



SOFTRONIC

# Sustainability Report 2023

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## Several sustainability aspects

Softronic continues to strive to contribute actively to sustainable development in society through responsible resource utilisation, being a stable and long-term company as well as an inclusive employer, and in particular creating sustainability benefit in our deliveries.

We deliver leading technology that does good in society and, through digitalisation, creates a more sustainable society. During the past year, it has been more important than ever to tie together our sustainability work with our offer to customers because we are seeing that this where we, through our digital solutions, can make the greatest difference.

Work in 2023 was also characterised by a strong focus on security. Given the concerning development in cyber attacks, it is becoming even more relevant to create robust solutions for safer customers and a safer society as part of our sustainability work.

Charlotte Eriksson, CEO

The Softronic logo, featuring the word "SOFTRONIC" in a bold, red, sans-serif font. The letter "O" is stylized with a red circle around it.

# Making a contribution through our deliveries is one of our most important focus areas

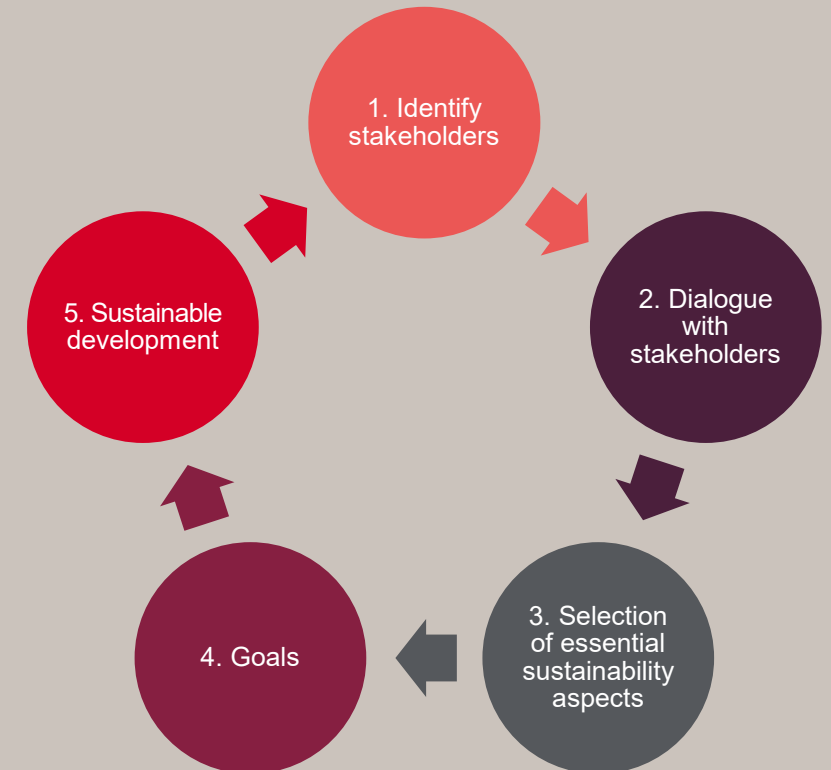
## Stakeholder groups

We have identified both existing and potential customers, employees, owners, suppliers, partners, and society at large as stakeholders. These are the stakeholder groups that are important to us because they have an impact on or are impacted by our operations.

## Six key sustainability aspects

As part of our process for selecting key sustainability aspects, we have identified six aspects where Softronic's sustainability work is primarily carried out. This process includes a valuation based on the Sustainable Development Goals in Agenda 2030, sustainability aspects established for our operations and dialogue with our stakeholders. The work was conducted by our sustainability organisation, which represents all business areas. The focus areas are listed below.

- » Sustainability benefit in our deliveries
- » Sustainability expertise among our employees
- » Diversity and equality
- » Financial stability
- » Security
- » Responsible resource utilisation



# Important issues for us and our stakeholders

The table below summarises the way we conduct dialogue with our stakeholders and the issues that are considered important when dealing with each stakeholder group.

Stakeholders (current and potential)	Channels for dialogue	Important questions
Customers	In daily business operations, customer surveys, cooperation meetings, evaluations, social media, trade fairs, softronic.se	Offer, quality, climate, security, sustainability benefit, work environment, diversity and gender equality
Employees	In our daily business operations, employee surveys, performance appraisals, competence forums, status meetings, interviews, intranet, softronic.se, social media	Work environment, diversity and gender equality, competence development, security, sustainability
Suppliers and partners	In daily business operations, procurement, supplier interviews	Environment, sustainability requirements, lower emissions
Owners	Annual General Meeting, Board work, investor meetings, interviews	Profitability, growth, business development
Society	Social media, employer's organisations, trade associations/trade organisations, aid organisations	We provide employment and pay substantial taxes



# Sustainability expertise among our employees

**If we are going to create sustainability benefits, we need to take on even greater responsibility for training our employees to be able to give advice to our customers.** We see increased involvement with our current and potential employees. Many employees appreciate a sustainable employer and also the opportunity to influence the attitude of our customers when it comes to sustainability. This work is supervised by our environmental organisation.

**Goals and results 2023:** All employees must have completed the two sustainability courses Softronic offers its employees.

88 % of our employees have completed Softronic's basic sustainability course, and 47 % have completed the sustainability course that focuses on digitalisation's effects from a climate and sustainability perspective.

**The goal for 2024** is for all employees to have completed both sustainability courses that Softronic offers its employees.

**SOFTRONIC**



# Sustainability benefit in our deliveries

Softronic's ambition is to be a leader when it comes to providing innovative digital solutions that help companies and organisations create real social benefits. It is through our customers' businesses that we see our greatest potential to contribute to positive sustainability effects in general.

**This means that our goal for 2022–2024** is to update our most relevant services and offers with a clear sustainability perspective.

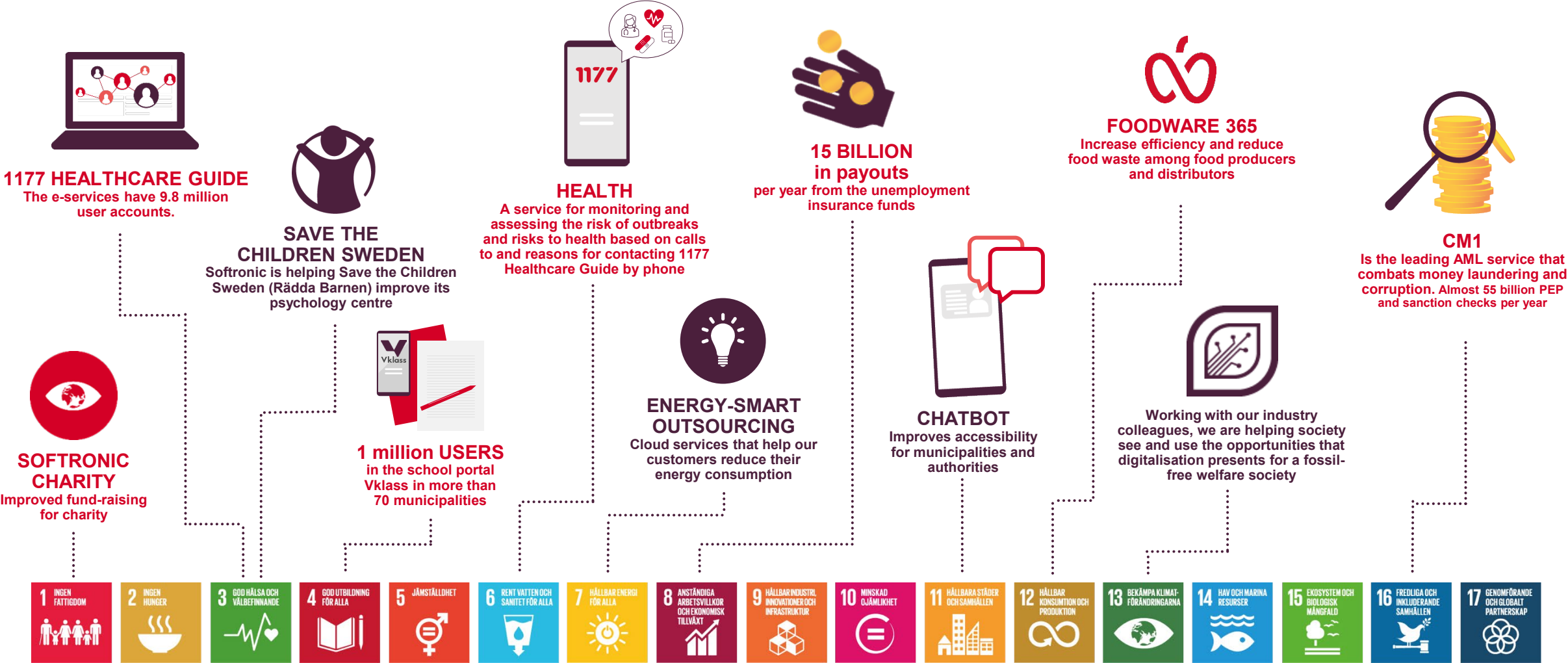
**The number of deliveries and services** that include important sustainability matters is rising steadily. We are striving to develop and optimise them from a sustainability perspective in our collaboration with customers. In several areas, existing solutions can be reused and offered to new customers in the same industry or for completely new applications. The key is to be innovative and see links where the sustainability aspect is often the deciding factor.

**In order to focus more on** these matters, Softronic established in 2023 a separate management forum. This forum enables us as a Group to identify new business opportunities in the area of sustainability and steer the service portfolio's development in a sustainable direction.

The next image has examples of how a number of deliveries are linked to the UN's 17 Sustainable Development Goals.



# Our customers are challenging us to work with them to create sustainable solutions



# Responsible resource utilisation

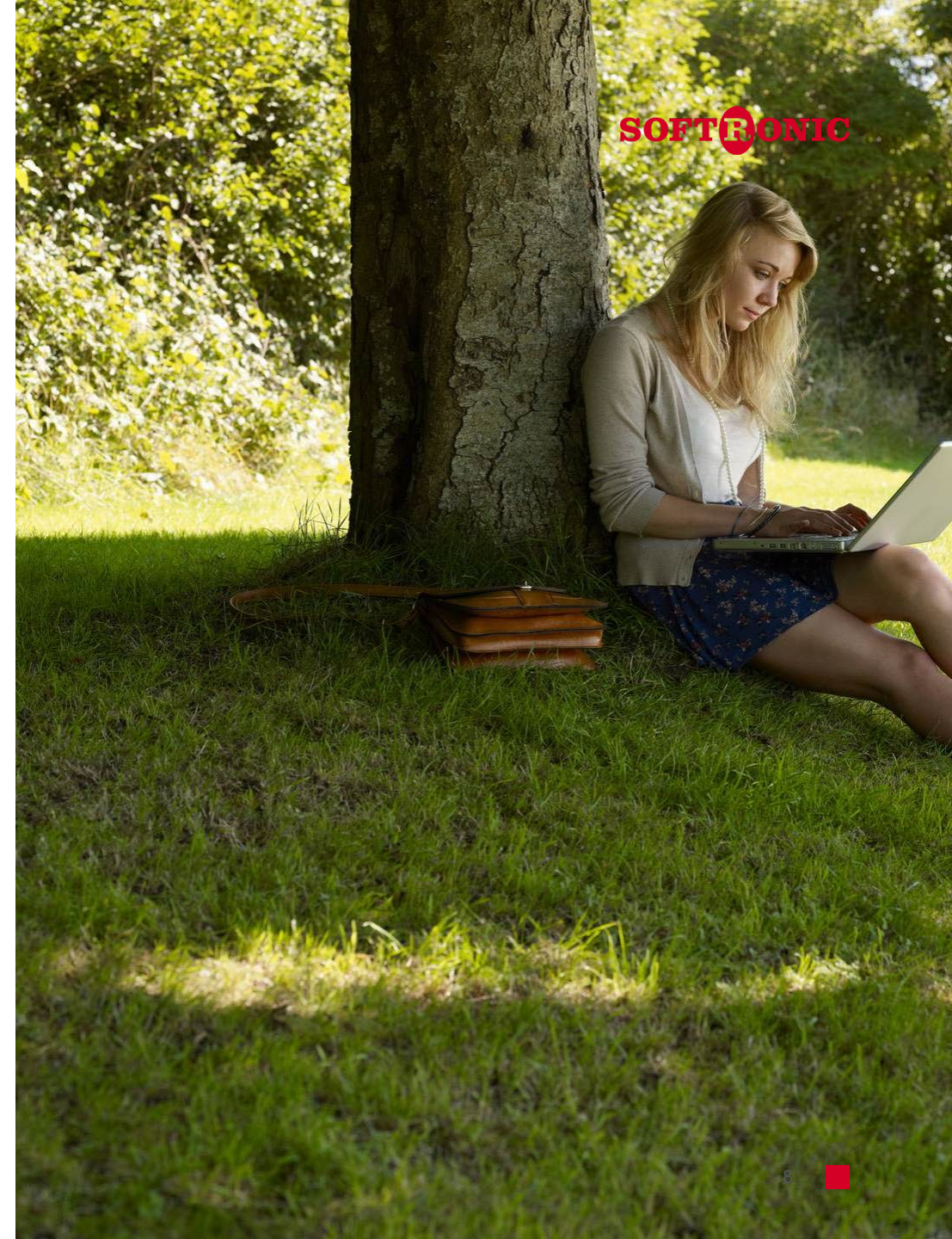
**One of our general goals** is to halve our own and the value chain's greenhouse gas emissions by 2030 and to achieve zero CO2 emissions by 2040.

**Our sustainability** work is governed by our management system and regulates, for example, our purchases and our travel arrangements. We are certified in line with ISO14001 and are conducting an active improvement process. We continue to make active choices that take sustainability into account.

**Over a period of several years, we have had** the goal of gradually reducing our energy consumption for the operation of our servers. The current goal for the period 2022–2024 is to reduce the average energy consumption per virtual server by 10 %. The results for 2023 show that we have already reached a decrease of 34 % in total for both 2022 and 2023. This reduction has been largely created through a high utilisation rate of technological infrastructure.

**Since 2017**, the year the measurements started, we have lowered our average energy consumption per virtual server by 55 %.

**A positive trend** that we hope will continue in 2024.





# Diversity and equality

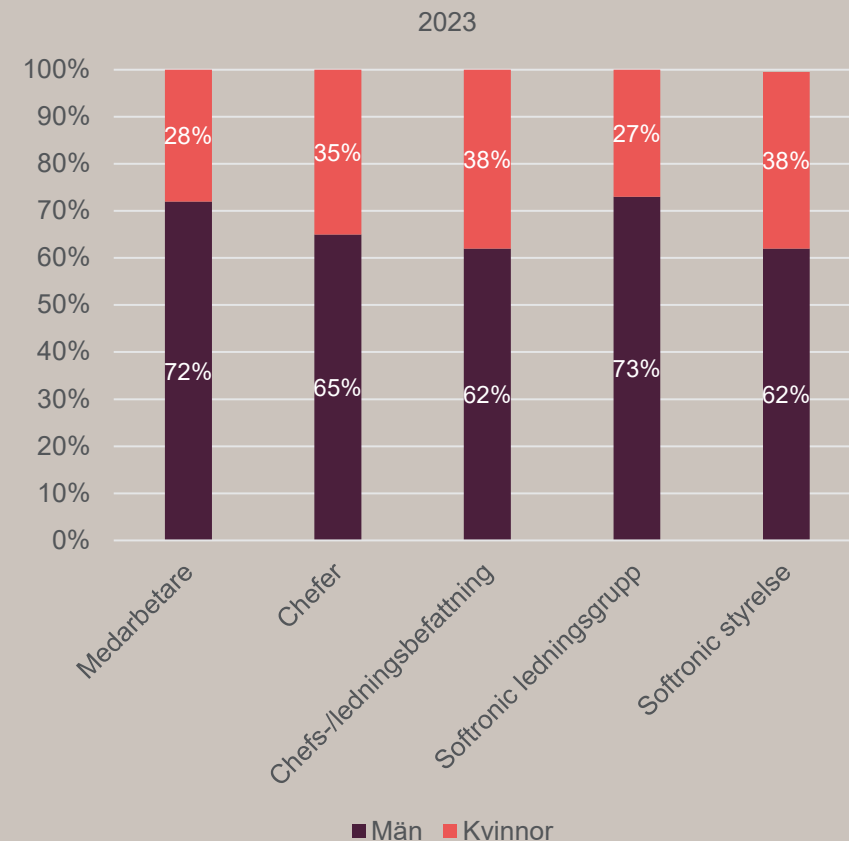
**We promote diversity and gender equality**, and work to achieve a more even gender distribution at the workplace. The goal is for Softronic's employees to reflect the diversity in society. This work is led by the executive management team together with our newly established People and Engagement function, which consists of HR, Market, and Communication.

**We have a number of objectives** that aim to achieve a more even gender distribution:

- » By 2025 the proportion of women should be at least 33 %, and by 2030 the distribution should be between 40 % and 60 %.
- » By 2025 the distribution between men and women in management/leadership roles should be 40–60 %.
- » By 2030 the distribution between men and women in Softronic's executive management team should be 40-60 %.

**In total the distribution among our employees** is 28 % women and 72 % men, which we are happy to report is an improvement compared to the previous year. The goal of 33 % by 2025 is high, but we see that we are well on our way. In terms of managers, we have increased from 31 % to 35 % women. If we include people leading our assignments, such as project managers and administration leaders (management and leadership roles), the figures have increased from 31 % to 38 %.

In Softronic's executive management team, three out of eleven are women, which is an increase compared to last year. Softronic's Board of Directors consists of three women and five men.



# Security

**The challenges facing information and cybersecurity** are increasing as a result of society's digitalisation. Working systematically with information and cybersecurity is essential in creating a sustainable society. This work involves dealing with vulnerabilities within all business areas, such as obstructing and preventing related criminality in all its forms and identifying and averting cyber attacks against all parts of society. Softronic works actively to develop services in this area, by providing sound advice to our customers and enshrining this perspective in everything we do. The work of creating awareness and insight among our employees and customers is high on the agenda within the framework of our ISO27001-certified security work.

**In 2023, Softronic has further strengthened its information security and cyber security.** This enables us to handle a sharply increasing threat profile, where the ability of various hostile parties to influence organisations and operations through cyber attacks and cyber-influence operations is clearly becoming stronger and more obvious. This threat targets all parts of society, albeit to varying extents. During the year, Softronic has also enhanced its operations with new operative capacities and implemented organisational changes to make us well-equipped for existing and future threats.

**The goal for 2024 is to create conditions for Softronic to be certified according to the new standard ISO27001:2022.** Softronic is conducting activities to raise its information security management system to the new standard and establish this standard and its resulting controls and policies throughout the entire company. This also includes areas that are already certified in accordance with ISO27001:2013, IT Operations, Service Desk, and the service area CM1.



# Goals and results

## Financial stability

Softronic will work for lasting, inclusive and sustainable economic growth, and full and productive employment with the best possible working conditions. The way in which Softronic works when it comes to human rights, the environment, staff, social factors and combating corruption is governed by Softronic's Code of Conduct. The Code of Conduct combined with the explicit goals that have been set for the key sustainability aspects creates the conditions for structured sustainability work.

Our performance is very strong and stable, giving us a sustainable platform to work from. If Softronic is going to remain a sustainable company financially in the long term, we need to deliver good and stable profitability.

It is also important for the company to grow at the same rate or more quickly than our competitors so that the company can maintain a leading market position in the long term; and this growth must primarily come from Softronic's core business: consulting, administration, operation and SaaS services.



# Active work in the association Digitalisation Consultants

**Digitalisation Consultants is a trade association** that brings together consultant companies that have an ambitious climate agenda and share the ambition to help society see and use digitalisation's possibilities for a rapid climate transition, in line with the 1.5°C target set by the Paris Agreement.

**Its members have agreed on a roadmap** that describes how Sweden will become fossil free using digitalisation and how we consultancy companies will contribute to following the identified path. Together, we are part of the government initiative Fossil-free Sweden.

**In 2023 Softronic was** engaged in several projects within the scope of the Digitalisation Consultants. One of these was related to the design of a training course in Mission Innovation's Avoided Emission Framework, i.e., to avoid emissions with the goal of building competence within the digitalisation consultancy industry and create conditions for calculation avoided emissions in customer assignments. The aim is to raise visibility of possibilities and effects of digitalisation linked to the climate.

**We also continued our involvement in** the association's Board of Directors, which we have done since the association was founded in 2020.

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FÄRDPLAN FÖR  
FOSSILFRI KONKURRENSKRAFT

**Digitaliserings-  
konsultbranschen**

#DIGITAL4CLIMATE

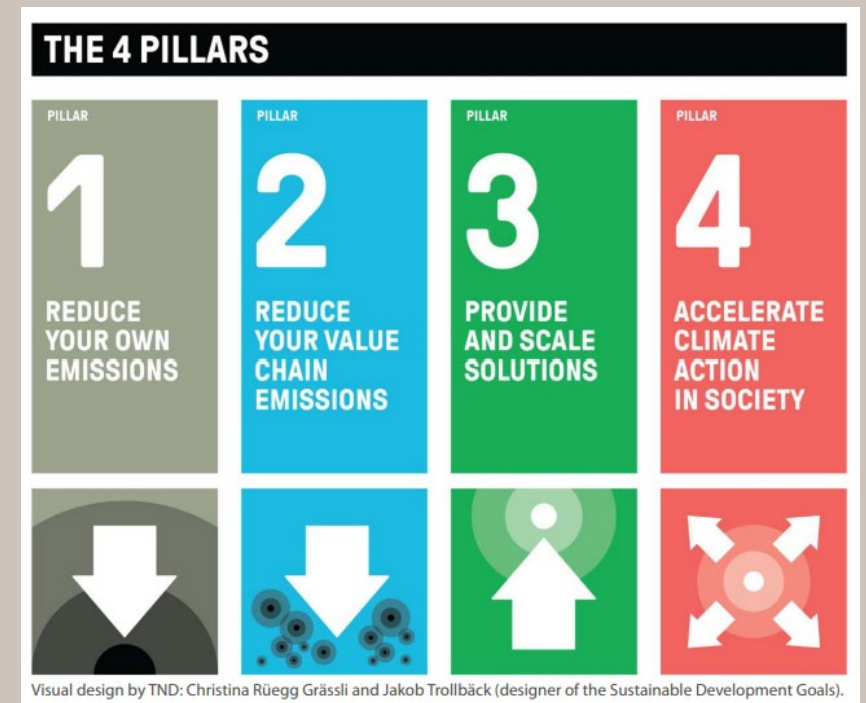


# Commitment in line with the 1.5°C target together with sector colleagues

**Together with colleagues in the industry**, we have undertaken to cut our emissions in half by 2030 and reach zero emissions by 2040. This comes from the Digitalisation Consultants' membership in Exponential Roadmap Initiative.

**Exponential Roadmap Initiative** brings together market participants who are taking measures to limit global warming to 1.5°C. This commitment also means that we are going to integrate the climate into our business strategy, which is already one of our focus areas and fully in line with Softronic's overall ambition to help companies and organisations create social benefit.

**In addition, we will work to** influence climate measures in society and help spread messages and knowledge so that we can work together to speed up the change that is needed.



## Softronic's Code of Conduct – a summary

**Softronic's Code of Conduct** forms the basis for our company's commercial behaviour and our responsibility towards colleagues, customers, suppliers, shareholders and authorities. We can only live up to our responsibility as a company if we comply with our ethical rules and detailed guidelines. As part of these ethical rules, Softronic has introduced a whistleblower system that enables individuals to report any serious irregularities completely anonymously. We had no whistleblowing reports in 2023.

**The Code of Conduct has a clear focus on sustainability.** It explains, for example, that Softronic must contribute to positive social development by assuming social, environmental and financial responsibility. This means that all our purchases must be made based on sound ethical principles with a high level of integrity. We are committed to diversity and gender equality issues and observe the UN Global Compact programme, whose principles cover human rights, labour law, environmental issues and anti-corruption.

**Our active work** to reduce Softronic's environmental footprint mostly involves setting requirements for suppliers and making conscious choices internally at the company but also including the entire sustainability perspective in our customer assignments. This is particularly true of our deliveries of IT services, which improve our customers' working methods and business. The technology that we deliver boasts good environmental performance, including a high proportion of cloud services and other solutions for greener IT. This enables us to help our customers comply with the stricter requirements for sustainability in their business operations.

Read the Code of Conduct in full here: [softronic.se/om-oss/etik](https://softronic.se/om-oss/etik)



# Competence is essential if we are to include sustainability in our deliveries

**Basic competence in sustainability and digitalisation** is necessary in order to be able to achieve our goals.

**We offer two sustainability courses and require** our employees to complete both of them. The training courses describe the basics of our sustainability work and how we can contribute to sustainability development through our deliveries. They address how digitalisation can impact the development in a positive or negative direction as well as the need for circular business models. The training courses should contribute to us having good basic competence and good conditions for dialogue with our customers in the assignments we carry out. Another key area for sustainable development is information and IT security, which is an area we work with continuously from a competence perspective.

**By educating ourselves and engaging in dialogue** in our tasks, we constantly strengthen our knowledge and competence. We continue to broaden and enhance our sustainability work to ensure that more employees contribute to sustainable development, with the hope that this will lead to even more meaningful work.



# Gender equality and diversity

**We are convinced that diversity is a source of enrichment**, and we want this to be present throughout our day-to-day activities, regardless of whether we are striving to maintain and enhance an inclusive company culture or promote diversity within recruitment. The core to our diversity work is to always create and develop a work environment that is adapted to everyone and where each individual feels welcome.

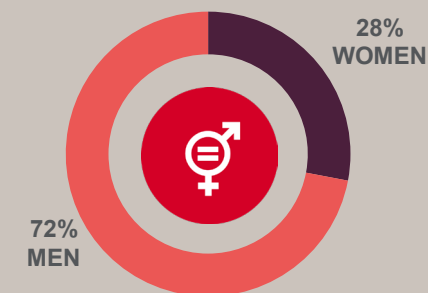
**We have well-established procedures and policies** for our diversity work and how we should treat each other as fellow human beings. Everyone shares a joint responsibility to act against discrimination, victimisation and harassment, including sexual harassment. We also share responsibility for creating a positive work environment where every employee thrives and faces equal opportunity irrespective of cultural background, gender, gender-based identity, age or sexual orientation.

**Therefore, in 2023 we established a new forum** that is linked to the work environment and work satisfaction: Trivselforum. Within this forum, we discuss how we want to work together at Softronic and start different initiatives related to this topic.

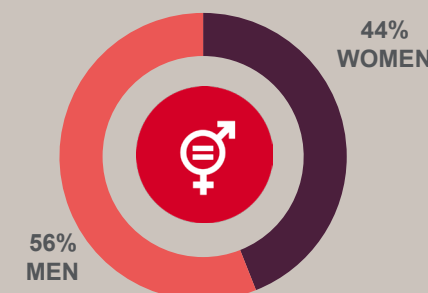
**We continue to work with equality.** On International Women's Day, we invited Alex Warris, a lecturer and equality strategist, to speak. He gave us concrete tips for how we can challenge and soften men's objection to feminism-related topics.

**In 2023, several popular internal and external events were held** that targeted women only. The aim is to share experiences as a woman in the IT industry and attract women to Softronic.

**We are pleased to announce that the share** of women has increased by 3 % in 2023 to a total of 28 %, which also reflects that we have increased the share of new recruits that are women. We are continuing our initiative to grow the share of women and have several activities planned going forward linked to retention, recruiting, and external communication.



GENDER DISTRIBUTION  
ALL EMPLOYEES AT  
SOFTRONIC



GENDER DISTRIBUTION  
NEW RECRUITS IN 2023



## Sustainability in the value chain

**In order to achieve good sustainability effects**, Softronic is actively working with its entire value chain. Softronics' deliveries are built up by internal and external resources that are subject to requirements so as to produce as sustainably as possible. Even in the customer chain we try to ensure that material deliveries are handled from a sustainable life-cycle perspective. Purchasing and business partnerships are regulated at a general level through our Code of Conduct for Suppliers, where we have formulated general requirements. In addition, we normally have specific requirements based on the type of delivery/business partnership. We prioritise the companies that clearly share our values and meet our specifications.

**In a dialogue with customers**, we continuously search for ways to reduce our services' climate footprint. One example is by developing more efficient solutions that require fewer resources. Here, Softronic has developed guidelines to support developers in writing effective code and designing energy-efficient solutions. An important part is also ensuring that technical environments and applications that are not being used are systematically dismantled.

**Softronics' internal sustainability goals** guide us in our efforts to minimise our own resource consumption. In the past few years, we have decreased our office premises as staff work for the most part remotely. This has positive effects linked to commuting. Today, many customer meetings are also held digitally, which reduces the need for business trips.



# Softronic's climate impact

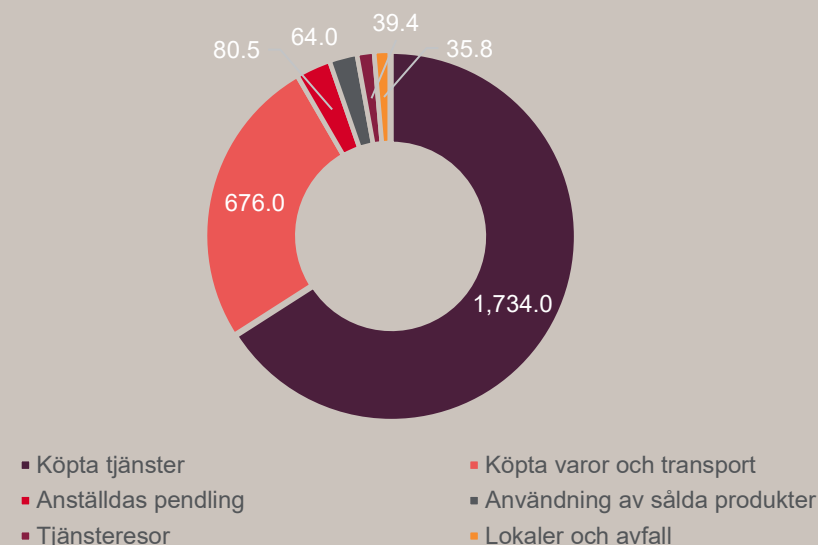
**Softronic has been working** on environmental issues for a long time and has been ISO 14001 certified since 2016. Over the years we have worked to reduce our emissions by, for example, increasing the proportion of renewable electricity and reducing electricity consumption surrounding our servers. We continued in 2023 to work on measuring our emissions. The climate calculations include the following areas: company vehicles, electricity, district heating, district cooling, business trips, purchased goods (electronics, letters and paper and commuting. We also reported indirect life-cycle emissions related to each emission source (such as Scope 3 emissions). In 2023, we added several categories to our emissions calculations: purchased services, use of sold products, upstream transportation, and waste. This has also been a dramatic increase in the emissions factors for rail travel, which impacts Softronic's emissions for business trips.

**The total emissions amounted** to 2,630 tonnes (486 tonnes) of CO2e mainly because Softronic included new categories from the GHG protocol to this year's calculation, an increase of 2,144 tonnes of CO2e. Of this increase, 1,802 tonnes is attributable to categories in Scope 3 that are not included in 2022 (purchased services, waste, upstream transportation, and use of sold products). Purchased services had the highest climate impact, accounting for 65.9% (the category was not measured in 2022) of the business's emissions, followed by purchased goods, accounting for 25.7% (77.0%) of the emissions.

**The category purchased services includes** services such as licenses, purchased consulting services, and other purchased services, and the calculations are based on purchases in SEK (spend). This is the first year that Softronic is reporting this category. Purchased services amount to 1,734 tonnes. In the 'purchased goods' category, hardware, such as computers, computer accessories, servers and mobile phones, has been included. Office supplies, such as letters and paper, have also been included. The climate impact from purchased goods and transport amounts to a total of 676 tonnes (374 tonnes) of CO2e.

**Softronic's climate impact from** premises comes from electricity consumption, cooling and heating at the offices in Arjeplog, Gothenburg, Malmö, Karlstad, Visby, Stockholm and Sundsvall, as well as the data centres in Stockholm. The climate impact from premises amounted to just over 36 tonnes (29 tonnes) of Co2e in 2023.

## Emissions per category (tonne CO2e) 2023



Climate footprint (tonne CO2e)	2023	% of total 2023	2022
Purchased services	1,734.0	65.9%	N/A
Purchased goods and transport	676.1	25.7%	374.2
Commuting	80.5	3.1%	49.5
Use of sold products	64.0	2.4%	N/A
Business trips	39.4	1.5%	33.5
Premises and waste	35.8	1.4%	29.0
<b>Total</b>	<b>2,629.8</b>	<b>100%</b>	<b>486.2</b>

# Softronic's emissions per scope

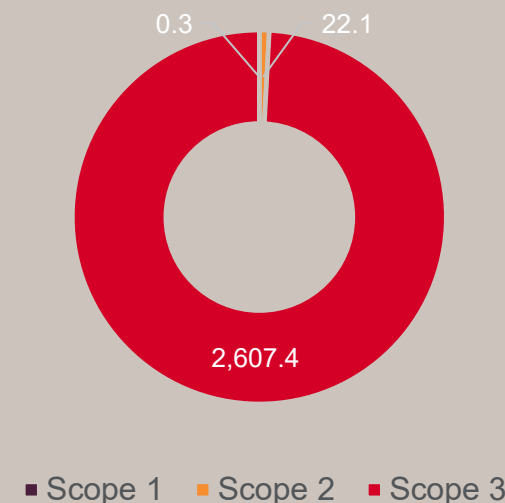
Our climate impact for 2023 broken down into Scopes 1, 2 and 3 is presented in the figures to the right. The large increase in total emissions is due to the addition of multiple categories in Scope 3 in 2023 that were not included in 2022.

The highest proportion of Softronic's climate impact is in Scope 3 and comes from purchased services, purchased goods, commuting and business trips. Scope 2 is the purchased energy for our operations and is mostly from electricity, heating and cooling. Scope 1 includes the climate impact from cars.

The total emissions increased to 2,630 tonnes (486 tonnes) of CO<sub>2</sub>e mainly because Softronic included new categories from the GHG protocol in this year's calculation, an increase of 2,144 tonnes of CO<sub>2</sub>e. Of this increase, 1,802 tonnes is attributable to categories in Scope 3 that are not included in 2022 (purchased services, waste, upstream transports, and use of sold products). This is illustrated in the adjusted column "2023 just." in the accompanying table. Adjusted for the new categories, Softronic's emissions increased by 70% (828 vs. 486) due to the doubling of emissions linked to purchased goods from a higher number of sold PCs in 2023 than in 2022. Compared to 2021 and adjusted for the new categories, Softronic decreased its emissions by 15%.

This means emissions of 6.1 tonnes (1.2 tonnes) of CO<sub>2</sub>e per FTE for Softronic for 2023.

Emissions per category (tonne CO<sub>2</sub>e) 2023



Scope (tonne CO <sub>2</sub> e)	2023	2023 adj.	% of total 2023	2022
Scope 1	0.3	0.3	0.0%	0.4
Scope 2	22.1	22.1	0.8%	15.0
Scope 3	2,607.4*	805.4	99.2%	470.8
<b>Total</b>	<b>2,629.8</b>	<b>827.8</b>	<b>100 %</b>	<b>486.2</b>

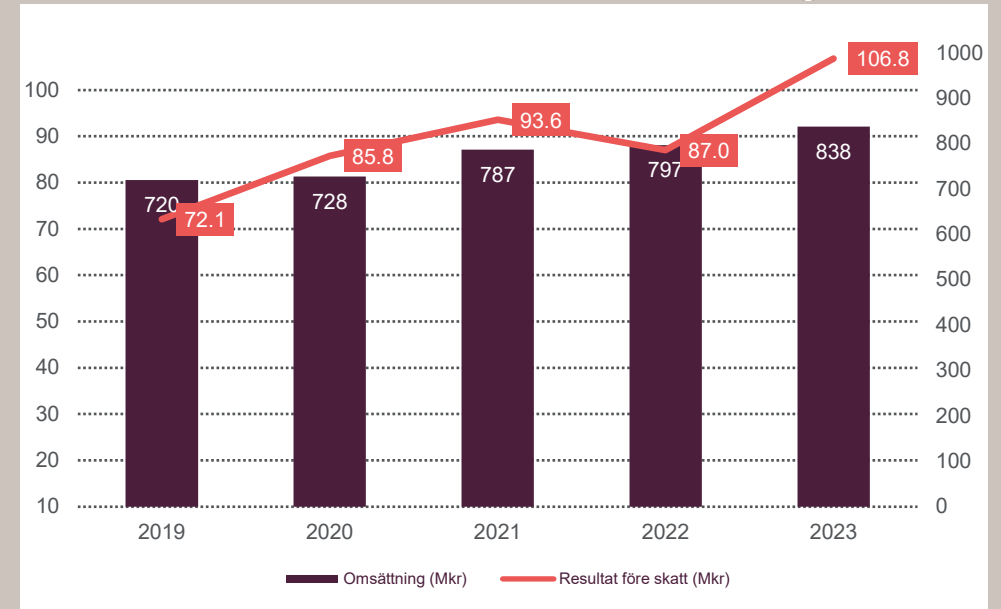
\*Of which 1,802 tonnes from categories that were not included in 2022

# A stable, long-term industry is essential for a sustainable society

At Softronic, **social responsibility** is not only about sustainability. We also work for a better society and a better environment by aiming to grow financially based on ethical principles.

If Softronic is going to remain a sustainable company financially in the long term, we need to deliver good and stable profitability. It is also important for the company to grow at the same rate or more quickly than our competitors so that the company can maintain a leading market position in the long term; and this growth must primarily come from Softronic's core business: consulting, administration, operation and SaaS services.

In 2023 we continued to successfully create growth and also increased the weight of our sales to more contract-based services. This growth is completely organic; Softronic did not make any acquisitions during the year. Our profit is very strong, giving us a sustainable platform to work from.



	2019	2020	2021	2022	2023
Sales, MSEK	720.0	728.5	786.5	797.1	837.5
EBITDA, MSEK	97.0	110.7	116.7	105.2	118.5
Profit/loss before tax, MSEK	72.1	85.8	93.6	87.0	106.8
Profit margin, %	10.0	11.8	11.9	10.9	12.8
Salaries and social security contributions, MSEK	333.5	324.3	338.5	328.7	356.9
Company tax, MSEK	16.3	18.9	19.9	18.8	22.8
Number of employees at year-end	437	422	427	415	432

# Softronic supports UN Women Sweden

**UN Women is the UN's body for equality and women's and girls' rights.** It is active in almost 100 countries. For Softronic, it is important to be able to contribute to UN Women's important work.

**During the year, Softronic has worked in parallel** on two projects to contribute to this work. In one project, Softronic developed a new design for UN Women Sweden's website.

**The objective was to improve the information structure of the organisation's website** and make it more user friendly, accessible, suitable for mobile devices with well-organised content. Softronic created a new design based on the organisation's preferences and graphic profile and then built the website in Wordpress. The new website is currently live and aims to inform and engage the general public, thus increasing awareness for and donations to the organisation.

**In the other project, Softronic contributed to streamlining** UN Women's operational processes by implementing the CRM system Charity. This helps UN Women Sweden structure and collect data in order to facilitate donation work going forward. Focus in this project has been on Swish donations, donors, and members, and the next step is to continue to migrate their monthly donations and kick-start the campaign work.

**The objective is to continue to gather the parts of the organisation** in one location and thus reduce costs so that a larger share of the donations can go to the core operations and contribute to promoting equality.



“UN Women has received extensive help from the competence that Softronic has. This has both facilitated and developed our communication and collection work for women's and girls' rights in the world. We look forward to a continued positive cooperation.”

Louise Waller, Head of Fundraising and Communication, UN Women Sweden

# Softronic supports Save the Children Sweden's Centre for Support and Treatment

**Softronic is a partner to Save the Children Sweden** and supports their important work. Save the Children Sweden's Centre for Support and Treatment offers psychological treatment for children and youth who suffer from psychological illness and have no social safety net. Often today there is a need to be able to help more children in situations where existing resources are insufficient, for example when many new child arrivals need help at the same time.

**Task-sharing is when an adult without previous formal** competence within social or psychological work – but with a local connection – is trained in a method and receives guidance by certified psychologists/psychotherapists to be able to support the children who participate in the organisation. This method enables children in many places around Sweden to receive help in the form of group therapy, which has a positive impact on many children.

**However, there are still children who are in need of more support and treatment** from psychologists, and the challenge has been to be able to give this support via secure video calls so that psychologists at Save the Children Sweden can be available for children all over the country. Such a solution must be easy and appealing for the target group to use and naturally fulfil statutory regulations, primarily those set out in the Patient Data Act and GDPR.

**Softronic and Save the Children Sweden designed** work flows together and tested them with psychologists and children using a technological solution based on Microsoft Teams Premium. The solution was also verified from a regulatory perspective.

**It is now being implemented operationally.** The next step is to educate all psychologists and run internal tests before rolling it out in treatment meetings with the children.

**The goal is to together reduce psychological illness** among children and youth and continue to support Save the Children Sweden's important efforts.



Photographer: Olof Ringmar/Save the Children Sweden

*“The support from Softronic has helped us reach out with support and treatment to even more children, which is naturally invaluable in our work. We look forward to our continued collaboration to reduce psychological illness among children and youth!”*

**Sofia Bidö, psychologist and head of operations,  
Save the Children Sweden**

# Softronic develops and administers the Swedish Migration Agency's interpreter portal

**The Swedish Migration Agency's assignment is** in part to evaluate applications from people who want to live in Sweden, visit Sweden, seek protection from prosecution or receive Swedish citizenship.

**For several years, the Swedish Migration Agency** used the various interpreting agencies' own systems to book interpreters. Using several different systems is impractical and difficult to monitor. The Agency wanted simpler handling and a more automated process, with the goal of being able to automatically match most interpreter invoices with the order and approve for payment without review.

**Softronic was given the assignment to adapt the portal** to the Agency's processes and requirements and build the integrations required to meet the established operational targets.

**The Interpreter Portal is linked to a number of** interpreting agencies that receive orders from the Agency. Softronic has had the coordinating responsibility between the interpreting agencies, the development project and the Swedish Migration Agency.

**The development occurred in close cooperation** through daily meetings/stand-ups and extra specification workshops as needed. The dialogue has been open and creative to create the best interpreter portal for the Agency.



“The Swedish Migration Agency is the government authority in Sweden that uses the most interpreters. Its employees order interpreting services on a daily basis. In the new system, the process of ordering interpreting services is simpler and more convenient compared to before; several steps are now automated in the system”

Rustem Yunusov, Swedish Migration Agency

# GRI-index

CONTENT	STANDARD DISCLOSURES	PAGE/NOTE
2-1-a	Name of the organisation	Softronic AB
2-6-a	Activities, brands, products, and services	Annual Accounts, note 20
2-1-c	Location of head office	Annual Accounts, note 20
2-1-d	Location of operations	Softronic is primarily active in Sweden
2-1-b	Ownership and legal form	OMX NASDAQ Stockholm since 1998
2-6-b	Markets served	Softronic has offices in Stockholm, Gothenburg, Malmö, Sundsvall, Arjeplog, Visby and Karlstad. The customers are predominantly in Sweden.
2-7-a	Information on employees and other workers	pp. 9 and 16, annual report p. 4, and the annual accounts note 3
2-6-b	Supply chain	pp. 7, 17, 18 and 19
2-28-a	Membership of associations	Softronic is a member of Almega TechSverige
2-22	Statement from the CEO	p. 2
2-3	The organisations values and codes of conduct	Softronic has a Code of Conduct that is approved by the Board of Directors and is revised annually. For more information, see page 14. The Code of Conduct is reviewed with employees as part of the on-boarding process. Employees take e-learning courses on the environment and information security.



# GRI-index

CONTENT	STANDARD DISCLOSURES	PAGE/NOTE
3-1-a	Principle for identifying significant aspects	pp. 3–4
3-1-b	Process for adopting significant aspects	p. 4
2-2-a	Entities included in the report	All companies are included in the sustainability report, annual accounts note 9
3-2	List of material topics	pp. 3–20
2-4-a	Restatements of information	No adjustments
2-3-a	Reporting period	The sustainability report is for the 2023 calendar year
2-3-b	Reporting cycle	Annually at the same time as the Annual Accounts
2-3-c	Date of publication	10/04/2024
2-3-d	Contact point for questions regarding the Sustainability Report	Joachim Lundberg, Chief of Staff or sustainability@softronic.se
2-5-b	External assurance	The report has been reviewed by an external party
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption

Softronic has reported the information in this report during the period 2023 with reference to GRI Standards GRI 2: General disclosures 2021, GRI 3 Material Topics 2021, and GRI 205-3 Anti-corruption 2016.

# Auditor's statement



## Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten

Till bolagsstämman i Softronic AB (publ), org.nr 556249-0192

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### Uppdrag och ansvarsfördelning

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2023 och för att den är upprättad i enlighet med årsredovisningslagen.

### Granskningens inriktning och omfattning

Vår granskning har skett enligt FARs rekommendation RevR 12 *Revisorns yttrande om den lagstadgade hållbarhetsrapporten*. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger oss tillräcklig grund för vårt uttalande.

### Uttalande

En hållbarhetsrapport har upprättats.

Stockholm den 10 april 2024  
PricewaterhouseCoopers AB

Nicklas Kullberg  
Auktoriserad revisor

