

ESG Policy

Intellego Technologies AB (publ)

Approved by the Board of Directors 2025-09-12

1. Purpose and scope

Intellego Technologies is committed to long-term, sustainable value creation. This policy outlines our commitments and practices in Environmental, Social, and Governance (“ESG”) areas. It applies to all employees, consultants, suppliers, and partners.

2. Environmental – Protecting the Environment

Intellego Technologies strives to minimize its environmental impact and to actively support the global transition to a low-carbon and resource-efficient economy.

Objectives and Commitments

- **Climate impact reduction** – Continuously lower greenhouse gas emissions by prioritising energy-efficient solutions, switching to renewable electricity where possible, and promoting digital collaboration to reduce business travel.
- **Sustainable product design** – Develop products and services with durability, energy efficiency and recyclability in mind, thereby extending product life cycles and reducing waste.
- **Resource efficiency and waste management** – Optimise use of raw materials, prevent pollution, and ensure responsible handling and recycling of waste and any hazardous substances.
- **Responsible supply chain** – Collaborate with suppliers and partners who meet high environmental standards and support circular-economy principles.

3. Social – People and Society

Intellego Technologies is committed to being a responsible employer and an active contributor to society. We believe that diversity, respect and safe working conditions are fundamental to innovation and long-term success.

Objectives and Commitments

- **Inclusive workplace** – Provide a safe, healthy and inspiring work environment free from discrimination, harassment or retaliation, where everyone is treated with dignity and respect.
- **Diversity and equality** – Actively promote gender equality, cultural diversity and equal opportunities in recruitment, career development and leadership.
- **Human rights and fair labour** – Respect and uphold internationally recognised human rights across all operations and the supply chain. Ensure fair wages, reasonable working hours and no forced or child labour.
- **Employee well-being and development** – Support employees’ professional and personal growth through training, competence development and health initiatives.

- **Responsible partnerships** – Collaborate only with suppliers and partners who meet equivalent social and ethical standards.

4. Governance – Ethics and Corporate Integrity

Strong governance and ethical conduct form the foundation of Intellego Technologies' long-term success and trust with stakeholders.

Objectives and Commitments

- **Compliance and transparency** – Comply with all applicable laws, regulations and industry standards, and maintain transparent, accurate financial and non-financial reporting.
- **Business ethics and anti-corruption** – Enforce zero tolerance for bribery, corruption, fraud, money-laundering and improper benefits.
- **Risk management and internal control** – Maintain robust procedures for identifying, assessing and mitigating business, operational and sustainability risks.
- **Data privacy and information security** – Protect customer, partner and employee data in compliance with GDPR and other relevant privacy and cybersecurity regulations.
- **Responsible decision-making** – Ensure that governance structures and processes enable independent oversight, accountability and balanced decision-making by the Board of Directors and management.
- **Fair competition and responsible marketing** – Compete fairly, avoiding anti-competitive practices and ensuring that communication with customers and partners is clear, accurate and ethical.

5. Good Health and Well-being

Intellego Technologies provides products and UV validation solutions that help people, businesses and communities make informed decisions to protect and improve well-being. By combining innovation, education and third-party validated research in UV technology, Intellego Technologies strengthens safe and effective use of UV across industries. Promoting health and well-being is an integral part of our mission and innovation.

Objectives and Commitments

- **Health protection through innovation** – Continuously improve UV-related technologies and solutions that support healthier environments and safer practices.
- **Prevention and awareness** – Provide clear information and guidance to help users apply UV technology in ways that contribute to well-being.
- **Responsible product development** – Ensure that all products meet high safety standards and comply with applicable health and product regulations.
- **Collaboration for impact** – Work with partners, customers and relevant stakeholders to raise awareness and encourage practices that support long-term health and well-being.

6. Implementation and Responsibility

The Board of Directors has overall responsibility for ensuring that this ESG Policy is integrated into Intellego Technologies' strategy and operations. Management sets goals, develops action plans and follows up on progress.

Every employee is expected to know and follow the policy and report any suspected breaches. Key suppliers and partners are informed and are expected to meet equivalent standards.

An independent whistleblowing channel is available for confidential reporting.

7. Monitoring and Reporting

This ESG Policy is reviewed at least annually to ensure it remains relevant and compliant with applicable laws and stakeholder expectations.

Intellego Technologies follows up on key environmental, social and governance practices as appropriate and reports significant progress or changes to the Board of Directors.

8. Communication

The policy is communicated to all employees, suppliers, and business partners and is publicly available on Intellego Technologies' website. Updates are shared with all relevant stakeholders.