



Simply Connected

ABAX SUSTAINABILITY REPORT 2021

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Diversity and Inclusion

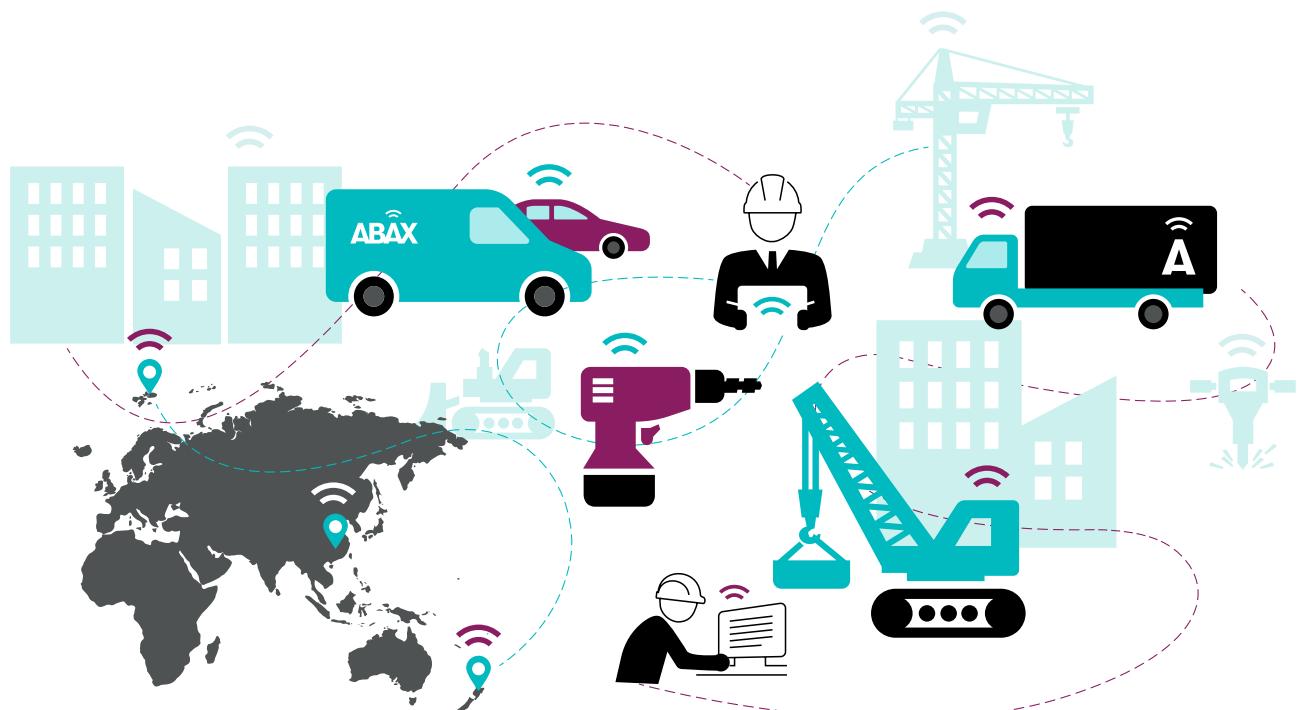
BUSINESS OVERVIEW

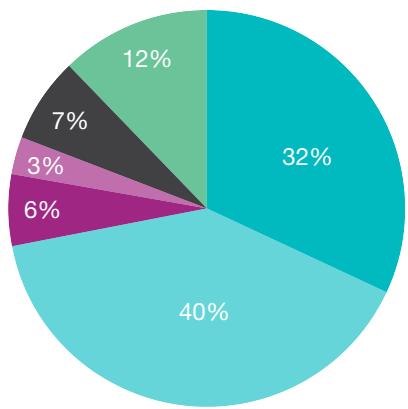
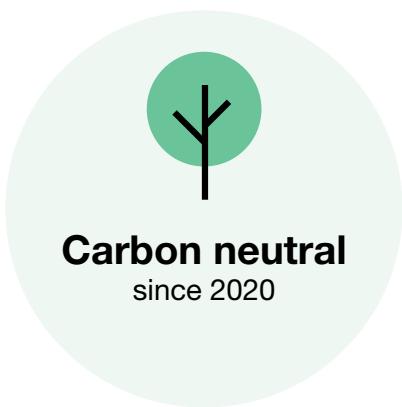
By 2050, more than 80% of the world's population will live in urban areas. The way in which people and businesses move around and impact these spaces, is important in the race to a low-carbon, circular economy. Governments and businesses need technology partners that enable effective environmental impact for large emitting sectors.

One of the largest polluters is the transport industry, representing almost a quarter of Europe's greenhouse gas emissions and is the main cause of air pollutants in cities; 70% from road transport alone. Using mobility data, this sector can monitor, learn, respond to and finally predict the changing mobility landscape, deducing valuable insights for sustainable lifetime asset usage.

Alongside the vehicles and transportation needed to support the world's communities and their economies, are the businesses that build and maintain societies' infrastructure. Ensuring their equipment and tools are managed in a sustainable way is yet another application where telematics data can have a positive environmental impact.

ABAX is the emerging technology leader with a drive to enable smart and sustainable cities and communities with sustainable, mobility insights in order to reduce the impact they have on our climate for future generations.





Our markets in %

ABAX is a Nordic stronghold taking the number 1 position in Norway, Sweden and Finland with an unmatched SME base.

- Norway
- Denmark
- Sweden
- United Kingdom
- Finland
- Rest of World (Poland, USA, Belgium and Netherlands)

WORD FROM CPO



Bruce Atle Karlsen
Chief Performance Officer

“All companies should scrutinize how their business impacts the world, and this is more important in 2022 than ever before in the history of mankind.

IPCC’s 6th Assessment report states that “It is unequivocal that climate change has already disrupted human and natural systems”, and this means that ABAX, as any other societal actor needs to step up our engagement for a “climate resilient” future. The report also states that “Societal choices and actions implemented in the next decade determine the extent to which medium- and long-term pathways will deliver higher or lower climate resilient development. Importantly climate resilient development prospects are increasingly limited if current greenhouse gas emissions do not rapidly decline, especially if 1.5°C global warming is exceeded in the near term. These prospects are constrained by past development, emissions and climate change, and enabled by inclusive governance, adequate and **appropriate human and technological resources...**”.

The bold words at the end is our rallying cry, and ABAX is responding with a coherent strategy in which we incorporate not just extraordinary CSR activities, but the very core of our product strategy and our business models.

ABAX is already CO2 neutral as of 2020, and is working hard to make greener our value chain. In 2022 we will also focus on diversification activities and governance, but even more importantly...

ABAX will, with its core, strategic partners work to facilitate an extension of the current understanding of lifetime value of assets – the “one year more challenge”, a strategy that will help dramatically reduce the impact of assets in their lifetime, but also drive down demand, consumption and therefore need to produce mobile assets.”



ABAX MISSION, VISION & VALUES

VISION

Simply Connected

MISSION

Sustainable solutions for a connected world

VALUES

- Enthusiastic
- Innovative
- Sustainable

The vision of “using ABAX services to increase the usage of your asset for one more year” is sustainability in practice – everything we do should point to this outcome, improved usage, increased length of life for your assets, reduced demand and consumption, reduced impact on the natural world.

2021 SUSTAINABILITY STRATEGY

- ✓ To evolve our ESG and CSR work through clearly defined responsibilities, measuring and reporting on internationally recognised standards and certify where needed.
- ✓ To support SDG 11 & 13, build and share this the argument on how we do this clearly to our markets.
- ✓ To communicate our CSR work and ensure it is shared and permeated throughout the value chain.
- ✓ To be active in our local communities and regularly explore additional paths where we can positively impact people’s lives and the planet.
- ✓ To continue the journey of understanding our environmental impact, every year more clearly than the last.
- ✓ To integrate sustainability into the ABAX value chain.



2021 SUSTAINABILITY METRICS

		2020	2021
ENVIRONMENT			
Carbon neutrality	<ul style="list-style-type: none"> Scope 1 & 2 Measured Scope 3 	117.86 tCO ₂ 101.78 tCO ₂	108.59 tCO ₂ 66.72 tCO ₂
Corporate sponsorship	<ul style="list-style-type: none"> Euro's spent on Corporate sponsorship Number of trees planted 	€1 010 500 100 000	€1 009 000 100 200
Green procurement	<ul style="list-style-type: none"> Reused units 	0	0
SOCIETY			
Environmental Awareness	<ul style="list-style-type: none"> Plant based meals Kilograms of litter picked up 		339 370 kg
GOVERNANCE			
Our approach	<ul style="list-style-type: none"> Sustainability in processes Number of policies to support material topics 	0 5	12 5
Diversity of Management	<ul style="list-style-type: none"> female in a senior leadership position % female in leadership position % female in team leader position 	0% 22% 19%	25% 23% 21%
PEOPLE			
Diversity and Inclusion	<ul style="list-style-type: none"> Nationalities Age span 	19 19-68	19 19-69

ABAX

– sustainable solutions for a connected world



DID YOU KNOW?
**The average vehicle
idles 32 hours a year.**

That equals
73,6 litres of
wasted fuel

and 284 kg
CO₂ per
driver

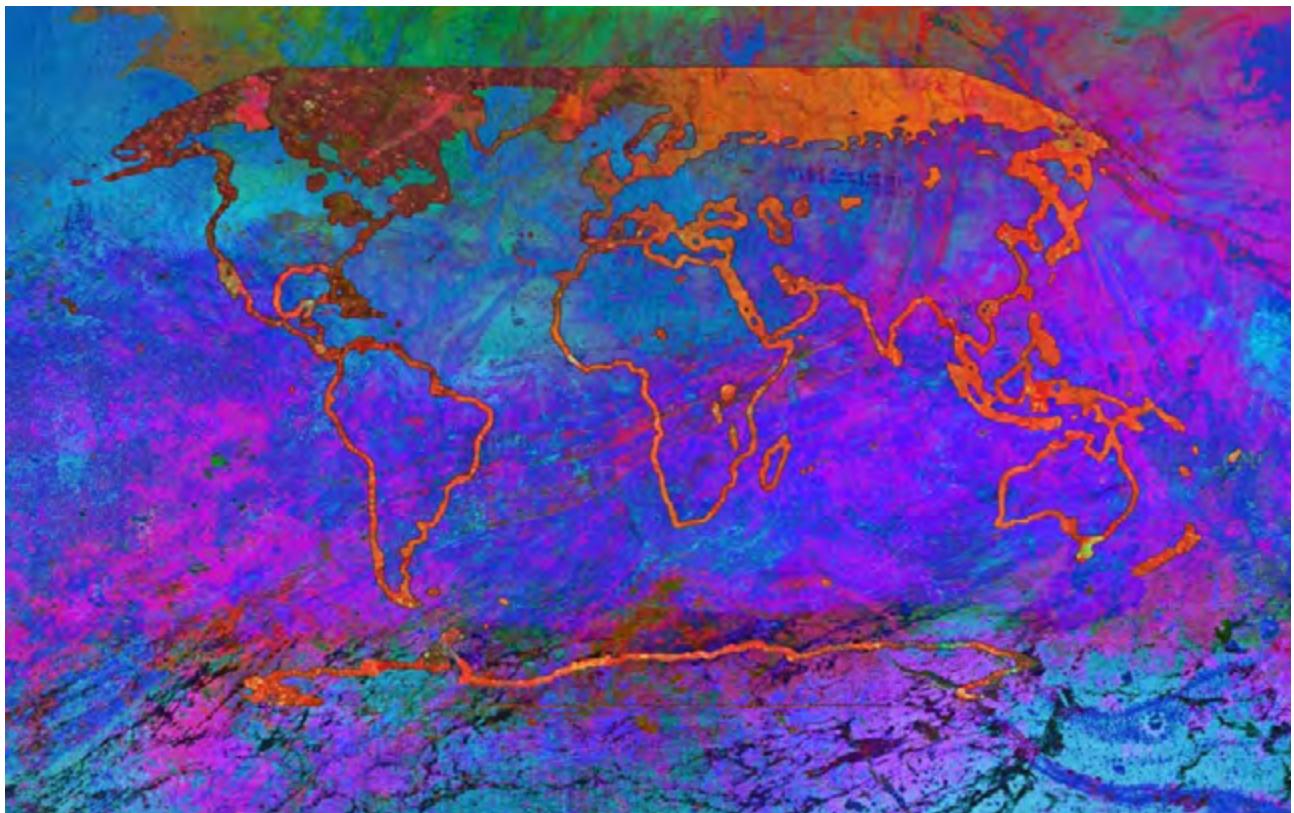
**Reduce idling
and vehicle incidents
with ABAX Driving
Behaviour.**





ENVIRONMENT

Carbon neutrality
Corporate sponsorship
Green procurement



In August 2021, the United Nations Intergovernmental Panel on Climate Change (IPCC) released their sixth assessment report which ‘unequivocally linked human influence and the warming of the atmosphere, ocean and land’. Unless there are ‘deep reductions in Greenhouse Gases (GHG), global warming of 1,5 and 2 degrees Celsius will be exceeded during the 21st century’.

As an organisation that prioritises acting in a responsible and ethical manner, our material topics are heavily weighted to reducing our carbon emissions as we generate long-term, sustainable growth and fulfil our goal of enabling data-driven sustainable mobility by 2025.

EXISTING AND EMERGING ENVIRONMENTAL AND SOCIAL TRENDS FROM TELEMATICS AND MOBILITY DATA

Tracking municipality assets, from assistive medical equipment to vehicles for home health care guarantees lower, less frequent replacement costs, ensuring better budget allocation of municipal funds.

There is a need for more sustainable, **inner city mobility solutions** as municipalities strive for SDG 13. To minimize costs, we expect field and service workers to park on the perimeter of cities and use micro-mobility or other transportation to arrive on the work site. These changes will require efficient asset planning enabled by ABAX data.

Nano-plastics from tyre particles are polluting every corner of the earth. Telematics data reduces unnecessary road miles and encourages reduced vehicle incidents that cause excessive tyre friction.

Data-driven pricing for mobility supporting services (insurance, leasing, tyre wear-and-tear etc.) creates an incentive to use things less wastefully, ultimately having a triple-bottom line impact.

Optimising customer operations with data insights reduces inefficiencies that can save jobs, save businesses from bankruptcies, improve cash flow and profits, which in turn could be used for reinvestment and further **expanding job opportunities**.

Enabling easier CO₂ emissions reporting for both large and SME customers drives responsible business thinking in business segments that have previously been slow to digitize.

ABAX provides other **reporting tools** that make managing assets more sustainable in the long run. To manage sustainably it is vital that managers are making data-driven decisions. Reporting is even easier with ABAX whether it be regarding maintenance of the fleet or vehicle utilisation.

The knowledge that we have gained from driving behaviour data has informed better, more sustainable vehicle management decisions and has lead the way for different thinking around the **changing mobility landscape**; hence the switch to electric cars, fewer cars per household, short term leases over ownership etc.

CARBON NEUTRALITY

GOAL:
carbon
neutral by
2022

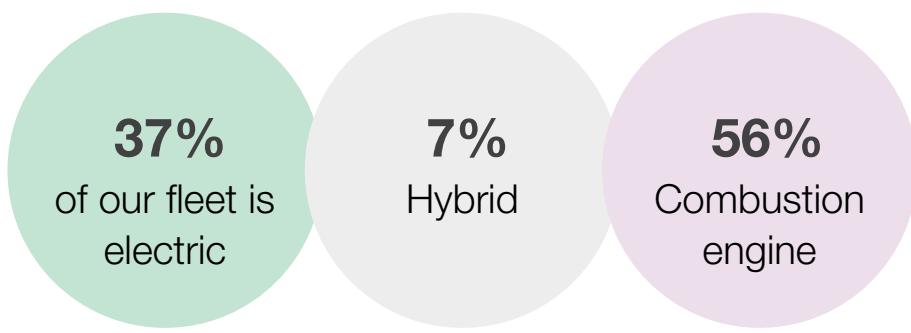


In our first Sustainability Report we proudly communicated carbon neutrality in our operational scope 1 and 2 emissions, including business air travel.

Since then our area of responsibility has grown organically from the strength of our position in the market as well as by our acquisitions and mergers, leading to increased emissions. **We plan to complete our scope 3 foot-printing in 2022 and remain carbon neutral.**

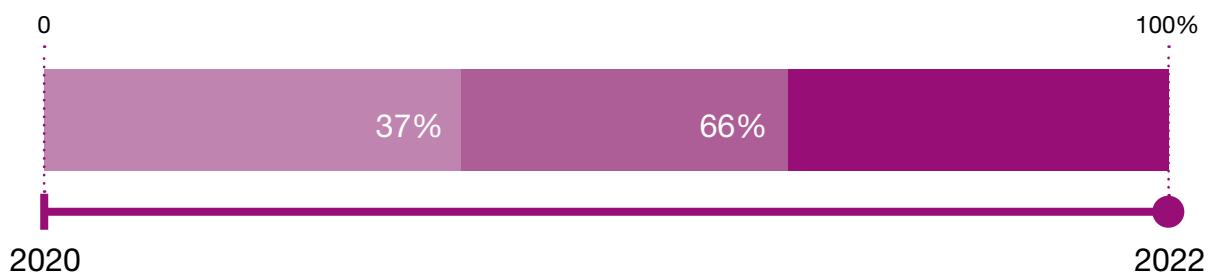
Tonnes of CO ₂	2019	2020	2021
Scope 1	188.69	69.94	22.68
Scope 2	50.57	69.4	85.91
Measured Scope 3	112.00	101.78	66.72

ELECTRIC CORPORATE FLEET



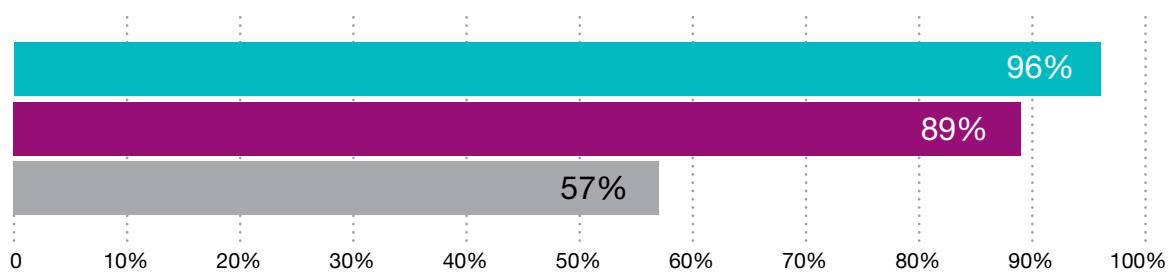
TARGET VS ACHIEVED

Where we are Where we should be Where we are going



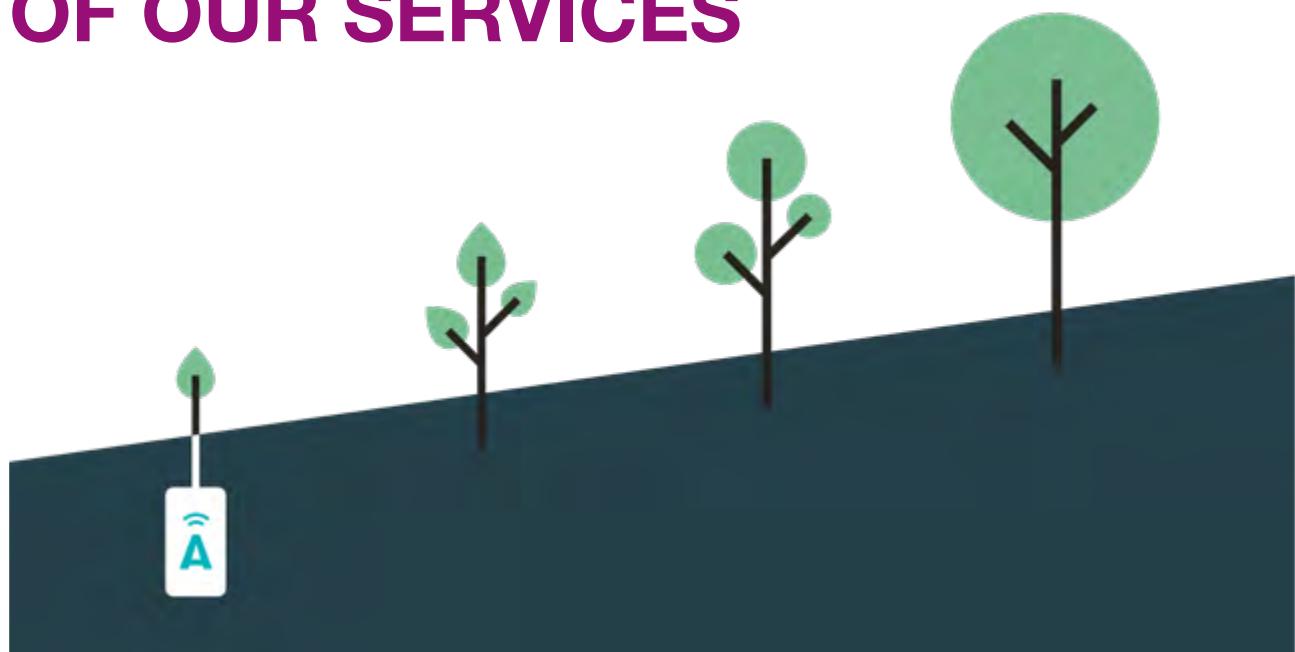
VIRTUAL SALES MEETINGS

2021 2020 2019





WE PLANT A TREE FOR EVERY SUBSCRIPTION TO ONE OF OUR SERVICES



For the second year running we plant a tree for every new subscription to ABAX.

Our planting partner is WeForest because of their transparent and high quality reforestation projects across the world. WeForest was awarded the 2021 Mother Teresa Memorial Award for Social Justice for their role in leading a sustainable reforestation movement, conserving the ecological integrity of forests and in addressing the planet's most grave challenges: global warming, water scarcity and poverty. ABAX is honoured to be a small part of their success having grown and protected 200 000 trees in Malawi.

In the early part of the year, during planting season over 130 000 Mulanje cedar seedlings and their companion species, like Podocarpus milanjiana, were planted on 6 sites in the Mount Mulanje mountain. Part of this project was to deliver pine seedlings from community nurseries around Mount Mulanje to smallholder tea farmers in the Lujeri Valley on the southwestern side of the mountain. Pines can grow quickly and be used for timber instead of cutting the endangered cedars.

CHARITABLE DONATIONS

	2020	2021
Charitable donations	€10500	€9000
WeForest Sponsorship	€1 000 000	€1 000 000

A LIGHT ON LOCAL INITIATIVES

ABAX has a deep rooted commitment to the communities where we live and work. In 2021, we continued to show support for local initiatives doing good work in their communities. Here are some of the highlights.



NATIONAL TRUST

ABAX UK sponsored the growing of 200 trees in the nearby woodland helping to tackle climate change and species decline. Woodlands reconnect us with nature. As we grow, we learn to love trees – and they love us back by cleaning our air, bringing balance to our fragile landscape and being a sanctuary for wildlife.



WILK

Wildlife in Poland is endangered and the number of killed or injured animals by human is increasing every year. Stowarzyszenie dla Natury "Wilk" is helping wolves, bears and lynxes hit by cars or caught in snares by providing them with first aid, supporting with health care and re-introduction into their natural habitat.



(W)ARMKRACHT

“TOGETHER” want to fight poverty in Vilvoorde and surroundings. This organisation has various programmes for local people in need, including improving financial access to diapers, toys, groceries, and clothes. ABAX employees have volunteered their time to support activities for children during the year.



Suomen
luonnonpujolijitto

THE FINNISH ASSOCIATION FOR NATURE CONSERVATION

ABAX Finalnd supports The Finnish Association for Nature Conservation who are working for clean and free waters not forgetting climate change and effects of human activities on water dependent habitats, such as bogs and forests inland to the Baltic Sea.



EMPOWER

This year, through a partnership with Empower, we sponsored Trash Mongers and Eco Drop to divert 1 million PET bottles from the environment in Nigeria and Ghana.

In these areas, there is very limited access to recycling plants and most waste ends up in landfill or in rivers and nature. The Empower software tracks the waste from site to receiver and later to recycling plant where traceable recycled plastics can be traded.

The top screenshot shows the certificate for Nigeria, dated June 2021, where 6100 kg (1488,000 PET bottles) were collected and delivered by Trash Monger. It includes maps of Lagos and Abuja, and photos of workers at collection sites. The bottom screenshot shows the certificate for Ghana, dated June 2021, where 6400 kg (512,000 PET bottles) were collected and delivered by Eco Drop. It includes a map of Accra and photos of workers at collection sites.

1 MILLION PET BOTTLE CAMPAIGN

CERTIFICATION

This certifies that **ABAX** has financed the collection of plastic waste from nature in Nigeria and Ghana in June 2021.

Sponsored amount of plastic waste cleaned up:
1 MILLION PET BOTTLES

The cleanup is carried out by verified Empower partners in over 30 countries, tackling the plastic waste problem where it's needed the most.

PLASTIC CLEAN-UP CERTIFICATE

Cleaning Data
Period cleaned up: June 2021
Certificate amount: 6100 kg (1488,000 PET bottles)
Plastic cleaned up: PET bottles
Handling: Collection and delivery

Location
Cleanup location: Abuja, Nigeria

Activity

Local organisation Trash Monger

PLASTIC CLEAN-UP CERTIFICATE

Cleaning Data
Period cleaned up: June 2021
Certificate amount: 6400 kg (512,000 PET bottles)
Plastic cleaned up: PET bottles
Handling: Collection and delivery

Location
Cleanup location: Accra, Ghana

Activity

Local organisation Eco drop

Credit: Trash Monger in Nigeria
Twitter: @trashmonger
Instagram: @trashmongerng
Facebook: @trashmongerrecycling

COLLECTION PROJECT ABUDJA, NIGERIA

Empower is developing a collaboration with waste recycler and social enterprise Trash Monger in Abuja, Nigeria, as part of an early stage pilot.

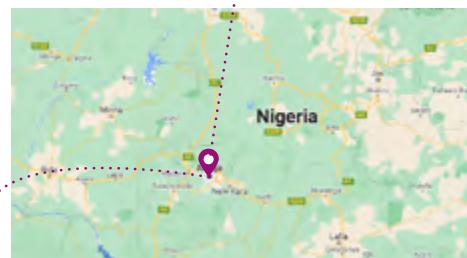
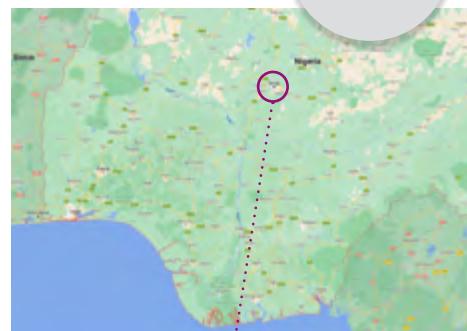
The team at Trash Monger has quickly transitioned to use the Empower platform. Their collection comes from several sources, both extracting valuable plastic resources from landfills that would otherwise be lost and possibly damage the surroundings, as well as local streams and waterways that would otherwise damage the environment.



Partner organisation information

Trash Monger started as a community development project with focus on helping school children understanding the importance of climate change and waste management, but the project quickly evolved into an estate collection program and further into a waste processing business. Trash Monger's mission is to fight both waste pollution and unemployment by setting up waste collection points in suburbs around Abuja, employing more than 50 local women and young adults who otherwise would have limited availability for an income for their livelihood. Funding through Empower's Plastic Credits program will be used to scale up collection volumes and increase processing capacity.

www.trashmonger.com.ng/



- ABUJA is the capital and the eighth most populous city of Nigeria, located in the center of the country



Activity: Daily collection around and delivery to the collection hub in Abuja

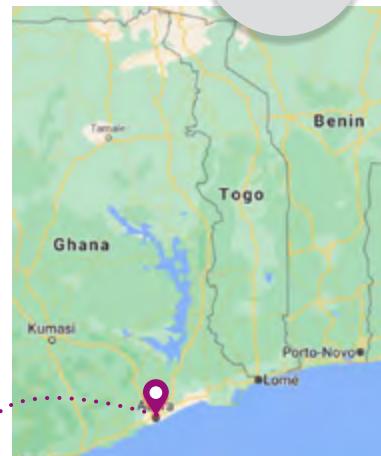
Types: PET bottles, HDPE etc.

Note: Information is subject to change according to local conditions.



COLLECTION PROJECT ACCRA, GHANA

Empower collaborates with Ecodrop to incentivise in an effort to solve Accra's plastic pollution problem while improving lives of collector communities.



• **ACCRA**
Ecodrop's facilities are located in Accra, the capital of Ghana, on the western Africa



Partner organisation information

Ecodrop is for-profit social enterprise founded and based in Accra, Ghana, that builds recycling ecosystems in under-developed communities in an effort to fight both plastic pollution in oceans, as well as high poverty levels in developing countries. The company allows people living in poverty to collect plastic and trade it in for material goods such as school tuition, medical insurance, pharmaceutical access and cooking fuel, with the aim of adding more benefits to their program in the future. Ecodrop reprocesses collected plastics for reintroduction into the supply chain.

https://gh.linkedin.com/company/ecodroprecycling?trk=public_profile_topcard-current-company

Activity: Collection of OBP and urban plastic waste. Processing plastic in their facilities.
Types: Mainly PET, HDPE, LDPE



GREEN PROCUREMENT

– our journey to greener hardware.



The electronics sector is renowned for a complex supply chain with little to no transparency. It is an aggressive demand industry where demand can change on a daily basis meaning workers at all tiers are expected to be highly flexible. Price competition increases further down the supply chain you go putting further resource pressure on businesses. Jobs in the sector are characterised by low pay, substandard working conditions, excessive working hours, with little job security. The majority of workers engaged in electronics are young women.

To minimise our contribution to these complex social issues ABAX has made some key decisions on design and manufacturing. R&D of its suite of hardware has always been done locally in Norway.

Manufacturing, with European suppliers managed by a Norwegian manufacturing firm. This ensured we had direct control over raw materials and transparency of working conditions in manufacturing.

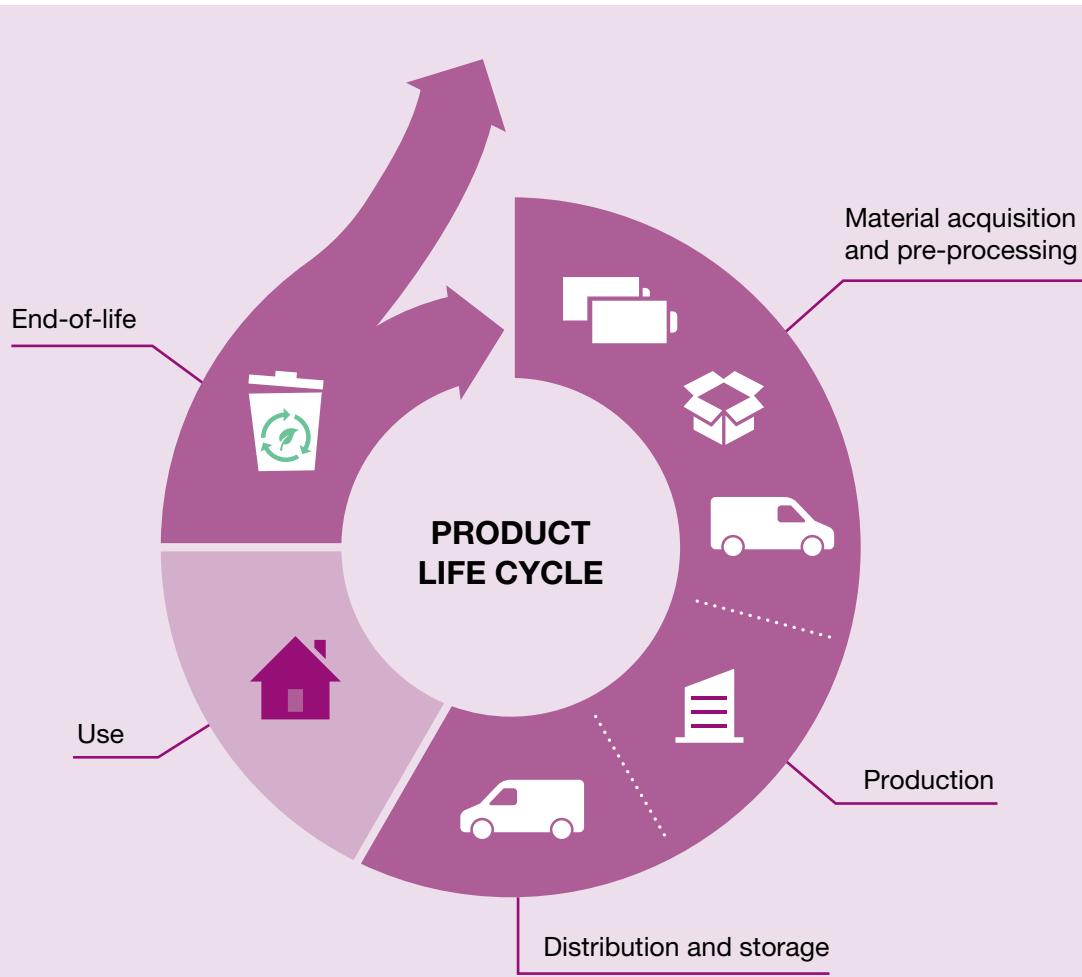
In 2021, the entire electronics industry faced the ‘component shortage’ and we could no longer rely on a single hardware supplier to meet our demand. This necessary diversification of suppliers has led to a more complicated and less transparent supply chain. Having reduced the risk of supply chain issues, we have simultaneously increased the risk of supply chain transparency and control over raw materials. This poses as a new challenge for us and something we need to manage in the coming year.

GREEN PROCUREMENT ACTIONS 2021

Within this complex space ABAX has made some exciting advances in its journey to greener hardware.

- **Defining a green supply chain as a carbon neutral supply chain**
- **Making the decision to calculate the product carbon footprint of our hardware**

This part of our carbon foot-printing journey will bring us much knowledge of the impact of the ABAX suite of hardware. With a clear understanding of the hotspots, we can make changes to our product's supply chain in a calculated and measured way.



Outlining processes to close the loop on ABAX hardware for increased reuse rates

The return and refurbishment project is a pain point. We targeted 50 000 returned and refurbished units for 2021, we achieved zero. At the time of writing the backstage for these processes was underway and we expect to launch in the first half of 2022. While we failed in one respect, we have learnt new things about our value chain.

Raw materials

In 2021 we identified and begun testing a new bio-based polycarbonate resin derived mainly from plant-based isosorbide (bio-based carbon content up to 58%). Our suppliers have given high scoring reviews for the more sustainable biobased plastics alternative and for our application seems a better material that is easier to process and requires fewer man hours. It also uses 60% of the resources needed to produce polycarbonate. Follow our journey in 2022.

Migrating our entire platform to the cloud

Google Cloud is the cleanest cloud in the industry, 100% carbon neutral since 2007 and soon to reach 100% renewable energy sources for its data centres. ABAX is hosted in Google data centres that are powered by 94% renewable energy.

GROSS MONTHLY CARBON EMISSIONS



INNOVATING TO DECOUPLE GROWTH AND EMISSIONS

The relationship between economic growth and climate impact has been increasingly scrutinised for decades and every country and growing organisation faces this pressure.

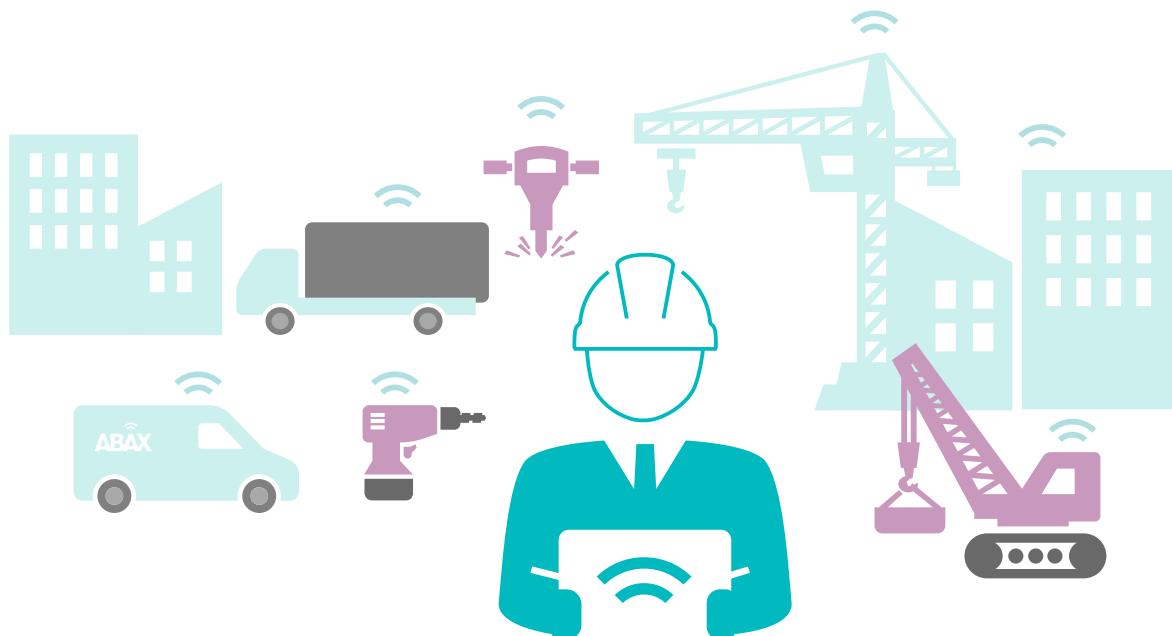
First in our industry, ABAX has launched an innovation that makes it possible to scale up economic growth without facing the direct increase in carbon emissions in our supply chain.

Smart Connect

Smart Connect is an IoT gateway that connects data from multiple sources and translates it so that all data can be shown comparably in one interface. This innovation means that delivering comparable and coherent telematics insights to customers with multiple branded equipment in their fleet, no longer requires third party hardware. This innovation has stemmed from the adoption of ISO 15143-3 by OEM's across the machinery industry and as we move into the future, our IoT gateway will prove evermore beneficial in us controlling the emissions within our supply chain.

Smart Connect also streamlines CO₂ reporting on total fleet & equipment carbon emissions in an industry where more detailed and accurate reporting is required.

These innovations have a triple bottom line that benefits people and society, is better for the environment and planet and is a core business activity which brings us a sustainable profit for decades to come.



SOCIETY

Community engagement
Environmental Awareness



COMMUNITY ENGAGEMENT & ENVIRONMENTAL AWARENESS

We understand that some actions don't have a measurable impact. These initiatives are rather done to inspire and educate.

We chose to host such events and activities around topics that are better understood when one needs to physically experience them. We hope to plant a seed that will grow to become something beautiful that may last for years to come.



PLANT-BASED ONCE A MONTH

The single biggest action an individual can make to decrease their personal impact on the planet is to switch to a plant based diet.

In June, ABAX decided to host one plant-based lunch each month. This is an improvement from 2020 where we only had an activity on this on World Vegan Day. Many of our colleagues have been rather apprehensive and unsure about eating a meal without meat or dairy, so this company activity has been both inspiring and educational for our entire employee base.

In 2021, we had 6 plant-based days which amounts to 339 meat and dairy free actions.



This was also a challenge for our catering staff who have had to think creatively about their vegan offering and make it exciting and delicious for their patrons.



CLEAN UP'S

World Ocean Week ABAX Beach Clean Up 9th & 10th of June. Some of our head office employees and their families pulled on their gloves and spent some hours cleaning up the local beaches and coastline. This is yet another activity which is in its second year running and while not as well attended a World Clean Up Day, we do see our keen colleagues bringing along their children, instilling good habits and responsible ideals in them.



WORLD CLEAN UP DAY

ABAX has taken part in World Clean Up Day on 17 September for two consecutive years. This day has become a way for ABAX employees to engage positively with the community.

Our employees took to the streets across all our regions and collected a total of 3254 pieces of litter approx. 370 kg of litter from the local areas. We have tracked the litter picking with an Empower subsidiary called Empact.





ABAX CLEANUP



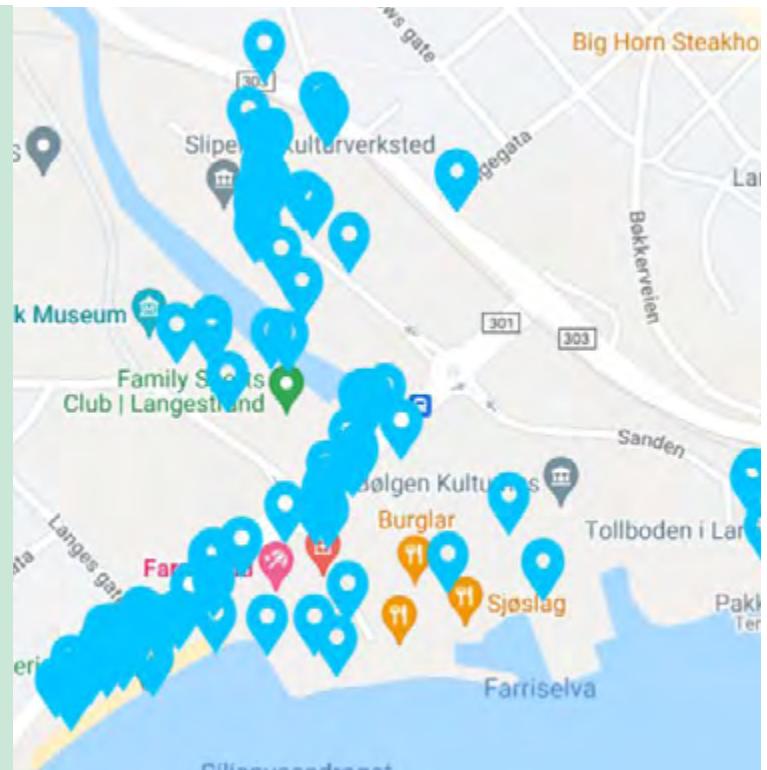
**3254 (360kg)
pieces of rubbish
collected**



110 participants

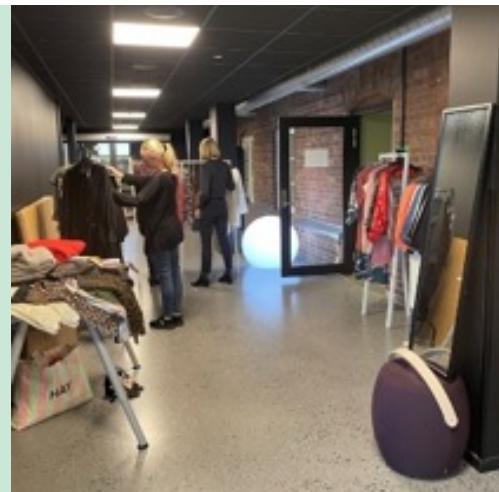


8 locations



CLOTHING SWAP

Fast fashion is a problem that every one of our employees contributes to. It was thus fitting that we tried to educate and inspire our HQ employees about it and host a fashion swap that gave the opportunity to share pre-loved clothes.



GOVERNANCE

Our approach
Diversity of Management





ABAX's mission and vision guide us as we forge new paths forward in a responsible manner.



OUR APPROACH

Responsible management has long been an intrinsic corporate value at ABAX group and is a constant priority that we believe is essential to long-term profitability and value creation. We want to move towards being a sustainable business.

ABAX Group has a deeply rooted tradition of acting in a responsible and ethical manner, and of being actively and positively present in the communities where it is established.

This Environment, Society and Governance Statement (the “ESG Statement”) reflects the core values that have guided, and continue to guide, ABAX Group. The objective of this Statement is to provide guidance to employees and leaders, facilitating their consideration of potential corporate social responsibility issues when decisions are made.

Meeting our Responsibilities, in addition to complying with applicable laws and regulations and meeting ethical standards in accordance with our Code of Ethics, ABAX Group strives to:

- ✓ **incorporate environmental, social and governance issues into our decision-making approach**

- ✓ **support and respect the protection of internationally proclaimed human rights**
- ✓ **minimize our environmental impact with a focus on continuous improvement**
- ✓ **make a positive contribution in the communities where ABAX Group is located**



NUMBER OF PROCESSES WITH SUSTAINABILITY CONSIDERATIONS

2019	2020	2021
-	0	12

As a diversified, international company, we keep track of a broad number of social, ethical, economic and environmental issues that have an impact on our business.

An integral part of our responsible management philosophy is to ensure that we are focusing on a **sustainable model** of business as well as the right corporate social responsibility priorities for our business. The following factors were taken into consideration to define our business and corporate social responsibility priorities:

- ✓ **Generate long-term, sustainable growth**
- ✓ **Enable new revenue streams from innovation that benefit both the business and society**

- ✓ **Mitigate risks associated with environmental, social, economic and governance issues**
- ✓ **Attract and retain a skilled workforce**
- ✓ **Reflect the interests of our stakeholders and international standards, including the [United Nations Global Compact](#) and the [United Nations Sustainable Development Goals](#)**
- ✓ **Contribute positively to the communities where we operate**
- ✓ **Build trust and reputational value**



Titta Bjerk
Compliance Manager

'ABAX has chosen to be compliant for three ISO standards and the natural activities in all of them are continuous improvements, process thinking, deviation handling and auditing. Auditing consists of internal audits conducted by ABAX audit team, external audits conducted by ABAX suppliers or certification bodies and supplier audits.

All process owners contribute to the certifications, and in 2021 we added a theme to the internal audit template regarding environmental issues and ask "Can you define how you consider sustainability in your department's processes? Or do you have any new ideas?" All process pages in ABAX integrated quality management system encourage process owners to define what are their sustainability considerations on their processes and even measure them.'

CODE OF ETHICS

All ABAX Group activities must be performed in compliance with the law, in a framework of fair competition, honesty, integrity, propriety and good faith, respecting the legitimate interests of customers, employees, business and financial partners and the community within which the Group is present with its activities.

All those who work in and for the Group, without distinctions or exceptions of any kind, are required to comply with and ensure compliance with these principles within their own duties and responsibilities. The conviction of working to the benefit and in the interest of the Group can never justify behaviour in contrast with these principles.

The Code of Ethics forms an integral part of the Company organisation and management model and is aimed at basing the operations, behaviour and relations, both inside and outside the ABAX Group, on the following basic values:

- ✓ **integrity:** in relations with employees, and with third parties in general, the Group is committed to acting correctly and transparently, avoiding misleading information and behaviour serving to gain an unfair advantage from positions of disadvantage of third parties;
- ✓ **loyalty and good faith:** relations with employees, and with third parties in general, must be based on good faith and reliability, and therefore on maintaining of agreements, promises, accords, valorisation of company assets and the pursuit of behaviour in good faith in all decisions;
- ✓ **relations with the public authorities:** relations with the public authorities and public administration must be based on the maximum propriety, transparency, good faith and collaboration, in full compliance with legal requirements;
- ✓ **transparency:** the information disclosed by the Group must be complete, transparent, comprehensible and accurate and must comply with the principles of equality and simultaneous access to it by the public;
- ✓ **impartiality:** in relations with the possessors of interests and third parties in general, the Group avoids discrimination of all kinds and that based on age, sex, state of health, race, nationality, political opinions and religious beliefs, social and personal conditions;

- ✓ respect of individuals and equal opportunities: The Group respects basic human rights and guarantees equal opportunities for all;
- ✓ professionalism and valorisation of human resources: The Group recognises the central importance of human resources and protects and promotes their value, to improve and increase the skills and competitiveness possessed by each employee, following a policy based on recognition of merit and equal opportunities, planning specific programs aimed at professional updating and acquisition of greater skills;
- ✓ confidentiality: The Group guarantees confidentiality of information in its possession and abstains from collecting and using sensitive data, except when expressly and knowingly authorised by the owner of the data and, in any case, in compliance with current legal regulations;
- ✓ conflicts of interest: in performance of its activities, the Group works to avoid situations of conflict of interest. Each business decision is taken by employees in the interest of the Group;
- ✓ safety, protection of health and working conditions: physical and moral safety of the employees is a primary value of the Group. Health, safety and hygiene in the workplace is protected and, in performance of its activities, protection of the health, physical integrity and rights of workers and full compliance with current legislation on health, safety and hygiene in the workplace is considered a fundamental priority;
- ✓ community and society: The Group intends to contribute to the economic wellbeing and growth of the communities in which it operates, guaranteeing attention to the most important social topics and taking responsibility in the social area, providing its contribution in various sectors;
- ✓ environment: The Group promotes protection and respect of the environment and is actively committed to compliance with current environmental regulations in performance of company activities.

It has been two years of our employees, along with the rest of the world, have been coping with the challenge of a world pandemic.

Each year over 200 million work days are lost due to mental health issues. Despite this, over 60% of employees have never spoken about it to anyone at work.

This has led to changes in behaviours and situations to varying degrees across the countries where we operate. Managing these different situations has required great overview and selflessness from our leaders who have had to do it all.

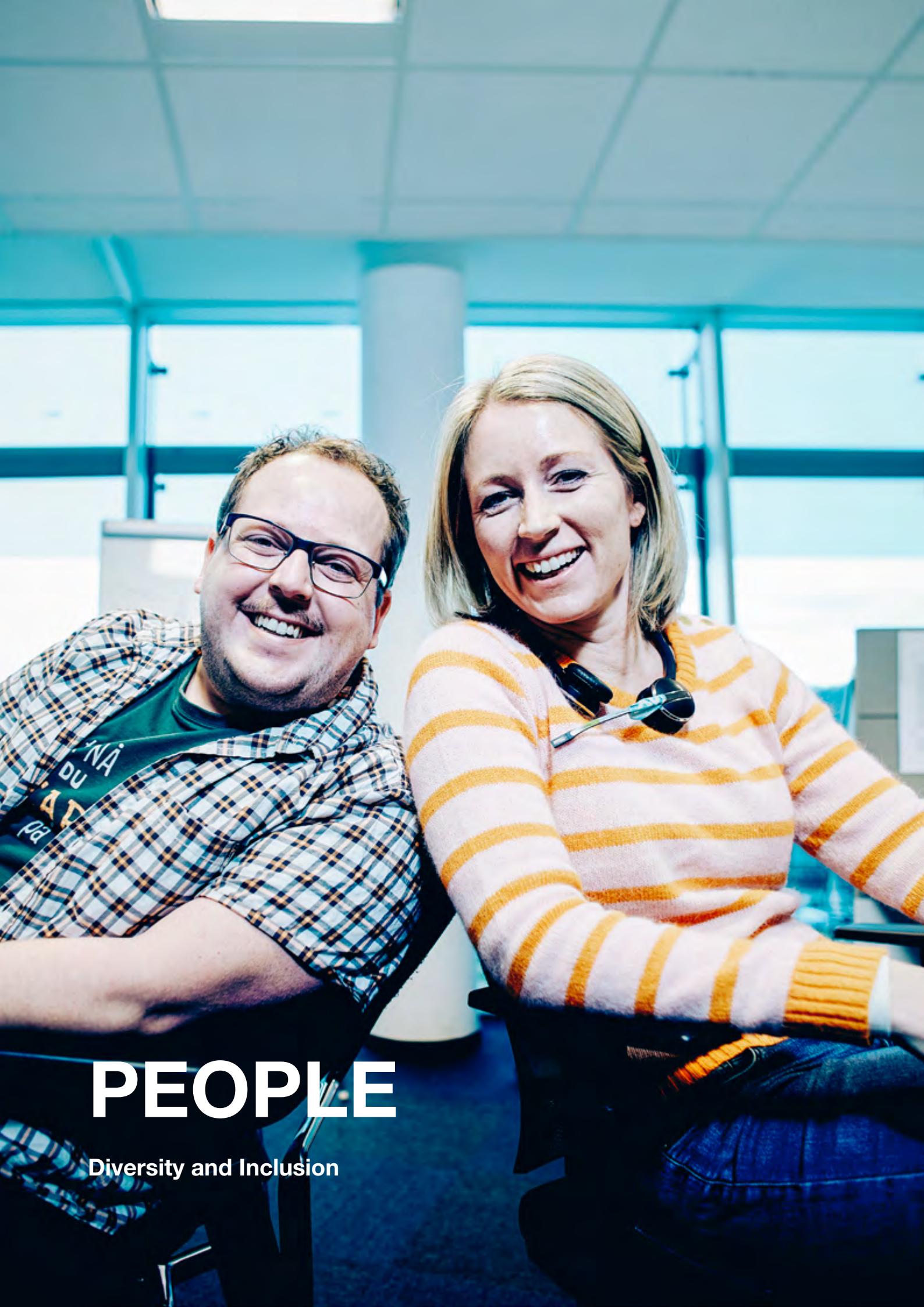
In 2021 we invited Jimmy Westerheim founder of The Human Aspect to host workshops and talks with employees and leaders to help cultivate an environment that has empathy for the feelings of isolation and anxiety through this uncertain and different period.



FLEXIBLE WORK POLICY

Global trends show that more flexible working environments are an attractive opportunity for both new and existing employees. Technology advancements allow our teams to work successfully across country borders and they have already proven to effectively develop innovative solutions remotely; so we introduced a Flexible Work Policy.

Having stemmed from temporarily needing a way to manage increasing numbers of home office days during the pandemic, our Flexible Work Policy has matured into a tool for our employees to work when they can be most productive, recognising that some employees need to work flexible hours for a number of reasons including specific production needs, parenting demands, health-related appointments or other medical circumstances whether short or long term, as well as for work-life balance and well-being.



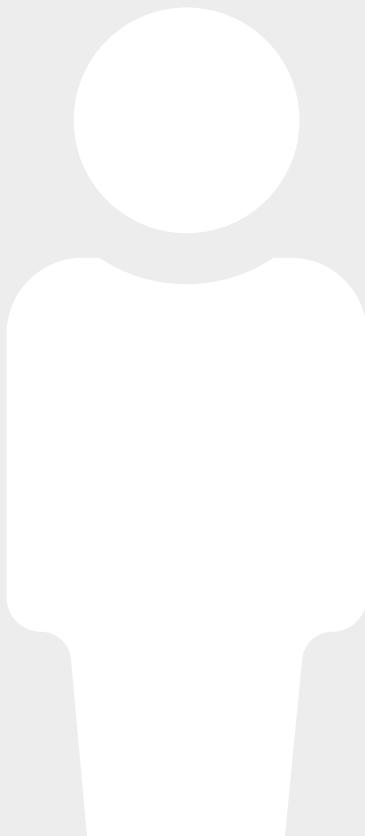
PEOPLE

Diversity and Inclusion

GENDER PAY GAP ANALYSIS

ABAX is always competitive and compensates based on performance and contribution to company values and results, as well as seniority.

In 2021, we continued our gender pay gap analysis across the different regions where we employ. The gender gap salary analysis showed that while ABAX has a relatively equal pay structure, there is still room for improving the gender salary balance – now that we have the analysis we will use it actively in the upcoming salary adjustment process.



DIVERSITY OF MANAGEMENT

ABAX will seek to recruit both leaders and employees that diversify our approach and our thinking. Key areas of work are recruitment, onboarding, HRM practices and development programs.

Benefits of diversity management

- ✓ Increased Creativity and Innovation
- ✓ Better Problem-solving and Decision
- ✓ Increased Profits
- ✓ Higher Employee Engagement
- ✓ Better Reputation

DIVERSITY AND INCLUSION

ABAX GROUP is committed to a diversity management approach – for ABAX diversity management is much more than just a multicultural or gender issue: it is about embracing many different types of people, who stand for different things and represent different cultures, generations, ideas, and thinking.

ABAX DIVERSITY 2021

