

# CSR • SUSTAINABILITY POLICY

PrismaTibro AB is part of the technology solutions group Addtech AB, which has established ambitious sustainability goals in three areas — see illustrations below.

PrismaTibro AB's sustainability policy describes how the company works with the three dimensions of sustainability: ecological, social, and economic sustainability.

As part of the group, we support the goals and activities communicated by Addtech AB. PrismaTibro AB's sustainability policy includes several points that originate from other policies, such as our environmental policy and our health and safety policy.

## WE SHALL

- Be an attractive workplace.
- Follow European legislation, regulations, and requirements.
- Take our producer responsibility.
- Provide employees with equal opportunities regardless of gender, age, ethnic background, religion, political opinions, sexual orientation, or disabilities.
- Guarantee a good working environment from a physical, physiological, and social perspective.
- Work with inclusive, receptive, and representative decision-making.
- Prevent injuries and accidents in our facilities through a systematic incident and accident reporting system.
- Work with clear rules of conduct to ensure a safe and healthy workplace.
- Support associations focusing on physical activity, in line with Goal 3 of Agenda 2030: Good Health and Well-Being.
- Not accept any form of corruption, bribery, or anti-competitive practices.
- Support initiatives focusing on traffic safety, in accordance with our vision: "Traffic safety today and for future generations" and Goal 3.6 of Agenda 2030 to reduce road deaths and injuries.
- Ensure sustainable working conditions in the supply chain through supplier evaluations.
- Develop products that increase accessibility and inclusion in society, in line with Goal 10.2 of Agenda 2030 regarding social inclusion.
- Be certified according to ISO14001 and ISO9001.
- Continuously evaluate our significant environmental aspects.
- Consider environmental aspects early in our decision-making processes.
- Aim for a circular economy.
- Reduce climate impact by optimizing transport.
- Improve energy use and increase recycling.
- Ensure that our suppliers, subcontractors, and partners follow our Code of Conduct and environmental policy.
- Contribute to increased understanding of how our products affect biodiversity.

## GOALS

- We conduct an annual employee survey via Brilliant. Based on Brilliant's framework, we have the following goals:
  - Under "Engagement", we shall have 0 bored employees and 0 passengers.
  - Under "eNPS", we shall have 100% ambassadors.
  - By 2026/2027, at least half of the aluminium used in Prisma Daps and Prisma Button shall be recycled.

*More specific goals can be found in other policies.*

## RESPONSIBILITY

Company management. Employees are expected to act in accordance with the policy.

Tibro 2026-03-01

*Malin Buss*  
 Malin Buss, CEO



ADDRESS Järnvägsgatan 19, SE-543 50 Tibro  
 SWITCHBOARD +46 504 400 40  
 WEB primatibro.se  
 E-MAIL contact@primatibro.se



**100%**  
 of sales contribute to sustainable development



**40%**  
 women in leading positions  
**50%**  
 reduced CO<sub>2</sub> intensity



**80%**  
 of the purchase volume assessed based on our Code of Conduct