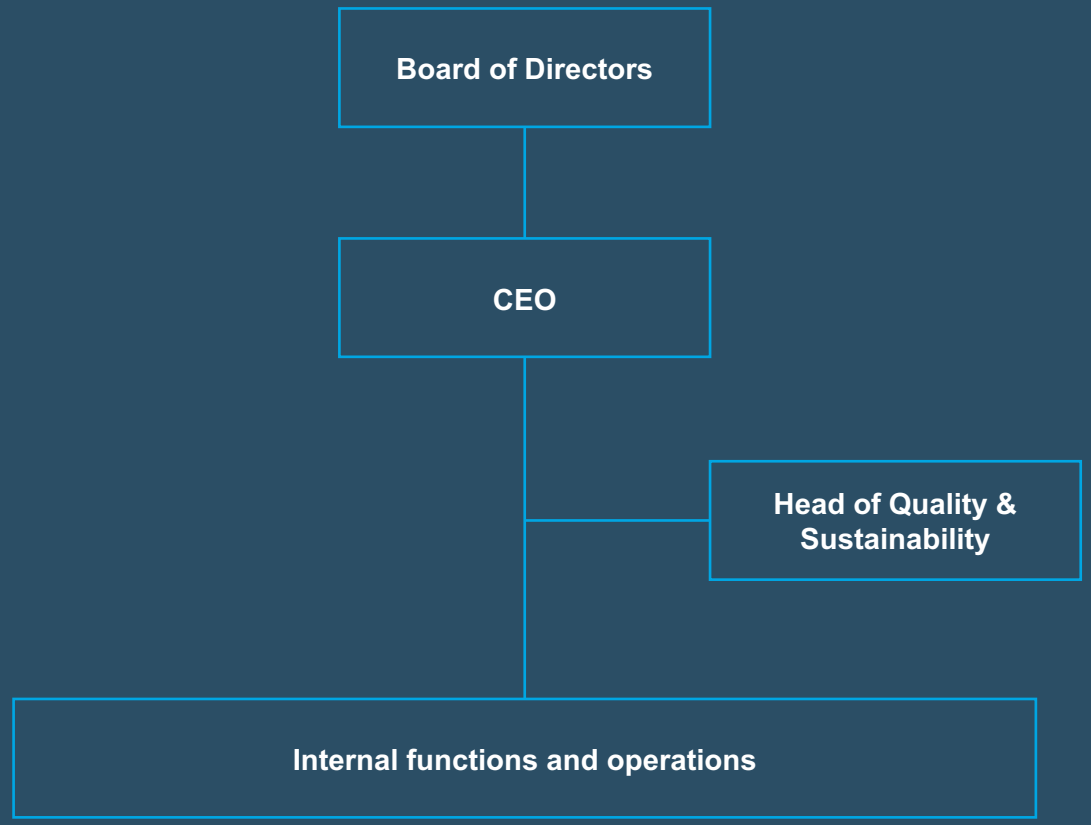
Organizational setup

At Elvaco, strong governance is the foundation of our commitment to sustainability and responsible business practices. Our oversight structure ensures that sustainability and compliance are integrated into our operations, guided by clear leadership, well-defined policies, and transparent reporting.

Governance structure

Our sustainability governance is overseen by:

- **Board of Directors (BoD):** Provides strategic direction and ensures accountability for sustainability initiatives.
- **Executive Team:** Implements sustainability strategies and integrates them into daily operations.
- **Head of Sustainability & Quality:** Leads the development and execution of sustainability policies, monitors compliance, and drives continuous improvement in sustainability performance. Also contributes to the formulation and refinement of the sustainability strategy.



Ethics & Transparency

At Elvaco, our governance framework is built on a foundation of clear policies that guide our business practices, ensuring that sustainability, ethics, and integrity remain central to our operations. These policies define our commitment to responsible business conduct across all levels of the company.

Our key policies include:

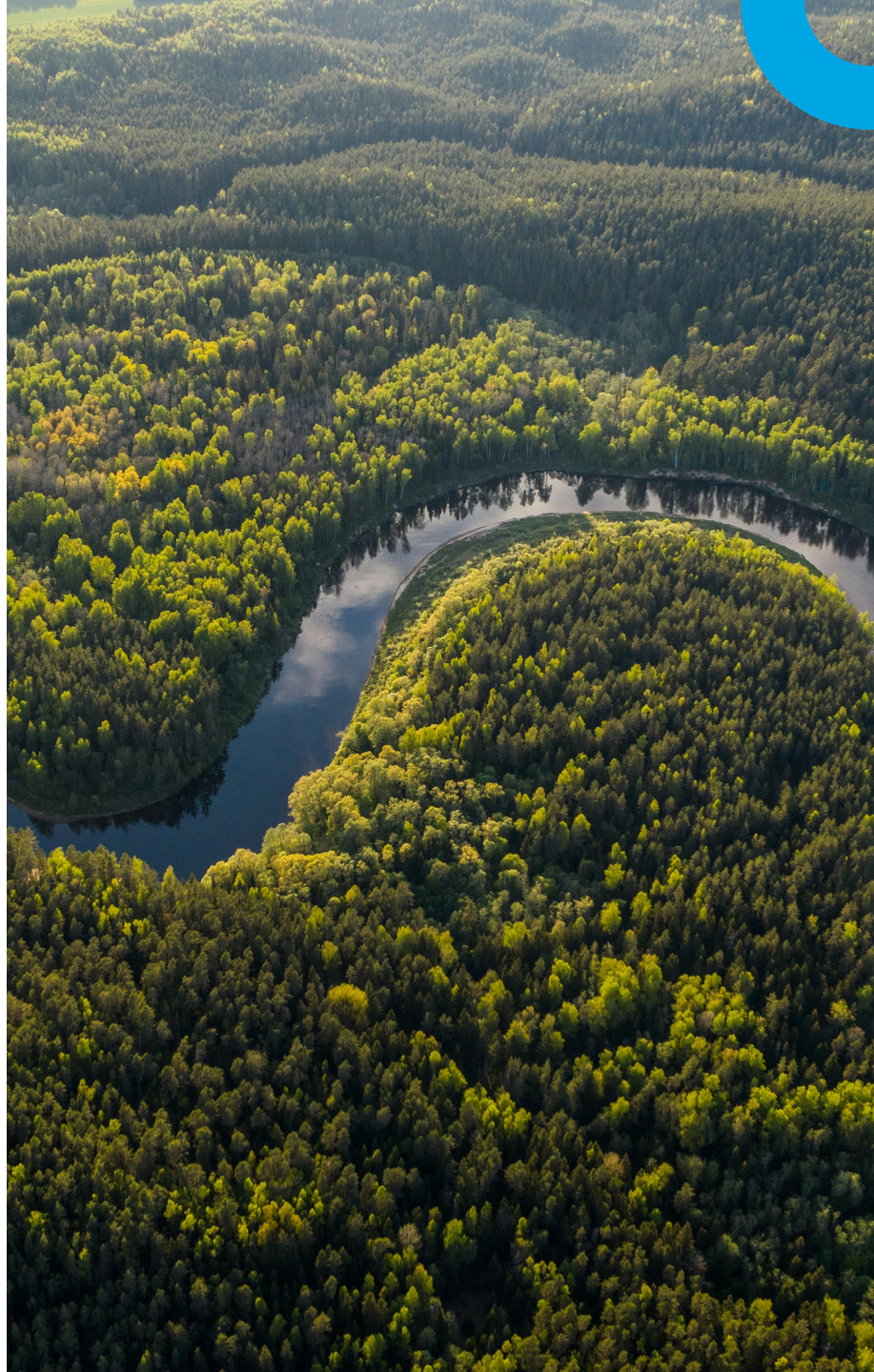
- **Sustainability Policy** – Defining our commitment to the triple bottom line: People, Profit, and Planet. This policy integrates sustainability into our strategy, ensuring that our business decisions contribute to social well-being, economic growth, and environmental responsibility.
- **Code of Conduct** – Setting clear ethical guidelines for our employees, ensuring that integrity, fairness, and responsible decision-making are upheld in all aspects of our operations.
- **Environmental & Quality Policy** – Outlining our commitment to minimizing environmental impact while maintaining high-quality standards across our products and services.
- **Anti-Corruption Policy** – Reinforcing our zero-tolerance approach to bribery and corruption, ensuring compliance with ethical business standards and regulations.

This is not an exhaustive list of our policies. We also have additional policies in other critical areas, such as the Supplier Code of Conduct, ensuring responsible and ethical business practices across our supply chain, the Work Environment Policy, supporting employee well-being, health, and safety, and the IT Policy, governing data security, privacy, and responsible use of technology.

Reporting & Transparency

Transparency is a fundamental part of our governance structure. Our Sustainability Report serves as our primary reporting mechanism, providing a structured overview of our progress, challenges, and commitments. Through this report, we ensure that stakeholders—including employees, customers, investors, and regulatory bodies—receive clear, accurate, and honest insights into our sustainability performance.

By maintaining strong governance, well-defined policies, and transparent reporting, we ensure that sustainability remains an integral part of our business strategy and long-term vision.



Cybersecurity

The threat landscape has grown increasingly complex and sophisticated, with both external and internal actors leveraging advanced techniques to target our systems. This evolution demands an elevated level of vigilance and a more proactive stance in our defense strategy.

We have seen a notable rise in ransomware incidents and other forms of data breaches designed to compromise sensitive information. These attacks not only present significant operational risks but also threaten our brand reputation and may lead to considerable financial impact. Additionally, the frequency of social engineering and phishing attacks has surged, underlining the critical need for vigilance at every level of the organization.

To mitigate these risks, we have implemented a range of enhanced security measures and advanced tools to fortify our defenses against cyber intrusions. Employee education and training on security awareness continue to be a top priority, empowering our workforce to effectively recognize and respond to potential threats.

In a decisive move to further strengthen our security posture, we are implementing ISO 27001, the international standard for information security management. This strategic initiative will provide a robust framework to systematically manage and protect our information assets while ensuring that our security processes are continuously refined to meet emerging threats.

Additionally, we are prioritizing improvements to our incident response capabilities to ensure a swift and efficient recovery in the event of an attack. Our forward-looking cybersecurity strategy focuses on continued investment in cutting-edge technology, collaboration with key external partners, and an ongoing commitment to refining our internal security processes in response to the rapidly changing threat landscape.

While we have made significant progress, we recognize that cybersecurity is an ever-evolving challenge. We will remain agile, adapting to new threats and ensuring that our defenses are both comprehensive and resilient.

04

Sustainability strategy

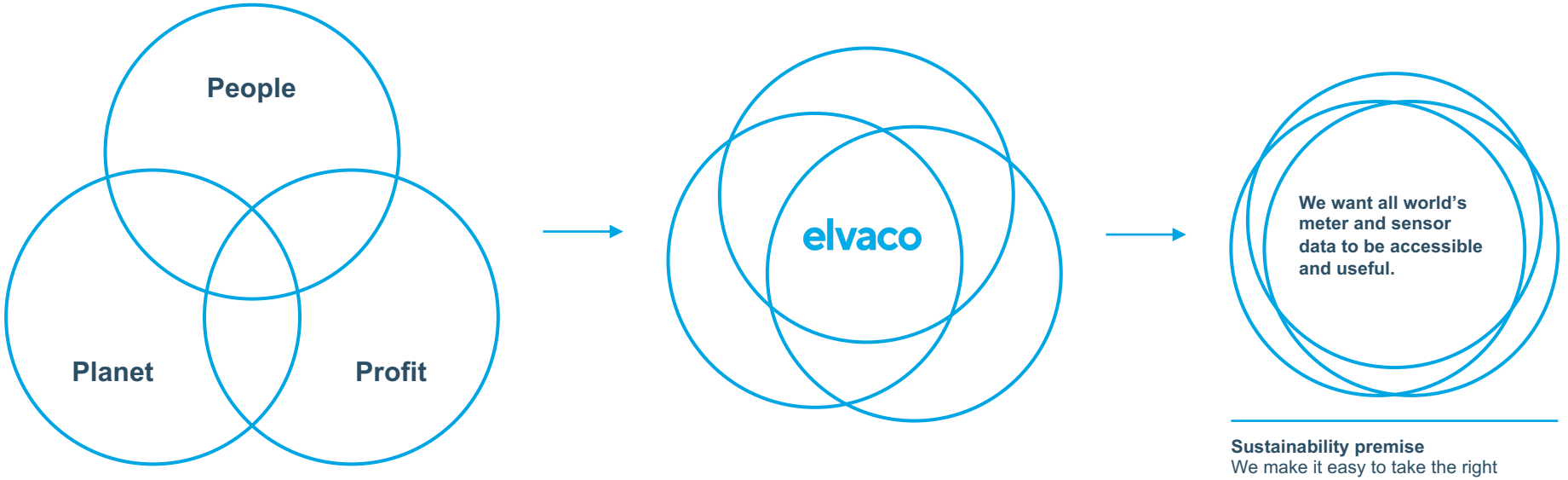
What sustainability means for Elvaco

We are dedicated to being a force for good across people, society, and the planet. As part of this commitment, we understand that the success of our business cannot be measured solely by financial performance. To build a truly sustainable business, our financial, environmental, and societal responsibilities must work in harmony.

We are focused on long-term thinking and responsible actions to meet the needs of today without compromising the ability of future generations to meet theirs.

As a production-focused company. We make data accessible and useful by connecting meters and sensors. This obliges us to maintain sustainable and responsible practices throughout our entire value chain — from raw material sourcing to end-of-life product management.

Our role extends beyond our operations; we must foster sustainable practices within our organization and in collaboration with our customers and suppliers. This also includes ensuring the well-being of all stakeholders, including employees, communities, and the environment.



Sustainability premise
We make it easy to take the right decisions. Make it count.

04 SUSTAINABILITY STRATEGY

At Elvaco, sustainability is embedded in everything we do. To ensure a structured and effective approach, we have defined five key sustainability pillars that guide our actions and commitments. These pillars help us integrate sustainability into our operations, governance, product development, and overall business strategy. By focusing on compliance, environmental responsibility, social impact, innovation, and continuous improvement, we aim to create long-term value for our stakeholders while contributing to a more sustainable future.

01 Compliance & Governance

Efficiently ensuring regulatory compliance and governance through strategic and swift management.

02 Environmental

Actively reducing our emissions and energy consumption.

03 Social

Fostering positive social impact and equitable practices.

04 Innovation & Technology

Driving sustainability through innovative design and material choices.

05 Self auditing & best practices

Continuously improving sustainability performance through regular assessments and best precise integration.

The UN Sustainability Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and ensure prosperity for all by 2030. Adopted in 2015 by all UN member states, the 17 SDGs provide a global blueprint for sustainable progress, addressing critical areas such as climate action, responsible consumption, innovation, and social well-being.

Businesses play a key role in driving progress toward these goals, and at Elvaco, we are committed to integrating sustainability into our strategy, operations, and product development to contribute to a more sustainable future. Our efforts are particularly strong in three key SDGs: SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 12 (Responsible Consumption and Production).

Affordable and Clean Energy

Goal	Ensure access to affordable, reliable, sustainable, and modern energy for all.
Our contribution	Elvaco provides optimized metering solutions across various applications for modern energy companies, enabling efficient energy management and supporting the transition to sustainable energy systems.

Industry, Innovation, & Infrastructure

Goal	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
Our contribution	Through open and competitive sub-metering solutions that are easy to integrate, Elvaco supports the development of smart building infrastructure, promoting sustainable industrialization and fostering innovation in energy efficiency.

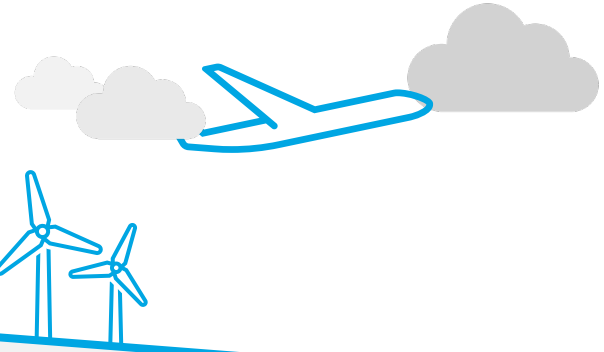
Responsible Consumption & Production

Goal	Ensure sustainable consumption and production patterns.
Our contribution	Elvaco enables the smart and optimal use of energy and utility resources through advanced metering and data solutions. By improving resource efficiency and providing insights into consumption patterns, we help customers reduce waste, enhance sustainability, and make data-driven decisions for a more responsible use of resources.

05

Environmental impact

Our roadmap to net-zero



2023

Our baseline

6.5 tonne
Scope 1

16 tonne
Scope 2

13,067 tonne
Scope 3

2025

Aim to have validated targets

2050

Our commitment

Net-zero climate impact

Where we stand

As part of our commitment to reducing greenhouse gas emissions in line with climate science, we have joined the Science-Based Targets initiative (SBTi). Together with the rest of the Bemsiq group, we have established a base year as the foundation for measuring our progress. Bemsiq is also leading the process forward, ensuring alignment across the group.

We are currently in the process of developing and submitting our emission reduction targets to the SBTi. Our approach is to set intensity-based targets, measured relative to the number of products, to ensure that our sustainability efforts scale effectively with our business growth.

Our ambition is clear: we are committed to achieving net-zero emissions by 2050, with a significant milestone of meeting our short-term reduction targets by 2034. These goals reflect our dedication to responsible growth and long-term climate action.

The GHG Protocol

The Greenhouse Gas (GHG) Protocol is the leading global framework for measuring, managing, and reducing greenhouse gas emissions, helping businesses track their climate impact and identify areas for reduction. It categorizes emissions into three scopes, distinguishing between direct and indirect emissions throughout a company's operations and value chain.

- **Scope 1** emissions are direct emissions from sources that a company owns or controls, such as company-owned vehicles or fuel combustion in production facilities.
- **Scope 2** emissions are indirect emissions from purchased energy, including electricity, steam, heating, and cooling used to power facilities.
- **Scope 3** emissions are all other indirect emissions generated throughout the company's value chain, from suppliers and transportation to product use and disposal.

As we move forward with our commitment to the Science Based Targets initiative (SBTi), it is essential to measure and reduce emissions across all three scopes. SBTi provides a clear framework for setting emission reduction targets in line with the Paris Agreement's goal of limiting global warming to well below 2°C, preferably 1.5°C. To align with SBTi, we must take comprehensive action across our operations, supply chain, and product lifecycle, ensuring that we actively contribute to a low-carbon future.

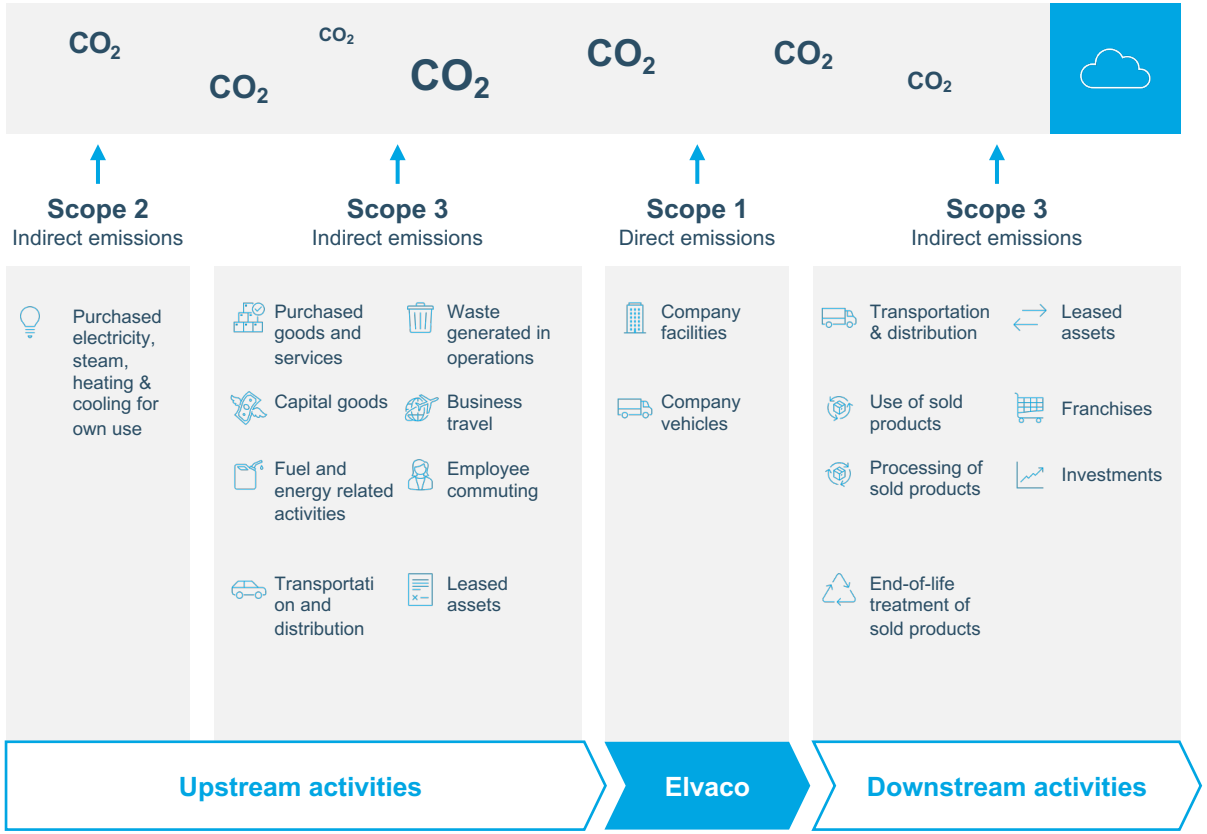
By implementing structured emission tracking and reduction strategies, we can not only meet regulatory and customer expectations but also drive innovation, efficiency, and long-term sustainability in our business.

GHG protocol: Detailed Scope 3

Category breakdown of Scope 3

Category	Name	Description
Category 01	**Purchased Goods and Services**	Production of purchased goods and services, reflecting the supply chain.
Category 02	**Capital Goods**	Manufacturing, transportation, and disposal of machinery and equipment used by a company.
Category 03	**Fuel- and Energy-Related Activities**	Extraction, production, and transportation of energy sources consumed.
Category 04	**Upstream Transportation and Distribution**	Raw material and finished products that the company arranges.
Category 05	**Waste Generated in Operations**	Disposal and treatment of waste generated by a company's operations.
Category 06	**Business Travel**	Employee travel for work-related activities, including flights, hotels, and ground transportation.
Category 07	**Employee Commuting**	Daily travel of employees to and from their workplaces.
Category 08	**Upstream Leased Assets**	Operations of leased assets not included in Scope 1 and 2.
Category 09	**Downstream Transportation and Distribution**	Transportation that the company does not arrange or pay for.
Category 10	**Processing of Sold Products**	Processing and treatment of sold products.
Category 11	**Use of Sold Products**	Use of a company's products by consumers, such as energy consumption or fuel usage.
Category 12	**End-of-Life Treatment of Sold Products**	Disposal, recycling, or treatment of products at the end of the life cycle.
Category 13	**Downstream Leased Assets**	Operation of assets that the company leases out to other actors.
Category 14	**Franchises**	Operations and activities of franchises affiliated with a company.
Category 15	**Investments**	Emissions from a company's investments in other entities.

How Scope 3 fit into the bigger picture



Process for GHG Emission

Introduction to process

To ensure a structured and reliable approach to processing group figures, we partnered with PwC as a facilitator in our base year data assessment. The process, managed by Bemsiq, was designed to harmonize data collection and ensure consistency across all group companies.

The methodology was divided into three key phases, as seen below: improvement of base data, data collection and review, and calculations leading to the establishment of the baseline. PwC facilitated and ensured the quality of the process but did not verify or audit the final figures.

This structured approach strengthens our ability to track and improve our sustainability performance moving forward.

1

Improvement of data collection

To improve data accuracy and completeness, the PwC team refined a previously used questionnaire, making it more detailed and comprehensive. This enhanced questionnaire was then distributed to the Bemsiq group companies, ensuring a standardized approach to data collection across the organization.

2

Data collection & review

Once the questionnaires were completed, they were submitted to PwC for review. If any data was missing or incomplete, PwC conducted follow-ups with the respective companies to clarify discrepancies and ensure a high level of data quality before proceeding with the final calculations.

3

Calculation of baseline

After verifying the data, PwC carried out the necessary calculations to establish the baseline figures for all group companies. The finalized results provide a structured foundation for sustainability tracking and performance analysis. *Elvaco's specific figures can be found in Chapter 8: Performance Metrics.*

Our new office climate impact

During our recent office relocation, we made a conscious effort to prioritize sustainability by focusing on preservation, upcycling, and reusing office furniture and furnishings. Instead of opting for entirely new interiors, we carefully selected items to be repurposed, refurbished, or adapted to fit our new workspace.

This approach has significantly reduced waste generation and minimized CO_2 emissions, as reusing materials requires far fewer resources compared to manufacturing and transporting new office equipment. By extending the lifecycle of our furniture and minimizing unnecessary consumption, we have successfully lowered our climate impact, aligning with our commitment to responsible resource use and circular economy principles.

Through this initiative, we continue to integrate sustainability into every aspect of our business, demonstrating that even large transitions, like an office move, can be handled with environmental responsibility in mind.

13.7 tonnes
of reduced waste

37.6 tonnes
of reduced CO_2

Extent of recycling products for new office
Number of products

- Reused products
- In house products
- Upcycled reused products
- Upcycled in house products
- Newly produced products

Colleague demonstrating our products during Energidagen 2024.

06

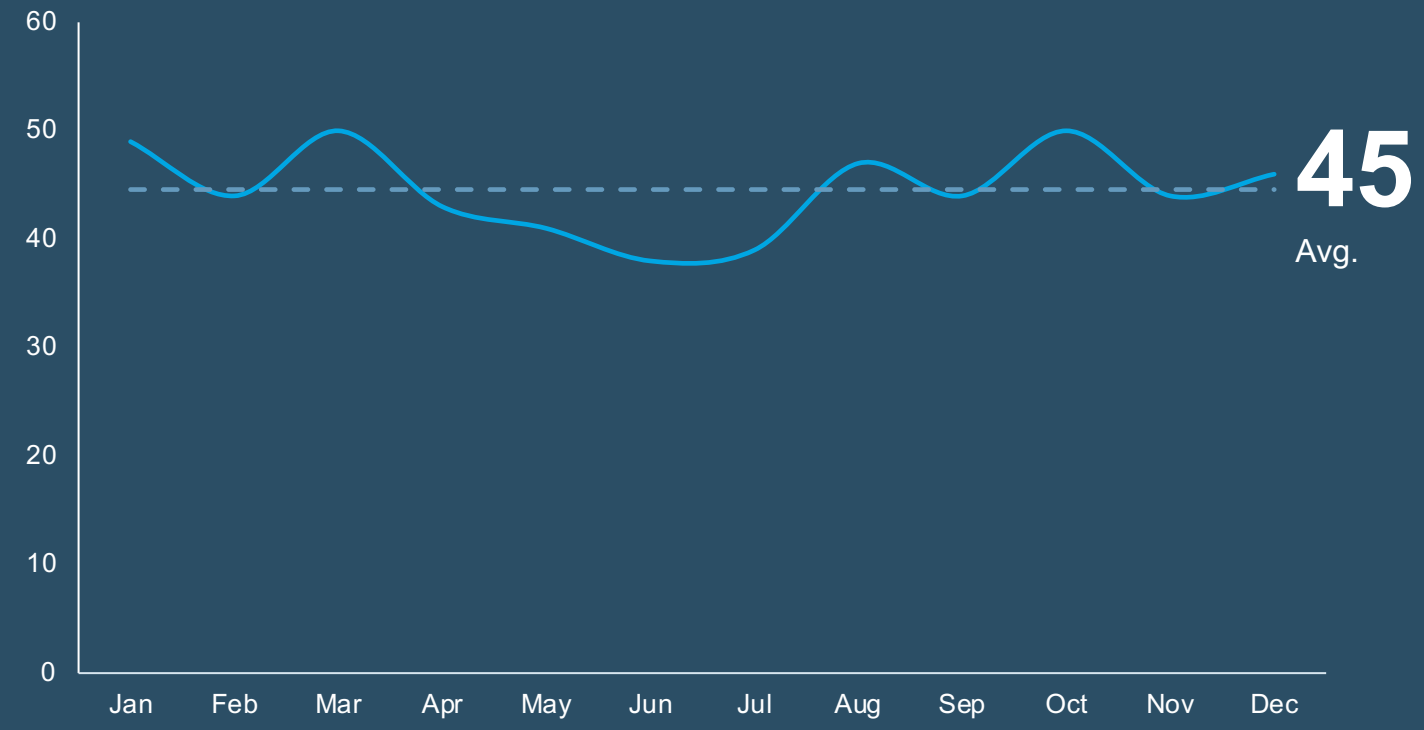
Social responsibility

A great place to work

The Employee Net Promoter Score (eNPS) is a key metric for understanding employee satisfaction and engagement. It is based on a simple question: *"How likely are you to recommend your workplace to others?"* Employees respond on a scale from 0 to 10, where those scoring 9 or 10 are considered Promoters, actively endorsing the company, while those scoring 0 to 6 are Detractors, indicating lower satisfaction. Employees in between, scoring 7 or 8, are classified as Passives. The final eNPS score is calculated by subtracting the percentage of Detractors from Promoters, resulting in a score ranging from -100 to +100.

At Elvaco, we measure eNPS continuously, approximately every three weeks, enabling us to closely monitor engagement trends and take proactive steps to enhance the employee experience. We are proud to achieve an average eNPS of 45 for 2024, a score that reflects a highly engaged workforce and a strong, positive company culture. This level of engagement underscores our commitment to creating a work environment where employees feel valued, motivated, and empowered to contribute to our shared success.

Elvaco eNPS per month for 2024
Monthly ~averages of eNPS scores



Fairness & human rights

At Elvaco, we recognize that our people are at the core of our success, and we are committed to fostering a diverse, inclusive, and safe workplace built on respect for human rights, ethical business practices, and employee well-being. Our approach to social responsibility is guided by internationally recognized human rights standards, including the Universal Declaration of Human Rights, as well as Global Reporting Initiative (GRI) principles and Swedish labor laws.

Commitment to human rights & fair labor standards

Elvaco is committed to respecting all human rights, ensuring that we meet or exceed all local human rights legislation and uphold the highest ethical labor standards across our operations. This includes:

- Fair wages, working hours, and benefits in full compliance with Swedish labor laws, ensuring minimum wage protections, holidays, and humane working conditions.
- Freedom of association, ensuring that employees have the right to organize and collectively bargain without interference.
- Equal opportunity and non-discrimination, explicitly ensuring that gender identity, gender expression, pregnancy, and maternity status are never a barrier to fair treatment and advancement within our company.
- A zero-tolerance approach to workplace harassment and inhumane treatment, fostering a safe, supportive, and inclusive work environment for all employees.

We actively engage with employees, unions, and relevant stakeholders to ensure that labor rights and human rights are upheld across our operations. We encourage open dialogue and transparency, allowing employees to raise concerns through structured feedback channels and established grievance mechanisms.

Fair and inclusive recruitment

Elvaco has a clear and structured recruitment policy that ensures fair and competence-based hiring practices. Our process evaluates candidates based on skills, experience, and alignment with company values, ensuring that every hiring decision is free from bias. We firmly oppose any form of discrimination based on gender, background, or other protected characteristics, reinforcing our commitment to building a diverse and inclusive workplace where everyone has equal opportunities to grow and succeed.

Colleagues during Energidagen 2024.

Growth, safety & employee well-being

Employee development and growth

We view employee development as a key investment in nurturing organizational growth, fostering talent, and empowering our workforce. Each employee has a personalized development plan, created in collaboration with their manager, which is reviewed and refined during biannual performance appraisals. This approach ensures that employees are continuously supported in their career growth, with access to learning opportunities and skill development. Our commitment to continuous learning and upskilling strengthens both individual career paths and Elvaco's long-term success.

Whistleblowing and ethical business conduct

Elvaco maintains a zero-tolerance policy for discrimination, corruption, and unethical behavior. To uphold transparency and integrity, we have implemented a whistleblowing system that allows employees to anonymously report concerns related to misconduct, unethical business practices, or workplace issues. To ensure accessibility, this function is also available for external stakeholders through our website. We are committed to handling all reports with confidentiality, fairness, and due diligence, reinforcing our culture of openness and accountability.

Workplace safety and employee well-being

At Elvaco, we treat all health and safety legislation as a minimum standard, continuously striving to exceed these requirements to ensure a secure and healthy workplace. We actively promote physical and mental well-being, recognizing that a supportive work environment drives both personal and professional growth.

To reinforce this commitment, we provide:

- One hour of paid training per week during work hours, encouraging an active and healthy lifestyle.
- A wellness contribution (friskvårdsbidrag) of 5,000 SEK annually, supporting employees in maintaining their physical and mental health.
- Parental leave compensation in line with collective agreements, ensuring financial security and work-life balance for parents.
- Private sickness insurance for all employees, providing additional health coverage and security.

We are committed to providing a safe and healthy work environment, continuously improving workplace safety through training and risk prevention. As part of our efforts, we actively monitor workplace incidents to ensure a low-risk and secure working environment. Moving forward, we aim to further enhance occupational safety by tracking key performance indicators, including workplace injury rates and near-miss reporting, to ensure continuous improvement.

By prioritizing human rights, fair labor practices, diversity, and employee well-being, Elvaco ensures that sustainability is not just about environmental responsibility but also about creating a workplace where people thrive. We remain committed to continuous improvement, inclusivity, and ethical business conduct, shaping a positive and responsible work culture for the long term.

Local engagement

100

kSEK per year to local sports clubs

At Elvaco, we believe in the power of sports to bring people together, promote well-being, and strengthen local communities. Through our contributions to local sports teams, we actively support initiatives that encourage health, teamwork, and youth development. By investing in local sports, we help create opportunities for athletes of all ages to thrive, reinforcing our commitment to community engagement and social responsibility.

Commitment to global sustainability

Solvatten

As part of Latour, Elvaco proudly supports Solvatten in providing clean and warm water to people in Burkina Faso and Uganda. By enabling access to safe water, Solvatten improves health, hygiene, and overall living conditions for communities in need.

Since the partnership began in 2018, 8,261 families—over 45,500 people—have gained access to Solvatten. In 2024 alone, Investment AB Latour and its subsidiaries contributed 1,145 Solvatten units, further expanding the reach of this life-changing solution. Each unit allows families to purify and heat water using only sunlight, eliminating the need for firewood or charcoal, which helps reduce deforestation—one Solvatten unit can save approximately 49 trees over its lifetime.

Solvatten is a Swedish innovation that purifies water using solar energy. Within just a few hours in the sun, the device eliminates bacteria, viruses, and parasites that cause diseases like dysentery and cholera. Unlike many other water purification methods, Solvatten also heats the water, making it more effective for hygiene and daily use. By combining clean and warm water, Solvatten contributes to better health, improved sanitation, and more sustainable energy use for thousands of people.

Through this initiative, Elvaco continues to support solutions that create long-term social and environmental impact.

Solvatten containers.

Social Initiative Women & Climate

Elvaco is proud to be part of Social Initiative Women & Climate, an initiative that empowers women entrepreneurs to drive climate-positive change. Through this program, women in Tanzania and other parts of Africa are trained to sell solar-powered lamps, providing clean energy access while reducing carbon emissions.

A single Solar Sisters entrepreneur can help 250 people gain access to clean energy, reducing CO_2 emissions by an amount equivalent to 160 flights between Stockholm and London—every year. Beyond environmental benefits, this initiative creates economic opportunities by enabling women to earn a stable income, support their families, and improve their social standing in their communities.

Founded in 2010, Solar Sisters has already empowered over 7,000 female entrepreneurs, bringing clean energy to more than three million people. However, the need remains vast, with nearly one billion people still lacking access to electricity. By joining Social Initiative Women & Climate, Elvaco contributes to scaling this proven model, helping to address both climate challenges and gender equality through sustainable entrepreneurship.

Through this initiative, Elvaco continues to support solutions that create long-term social and environmental impact.

Solar sister entrepreneur.

07

Supply chain management

Supply chain sustainability

180 suppliers[1]

2 production sites

1165 customers in 2024

Elvaco's responsibility and commitment extend beyond our own operations to our entire supply chain. The products we design play a key role in shaping supplier requirements, material selection, and production efficiency. To achieve our targets and drive continuous improvement, we actively engage with both suppliers and customers, ensuring alignment with quality, reliability, and long-term business resilience.

With 100% of our manufacturing located within Europe, we benefit from greater supply chain stability, transparency, and quality control. This presence not only helps mitigate risks associated with the current geopolitical climate but also serves as a sustainability measure, reducing transport distances and associated emissions.

Moving forward, we aim to enhance our collaboration with strategic suppliers, embedding best practices, innovation, and efficiency across our supply chain. By doing so, we strive to ensure strong supplier relationships, business continuity, and adaptability in a rapidly evolving global landscape.

Sustainable supply chain practices

Work with suppliers to reduce GHG emissions, improve energy efficiency, and implement circular economy principles to minimize waste.

Ethical sourcing and labor standards

Ensure that all suppliers adhere to fair labor practices, uphold human rights, and maintain safe and ethical working conditions.

Supply chain innovation & efficiency

Drive resource efficiency by encouraging suppliers to adopt sustainable production methods and innovative solutions that enhance both environmental and economic performance.

1. Supplier delivering to our core processes

Upstream and downstream sustainability actions

Downstream

Upstream

Tier 2 suppliers	Tier 1 suppliers	Elvaco company	First level customers	End-user
Component manufacturers etc.	Production, finished goods etc.		Partners, Distributors, OEM etc.	Utilities, Real Estate etc.
• Tier 1 suppliers must enforce our Code of Conduct with Tier 2 suppliers. • Supplier contracts ensure compliance with REACH, RoHS, and Conflict Minerals regulations. • Focus on material and component adherence in manufacturing.	• Tier 1 suppliers include production partners, third-party suppliers, and direct material providers. • All Tier 1 suppliers must comply with our Code of Conduct on environmental and ethical standards. • Regular supplier reviews and on-site audits ensure adherence. • Plans to enhance sustainability efforts through closer collaboration with production partners.	• Elvaco impacts the supply chain through product design. • High standards in quality, functionality, and efficiency influence suppliers. • Focus on material selection, manufacturing processes, and reliability. • Collaboration and innovation drive efficiency, transparency, and performance.	• Elvaco collaborates with partners, distributors, and OEMs to deliver products. • All partners must comply with our Code of Conduct for ethical business practices. • Regulatory compliance and sustainability data are essential in today's market. • We provide customers with information to meet compliance and drive sustainability.	• Elvaco aims to be a key enabler in the transition to a sustainable society. • We provide solutions for efficient and sustainable energy use. • We take full responsibility for our products throughout their lifecycle. • Our free take-back program ensures products re-enter the circular economy.

08

Performance metrics

GHG Emissions

At Elvaco, we are committed to reducing our carbon footprint and continuously working toward more sustainable operations. To track and manage our impact, we measure Scope 1, 2, and 3 greenhouse gas (GHG) emissions, following internationally recognized standards.

- **Scope 1 emissions** include direct emissions from sources we own or control, such as company vehicles or on-site fuel combustion. A major step forward in our reduction efforts has been the conversion of our company car fleet to electric vehicles, with only one fossil-fuel-powered vehicle remaining. This transition significantly lowers our direct emissions and supports our sustainability goals.
- **Scope 2 emissions** cover indirect emissions from purchased electricity, heating, or cooling used in our facilities. During the year, we relocated to a new office space, which is expected to slightly increase our Scope 2 emissions over time due to the larger facility size. We continue to explore ways to optimize energy efficiency in our new premises.
- **Scope 3 emissions** encompass all other indirect emissions across our value chain, including supply chain impacts, product use, and travel. This year, we successfully reduced business travel emissions, contributing to lower overall Scope 3 emissions in this category. However, capital goods emissions saw a significant increase, primarily due to our office relocation, expansion of production facilities, and investments in new test equipment. These investments are crucial for our future growth and operational efficiency, and we are committed to balancing expansion with responsible resource management.

By continuously refining our data collection and reporting processes, we aim to gain greater transparency and identify opportunities for further reductions across all scopes. Through targeted actions such as energy efficiency improvements, responsible sourcing, and collaboration with partners, we remain dedicated to minimizing our environmental impact and supporting global climate goals.

Scope 1 emissions	**2023**	**2024**	**Δ%**
Gross scope 1 emissions	7	4	-34%
Total, tonne CO_2	7	**4**	-34%

Scope 2 emissions	**2023**	**2024**	**Δ%**
Gross market-based scope 2 emissions	16	16	5%
Gross location-based scope 2 emissions	14	12	-14%
Total, tonne CO_2	16	**16**	5%

Scope 3 emissions	**2023**	**2024**	**Δ%**
3.1 Purchased goods and services	3 348	2 791	-17%
3.2 Capital goods	18	116	548%
3.3 Fuel and energy-related activities	1	3	109%
3.4 Upstream transportation and distribution	13	7	-43%
3.5 Waste generated in own operations	0	0	-16%
3.6 Business travel	94	38	-59%
3.7 Employee commuting	131	135	3%
3.8 Upstream leased assets	0	0	
3.9 Downstream transportation and distribution	231	168	-27%
3.10 Processing of sold products	0	0	
3.11 Use of sold products	9 219	7 333	-20%
3.12 End-of-Life treatment of sold products	13	8	-39%
3.13 Downstream leased assets	0	0	
3.14 Franchises	0	0	
3.15 Investments	0	0	
Total, tonne CO_2	**13 067**	**10 599**	-19%

Waste & Energy

Waste

In line with our commitment to reducing environmental impact, we have successfully decreased our total waste generation by 18.3%, from 5,650 tonnes in 2023 to 4,616 tonnes in 2024. This reduction reflects our ongoing efforts to optimize resource use, minimize waste, and enhance circular economy practices.

While the total amount of recycled waste decreased slightly from 3,570 tonnes in 2023 to 3,239 tonnes in 2024, the share of recycled waste relative to total waste increased from 63.2% to 70.2%. This 6.98 percentage point improvement highlights our continued focus on waste sorting, recycling, and responsible disposal practices.

Moving forward, we remain committed to enhancing our waste reduction strategies, ensuring that more materials are diverted from landfill and repurposed responsibly, aligning with our broader sustainability goals.

	2023	2024	Δ%
Corrugated cardboard	2750	2647	-4%
Electronic waste	435	468	8%
Mixed scrap	245	43	-82%
Office paper	140	81	-42%
Operational waste	500	0	-100%
Sorted combustibles	1580	1377	-13%
Total, kg	**5650**	**4616**	**-18%**

Social

At Elvaco, ensuring a safe and healthy work environment is a top priority. In 2024, we recorded only one near-miss and zero lost time injuries, reflecting our strong safety culture and proactive risk management. This achievement underscores our commitment to preventative safety measures, employee training, and continuous workplace improvements. We will continue to prioritize safety, ensuring that all employees operate in a secure and well-protected environment.

Employees per age group	**2023**	**2024**
Under 30 years	N/A	12
Between 30-50 years	N/A	52
Above 50 years	N/A	15
Total	**75**	**79**

Employee safety	**2023**	**2024**
Near-miss	0	1
Lost time Injury	0	0

Energy targets

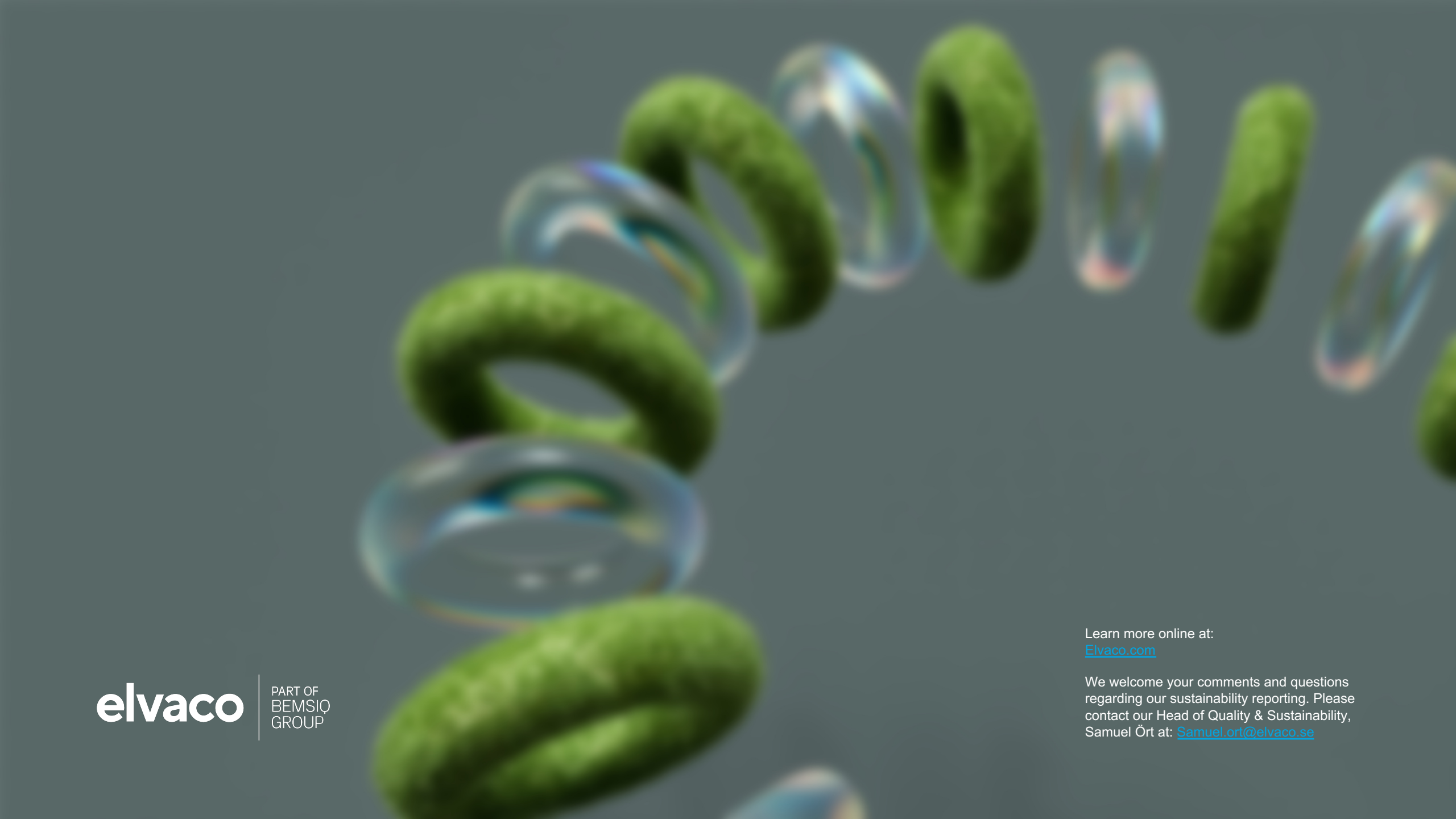
			Outcome			Target evaluation[1]	
Indicator	**Target**	**Unit**	**2022**	**2023**	**2024**	**2023**	**2024**
Energy consumption	-5% annually in relation to net sales	MWh	124	104	169	-28%	54%
Energy consumption from fossil sources	No target.	MWh	0	0	0	-	-
Energy consumption from nuclear sources	No target.	MWh	0	0	0	-	-
Energy consumption from fuel consumption from renewable sources	No target.	MWh	0	0	0	-	-
Energy consumption of self-generated non-fuel renewable energy	No target.	MWh	0	0	0	-	-
Energy consumption of purchased or acquired heat, steam, and cooling from renewable sources	No target.	MWh	0	0	35	-	-
Energy mix	100% renewable by 2030	MWh	103	86	151	82%	89%
CO_2-emission, Scope 1 & 2	-40% by 2030 (base year 2022, i.e., -5% annually)	Tonnes CO_2	8	9	12	10%	34%
CO_2-emission, Scope 3	-20% by 2030 (base year 2022, i.e., -2.5% annually)	Tonnes CO_2	0	13 089	10 617	No data	-19%
Environmental certified production sites	100% of production units certified by 2025 (base year 2022)	Units	1	1	1	100%	100%

1. Target evaluation should be interpreted in correlation with the defined target. This may be presented as the total percentage achieved relative to the target or as a percentage change, depending on the context and measurement approach.

Gender equality targets

			Outcome			Target evaluation[1]	
Indicator	**Target**	**Unit**	**2022**	**2023**	**2024**	**2023**	**2024**
Board of Directors (M)	40%-60% by 2040	Quantity	0	0	4	No data	80%
Board of Directors (F)		Quantity	0	0	1	No data	20%
Managers (salary setting) (M)		Quantity	0	0	11	No data	100%
Managers (salary setting) (F)		Quantity	0	0	0	No data	0%
Management Team (M)		Quantity	0	0	6	No data	86%
Management Team (F)		Quantity	0	0	1	No data	14%

1. Target evaluation should be interpreted in correlation with the defined target. This may be presented as the total percentage achieved relative to the target or as a percentage change, depending on the context and measurement approach.



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We welcome your comments and questions regarding our sustainability reporting. Please contact our Head of Quality & Sustainability, Samuel Ört at: Samuel.ort@elvaco.se