

Subject		Page
Environmental Targets		1/2
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Penlink's Targets and Action plan	14001:2015	
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Espinoza Daniela, Penlink AB	2025-06-12	1.2
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Environmental Targets

As part of the Addtech group, we have set environmental targets that we work towards to continuously improve our impact on the environment. We are committed to minimizing the impact of our activities on the environment. We have defined the below environmental targets to fulfil this.

Targets

1. We have committed to halve our carbon dioxide intensity by 2030, compared to 2020.
2. Select transportation of goods with as minimal environmental impact as possible. Minimum 95% of shipments should be according with Addtech approved carrier.
3. Together with our suppliers, we will ensure continuous improvement of the environmental impact of our products. By 2030, 100% of our suppliers will report on their environmental impact through Kodiak.
4. Recycle our internal waste (100%).

Action Plan

Action plan to achieve our targets:

1. **Halve Carbon Dioxide Intensity by 2030 (compared to 2020):** We focus on reducing emissions where we have direct control—primarily in our operations. This includes improving energy efficiency, using renewable energy where possible, and optimizing internal processes. By applying a lifecycle perspective, we target the stages of our products we can influence most. We report progress annually to Addtech and use management reviews to ensure we meet targets and drive continuous improvement.
2. **Select Transportation of Goods with Minimal Environmental Impact (Minimum 95% of Shipments):** We choose carriers that have been evaluated and selected based on their environmental impact by Addtech. To further reduce our environmental footprint, we consolidate shipments to minimize the number of trips. Additionally, we work closely with suppliers to optimize transportation routes and methods. We also track and report the percentage of shipments meeting our environmental targets.
3. **Continuous Improvement with Suppliers (100% Reporting by 2030):** We engage with suppliers to communicate our environmental expectations, and we encourage our suppliers (through Kodiak) to report their environmental impact. To support this initiative, we will provide training and support to suppliers on environmental reporting where needed. Regular reviews and audits of supplier reports will be conducted to ensure compliance.
4. **Recycle Internal Waste (100%):** We will continue our recycling program for all internal waste. To ensure its effectiveness, we train employees on proper recycling practices and have set up recycling stations throughout the office. Regular waste audits will be conducted to ensure compliance, and we will monitor and report recycling rates regularly.

Responsible Parties

Environmental Goal	Responsible Function	Comment
Halve carbon intensity by 2030	CEO / Quality Manager	Overall responsibility for strategy, follow-up, and reporting
At least 95% of transports via approved carriers	Purchasing/ Logistics	Responsible for selecting carriers and monitoring deliveries
100% of suppliers report environmental impact via Kodiak by 2030	Sales Manager / Quality Manager	Responsible for supplier dialogue, training, and follow-up
100% recycling of internal waste	Logistics / Quality Manager	Responsible for internal procedures, training, and waste monitoring

Internal Communication

To ensure that environmental efforts are embedded throughout the organization, environmental goals, actions, and results are regularly communicated to all employees. This is done through staff meetings, and training sessions.

The Quality Manager is responsible for ensuring that the information is up-to-date, clear, and accessible. Employees are encouraged to contribute suggestions for improvement and to actively participate in environmental efforts. In the case of major changes or new initiatives, special information meetings are held.

Risk and Opportunity

Risks that may affect the achievement of our environmental targets include supplier non-compliance, changes in transportation availability, and employee engagement levels. Opportunities include improved supplier collaboration, cost savings through energy efficiency, and enhanced brand reputation.

Lifecycle Perspective

We apply a lifecycle perspective by engaging suppliers to assess and reduce environmental impacts throughout the product lifecycle—from raw material sourcing to end-of-life. This is supported by environmental reporting via Kodiak and regular supplier evaluations.

Monitoring and Evaluations

Each environmental target is monitored using defined KPIs. Data is collected yearly and reviewed by the Quality Manager. Results are presented in the annual management review and used to adjust action plans as needed.