

Sustainability Policy Commitment

Micropower Group is an international technology company focused on the development, manufacturing, and distribution of advanced industrial battery systems and charging solutions. With in-house R&D and production facilities in the Nordics, we specialize in lithium-ion battery systems, smart charging technologies, and power converters — all designed to deliver sustainable energy solutions for the future.

We support companies worldwide in electrifying both current and next-generation industrial applications. Our vision is to be a global leader in battery and charging system technologies for the industrial sector. At every step, we are committed to reducing our climate impact, improving resource efficiency, and conducting business with responsibility and dedication.

With this Policy Commitment, Micropower Group commits to respect human rights, environmental, and economic sustainability, taking part in the global transition towards sustainable development. Our strategic objectives, which define the sustainability areas where our company will contribute, are expected to be further developed based on a solid foundation of sustainability due diligence.

Our Commitment

This Commitment covers all legal entities in the Micropower Group.

Our Commitment references the internationally agreed key areas of sustainable development: human rights (including labour rights), environment (including climate), and economic sustainability (including anti-corruption, anti-trust, and tax).

We make the Commitment operational through the international minimum standard for Responsible Business Conduct (RBC): The UN Guiding Principles on Business and Human Rights (UNGPs, 2011) and the OECD Guidelines for Multinational Enterprises (OECD, 2011). Hereinafter referred to as UNGPs/OECD.

Due Diligence and Access to Remedy

We comply with regulations wherever we operate. In addition, this Policy describes our commitment to RBC.

We conduct regular operational-level impact assessments to identify and prevent or mitigate risks of impacts from our business practices on all key areas of sustainable development. We measure the effects of our actions and communicate our efforts to relevant stakeholders. Stakeholders that are interested in viewing our latest impact assessments may contact us through our tell-us mechanism.

If an actual impact occurs, we will seek to make the impact stop, prevent or mitigate reoccurrences, and provide access to remedy to those impacted, where we have caused or contributed to the impact.

Our Expectations of our Employees

We expect our employees to assist us in demonstrating RBC. This includes sharing of good ideas for improving our efforts to prevent or mitigate risks of impacts. We encourage our employees to inform us if they experience or identify adverse impacts on behalf of themselves or others on human rights, environmental or economic areas, which Micropower Group may be causing, contributing to, or linked to.

Our employees can submit ideas or possible grievances through our tell-us mechanism. Our Code of Conduct for Employees for our respective locations outline our specific expectations of employees relating to our risks of social, environmental, and economic impacts.



Our Expectations of our Business Relationships

At Micropower Group, we appreciate our strong network of business relationships (BRs). Our expectations of our BRs are based on the same international minimum standard for RBC to which we also hold ourselves accountable. We expect our BRs to implement the standard (UNGPs/OECD) as well. This includes asking the same from their business relationships.

Any severe adverse impacts that our BRs cause, contribute to, or are linked to, shall be communicated publicly or to us promptly.

Micropower Group encourages our BRs to notify us, should BRs find that Micropower actions or omissions are at risk of causing or contributing to adverse impacts with BRs, or that BRs are at risk of contributing to adverse impacts with us. Our expectations of BRs are further elaborated in our Code of Conduct for Business Relationships.

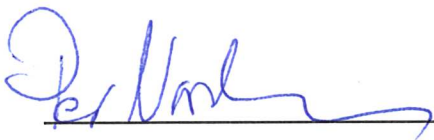
Embedding and continuous improvements

This Policy Commitment is reflected in all other policies, procedures, and guidelines throughout our business. It is publicly available and is actively communicated to all relevant stakeholders. We will share this Policy Commitment with our employees and BRs.

We encourage all stakeholders to inform us about challenges in relation to human rights, environmental, or economic impacts associated with us, our services, or our BRs, for example via our tell-us mechanism.

This Policy Commitment was reviewed by external experts and approved by the Board of Directors and the Executive Management team of Micropower Group. The Policy will be reviewed and, if necessary, revised every year reflecting our progress in implementation.

Växjö / 2025-06-23



Per Nordgren
Chairman of the Board, Micropower Group



Torbjörn Gustafsson
Chief Executive Officer, Micropower Group

