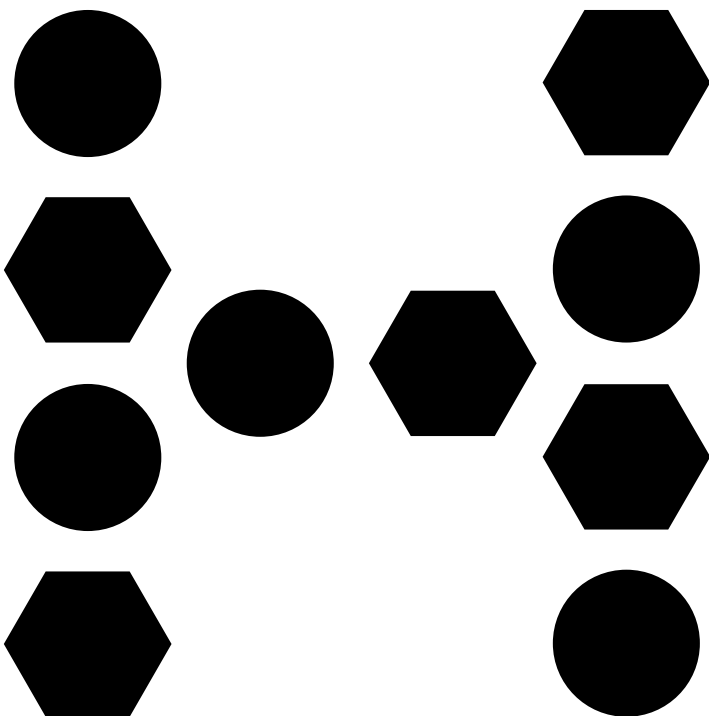


Sustainability Policy



GROUP SUSTAINABILITY POLICY

to remain in force until further notice.

This policy

This policy outlines Hexatronic Group's commitments in its three strategic sustainability areas: Planet, People, and Ethics. It also serves as a guide for actions and decisions within the organization.

This sustainability policy is adopted by the Board of Directors of Hexatronic Group and shall be revised and approved annually at the board meeting following next to the annual general meeting, i.e. the statutory meeting, or when otherwise motivated.

Scope and application

This Sustainability Policy applies to all companies in Hexatronic Group, its subsidiaries, and joint operations, and applies to all employees, as well as board members, consultants and agency personnel who work at the Hexatronic Group premises or under the direction of Hexatronic Group.

It is the responsibility of each manager within Hexatronic Group to actively ensure that this policy is known and integrated, and to drive activities that support sustainability progress.

Employees are entitled, without the risk of reprisal, to report any conduct that they deem to infringe on the commitments outlined in this policy. For more information, read the Whistleblowing policy.

Sustainability commitment

Hexatronic Group is committed to leading the way in creating sustainable solutions for the markets we serve. Sustainability is embedded in our business strategy and day-to-day operations, reflecting our dedication to minimizing environmental impact, promoting social responsibility, and fostering long-term value for our stakeholders.

Hexatronic Group is committed to conducting business in a responsible and sustainable way, respecting the environment, human rights, and ethical standards. Sustainability aspects and continuous improvements are integrated in daily operations, including sourcing and development processes of products and services. Sustainability is encouraged at all levels of the organization, without compromise on quality.

Hexatronic Group's expertise and experience in core areas such as fiber optics, cable manufacturing, and ducts is leveraged to develop and offer solutions that enable

sustainable development, societal inclusion, and digital transformation. With a focus on innovation that creates value for customers, society, and the environment, Hexatronic Group supports a just and swift transition to a low-carbon and circular economy. The group's ability to contribute to sustainable product market offerings is requested by customers, financial institutions, and employees, and presents a competitive edge.

Hexatronic Group commits to annually report on sustainability issues publicly, and to monitor performance, including greenhouse gas reporting.

Planet

Hexatronic Group is committed to reducing greenhouse gas emissions in line with the latest climate science and the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels.

Hexatronic Group is committed to continuously increase energy and material efficiency, and minimize waste, pollution, substances of concern, and impact on ecosystems and society.

Hexatronic Group is committed to adopting a life cycle perspective when designing products and services. This includes applying circular design principles and innovations using renewable and recycled materials when applicable.

Hexatronic Group is committed to including environmental impacts as a decisive factor in purchasing and assessing that suppliers and their products are compliant with the Group's requirements and relevant regulations.

People

Hexatronic Group is committed to respecting and protecting human rights and the dignity of all people. This includes to actively monitor and assess human rights practices across operations and value chains through a due diligence process in line with the OECD Guidelines.

Hexatronic Group is committed to zero harm and a culture of safety, diversity, inclusion and well-being. The Group is constantly striving towards zero workplace accidents, zero incidents of discrimination, and a culture of respect and empowerment. The Group commits to investing in employees' professional development, and capacity building.

Hexatronic Group is committed to paying a living wage to its employees, and furthermore working with its extended suppliers to enable adequate wages to be earned throughout its supply chain.

Hexatronic Group prioritizes digital inclusion in efforts to extend these rights and opportunities to the communities impacted globally, focusing on bridging the digital divide and promoting equitable access to technology.

Ethics

Hexatronic Group is committed to upholding the highest standards of business ethics and integrity, as outlined in the Code of Conduct.

Hexatronic Group complies with all applicable human rights laws and regulations in the countries where operations take place and adhere to internationally recognized standards and guidelines, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact ten principles, the Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises. The Group partners with suppliers who uphold ethical labor standards.

Hexatronic Group requires suppliers and business partners to meet high standards of quality, and environmental and social responsibility. The group is continuously working to improve the sustainability performance of the supply chain. The Group identifies and assesses the risks and opportunities related to sustainability aspects and impacts and implements action plans and improvement measures to address them.