

OJ Electronic's Sustainability Policy

1 Scope

This policy applies to all activities initiated by OJ Electronics Group in order to bring forth products and services to the market. The policy covers the entire value chain and all product life cycle phases, although our ability to influence sustainability aspects varies for different parts of the value chain and life cycle.

2 Purpose and background

The purpose of this policy is to describe and convey the position that OJ Electronics Group takes on sustainability and to determine the overall objectives, tasks and responsibilities connected to handling of sustainability aspects.

A double materiality assessment, evaluating the impact, risks and opportunities from the topics outlined in the ESRS reporting standard, serves as the background for the content of this policy.

3 References

Management System, 010 001, interested parties
Policy on absenteeism due to illness, 000 004
Recruitment Policy, 000 009
Stress Policy, 000 011
Personal Data Policy, 000 012
Data Ethics Policy, 000 014
Harassment Policy – Policy regarding offensive actions, 000 015
Supplier Code of Conduct, 340 023
Policy on Occupational Health and Safety, 900 001
Policy Statement on Sustainability Management by Bitzer SE

4 Position and objectives

Climate changes (reduction and protection)

OJ constantly works to reduce the impact on the climate and environment by increasing the energy efficiency of the solutions we bring to market. OJ offers material declarations and supports customer's ability to make climate-conscious choices.

We collaborate with suppliers to ensure both people and production conditions are safeguarded against natural risks.

Objectives, climate change

- Improve energy saving from sold products to 2000 GWh by year 2026.
- Conduct risk assessments of facilities in the supply chain regarding protection against climate-related disasters.
 - Own facilities: 100 %
 - Key suppliers: 90 %

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Resource consumption and circular economy

OJ is dedicated to reducing the draw on natural resources. Through conscious design, we ensure the avoidance of material overuse, promote long product lifespans, and provide information aimed at recycling.

OJ contributes to the reduction of global waste by offering product repairs and designing products for easy disassembly and sorting for recycling.

Objectives, resource consumption and circular economy

- Customers with return agreements: All VIP customers
- HVAC customers returning products for repair after warranty period: 33 %
- Of own waste, recycled: 75 %

Own employees and employees in value chain (rights and well-being)

Satisfied employees deliver the best results, and OJ ensures high well-being among own employees with policies on occupational health and safety, recruitment, absenteeism, stress, and harassment. See mentioned policies.

OJ aims to engage with suppliers who ensure the well-being of their employees and comply with international minimum standards for human rights, including, among others, the UN Universal Declaration of Human Rights and ILO conventions.

As a matter of course, OJ adheres to the Danish Industry Agreement for hourly paid workers (DI's overenskomst), the Management Agreement (Lederaftalen) and other relevant agreements on working conditions.

Objectives, employees in the value chain

- Goods and services received come from key suppliers who have been assessed regarding employee's well-being and rights: 90 %

For objectives concerning our own employees, see mentioned policies.

Business ethics and culture

OJ works towards a world where partners are treated with respect and people have capacity and opportunities to lead fulfilling lives. OJ refrains from any form of corruption, bribery, fraud, money laundering, cartel formation, and similar activities that create unfair competition conditions.

OJ respects the individual's right to privacy and ensures that no personal data from employees, end users, or partners comes to the knowledge of unauthorized persons, is misused, or is processed in violation of applicable laws.

Objectives, business ethics and culture

- Number of annual breaches of own policies: 0 (zero)

5 Responsibilities

Policy responsible ensures:

- implementation of present policy in relevant business procedures
- establishment of action plans according to objectives
- annual review and update of present policy and inbuilt objectives.

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Management Team ensures:

- approval of present policy and inbuilt objectives, hereby strategy alignment
- allocation of resources to fulfil action plans

QHSE ensures the implementation and effectiveness of this policy is subject for internal audit

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