PRONECT

Sustainability

2024

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INTRODUCTION

Pronect is a group of independent companies employing approximately 400 people. By bringing together technologies and competencies, we add new value beyond today. We operate in seven countries in the Nordic and Baltic regions, serving over 7,000 industrial customers. Pronect is part of Liljedahl Group headquartered in Värnamo, Sweden.

Pronect currently consists of six Value Added Resellers (VARs) in the software, tool/machinery, and automation sectors: Ravema, Din Maskin, PLM Group (including Addinor business), Plamex, Plamako, and Cadsys. Operating within these sectors presents us with various challenges and opportunities.

Since technical expertise is the core of our business, a key area in sustainability is how we can attract and retain competent and motivated employees. Our business is built on long-term relationships with suppliers and customers. Collaboration with local stakeholders where we operate is of great importance.

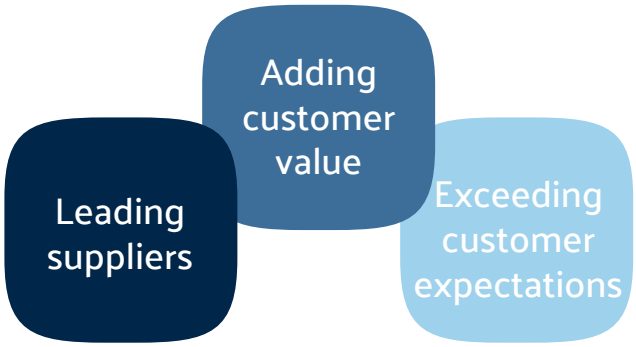
Another important aspect is energy efficiency and reduced CO2 emissions along the entire value chain. As Pronect operates as a group of resellers, our responsibility extends beyond our own operations. As we are in the early stage, this document primarily includes our own impact. Our objective is to begin measuring and reducing our negative impact while increasing our positive impact. By doing so, our goal is to implement sustainability from a broader perspective.

“

Contributing to the development of a more sutainable society is an important part of our long-term strategy. Effective sustainability practices are not only a competitive advantage that helps us secure our future growth and financial stability, but they will also over time improve our overall environmental footprint.”

-JÖRGEN FREDSSON
CEO Pronect

BUSINESS PLATFORM



Our subsidiaries operate independently and focus on their core business. Together with expertise and experience from Pronect, each company focuses on developing their business, profit, and growth. Meanwhile, the Pronect platform is driven by our common Business Platform and aligns with clear strategies.

The Pronect business concept focus on creating value for our customers. Through our employees and their professional mastery, we systematically support customers' interactions in ways that meet or exceed their expectations.

Our companies work with a leading manufacturer – together we offer the latest technology with the best quality and delivery.

We continuously develop and attract skilled employees and work proactively to find new, optimal solutions for our customers. In our decentralized structure, we build a strong business-oriented culture driven by responsibility and the freedom to act.

CORE VALUES

- Look for what's next
- Smooth the path for others
- In it for the long run

OUR COMPANIES

RAVEMA

Ravema is the leading partner to Nordic industrial companies and offers complete solutions for machine tools, automation, industrial tools, metrology, service, and aftermarket.

Ravema represents marketleading suppliers like Mazak and Hoffmann Group and is located in Sweden, Norway, and Finland with its headquarter in Värnamo, Sweden.

For more information on Ravema, visit www.ravema.se

DIN MASKIN

Din Maskin delivers complete solutions within sheet metal forming, like punching and bending machines, laser cutting, press brakes and metal forming lines.

Din Maskin operates in Sweden and Norway and is headquartered in Värnamo, Sweden, and represent leading manufacturers like Safan Darley.

For more information on Din Maskin, visit www.dinmaskin.se

plamako Allt för plastindustrin plamex AUTOMATION

Plamako and Plamex with business in Sweden, Norway and Denmark provide machines and equipment for injection molding, automation solutions and polymer supplies.

Plamako/Plamex with its headquarters in Anderstorp, Sweden, represent the leading suppliers Haitian and ABB.

For more information on Plamako and Plamex, visit www.plamako.se

WE MAKE
YOU INNOVATE

PLM Group is your partner to accelerate innovation. PLM provides the tools and competencies to create, manufacture and market your product innovations and represent industryleading Dassault Systèmes and SOLIDWORKS.

PLM Group is located in Sweden, Denmark, Norway, Finland, Estonia, and Latvia, and serve over 6,000 business customers

For more information on PLM Group, visit www.plmgroup.eu

ADDINOR

Based in the Nordics, Addinor paves the way for new possibilities and opportunities with additive manufacturing solutions. Addinor offers an extensive array of 3D printing technologies and services.

For more information on Addinor, visit www.addinor.eu

CADSYS

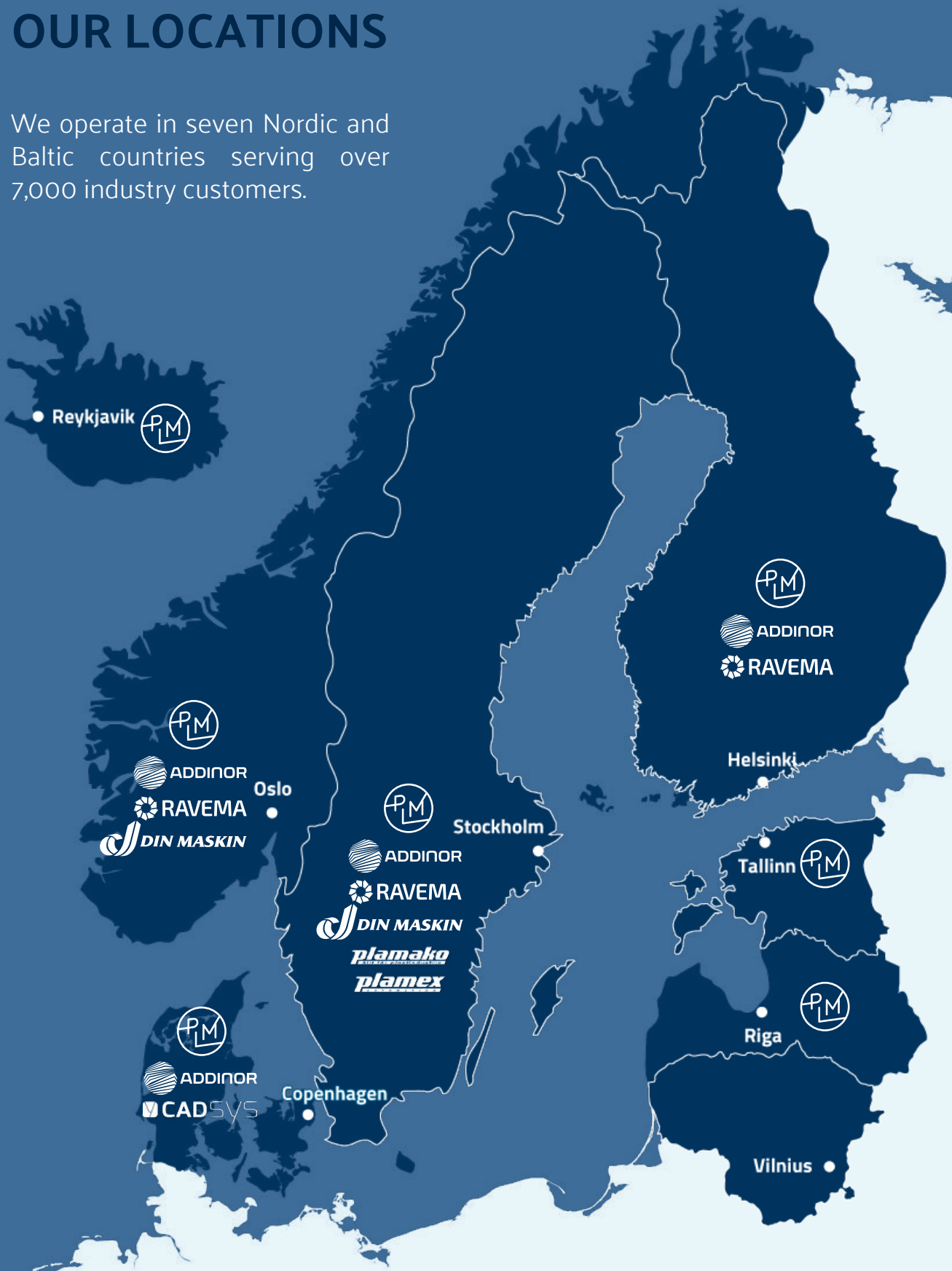
Cadsys offers CAM software for preparing the digital product for manufacturing in CNC machines.

Cadsys operates in the Nordics and with its headquarters in Horsens, Denmark, representing industry-leading manufacturer SolidCam.

For more information on Cadsys, visit www.cadsys.dk

OUR LOCATIONS

We operate in seven Nordic and Baltic countries serving over 7,000 industry customers.



SUSTAINABILITY GOVERNANCE

Pronect is a decentralized organization with delegated responsibilities where each subgroup is largely autonomous. While Pronect are active owners in supporting business development, they do not control the subgroups in detail. To ensure that the companies in the group follow the sustainability policies and that we monitor the result continuously the operational sustainability work is a natural part of the Management Meetings and part of the steering model for the group. See an illustrative overview of the process below.

The Pronect Code of Conduct for employees is the foundation of the sustainability work within the group. Along with our core values, it communicates to seasoned and new employees:

- **what is expected**
- **how we do business**
- **how we act in our daily work**
- **how we interact with stakeholders outside the group**

The Code includes basic human rights such as: fair working conditions, gender equality, and diversity, but also anti-corruption and environmental responsibility. It applies to all subsidiaries and employees.

Employees are encouraged to document any breaches of the policy, to either a trusted manager within the organization or through the whistleblower function.

A tool for whistle-blowing has been implemented within Pronect. Reporting is anonymous. The link for whistle-blowing is also available on the external webpages for the subgroups to allow external parties such as suppliers or customers to report any experienced irregularities.

Issues that come to the attention of a manager or the whistleblowing function will be investigated by an external party. Based on the outcome of the investigation, we take the necessary actions.

Our sustainability work covers:

- **Environmental sustainability (page 11)**
- **Social sustainability and human rights (page 13)**
- **Financial and ethical sustainability (where anti-corruption is one part – page 17)**

To help with implementation and compliance, some policies are supported by hands-on guidebooks for the respective subgroup, such as an employee handbook.

Top down

- Pronect Management updates policies
- Pronect Management sets overall sustainability goals
- Pronect Management sets subgroup directives

Bottom up

- Subgroups report progress to Pronect Management
- Subgroups self-evaluate
- Subgroups create sustainability plans

Pronect policies guiding sustainability work:

- Core values
- Code of Conduct
- ISO 9001, 14001
- Collective agreements
- Environmental policy
- Vehicle policy
- Equality policy
- Work environment policy
- Employee handbooks
- Drug & alcohol policy
- Information policy
- IT & mobile phone policy

MATERIALITY ANALYSIS

The materiality analysis is done once per year by Pronect managment and the subsidiaries management teams. These comments are normally coming from the management teams yearly review or from interviews with selected stakeholders. The review for 2024 has not resulted in any major changes in the materiality analysis compared to 2023.

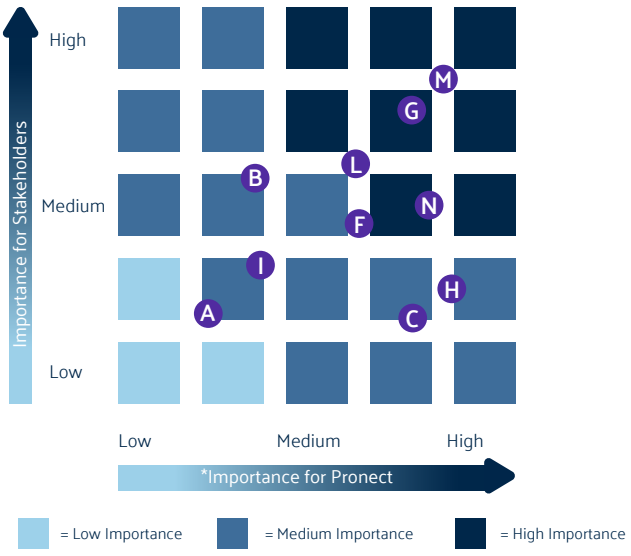
Our business model relies on our competence. Securing highly skilled employees is of utmost importance to Pronect and our stakeholders. Therefore, we closely track employee reviews and employees have the opportunity to participate in Pronect Business School.

Our business ethics are another cornerstone to secure long-term relations with our stakeholders. Our Code of Conduct empowers employees to handle ethical dilemmas they may encounter while at work.

Financial stability is vital to securing long-term relationships with our customers and suppliers – in good times or bad.

We also prioritize cyber security to protect ourselves and our stakeholders from any digital attacks. A continuous digitalization results in higher vulnerability and an increasing dependency on critical business systems. To mitigate risks, we are in the process of merging the whole Pronect group into one common tenant and we have implemented a nanolearning system for regular training in cyber security for all employees. This also ensures that our core business information doesn't fall into the wrong hands. All these areas are proactively tracked, handled, and controlled through our internal policies and procedures.

Importance for Pronect – Relevant areas for Pronect and areas Pronect can influence



Stakeholders: Customers, Suppliers, Employees, Society

*Importance for Pronect – Only relevant Areas for Pronect included and areas where Pronect can influence, no low importance included

Environmental
A Recycling
B Emission & pollution (transportation)
C Travel
Social sustainability & human rights
F Health & safety
G Attracting/retaining employees
H Dual use of goods/technologies
I Equality & diversity
Financial and ethical sustainability
L Financial stability
M Business ethics
N Cyber security

ENVIRONMENTAL SUSTAINABILITY

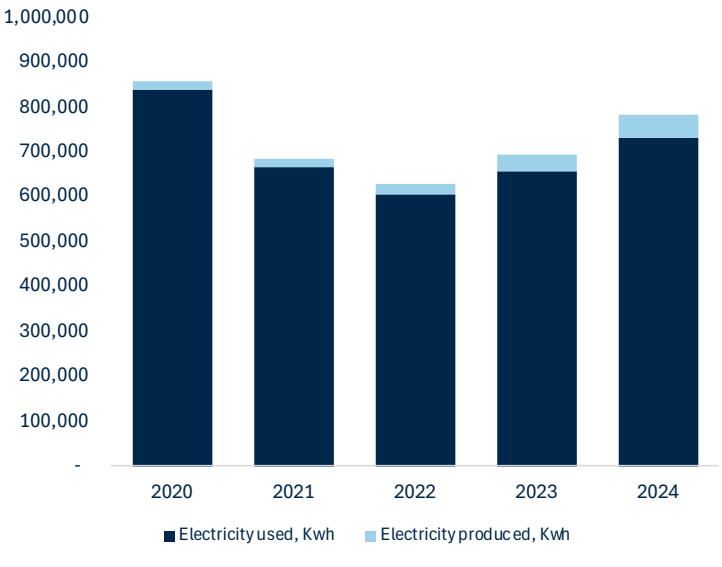
The Pronect subgroups each have several suppliers around the world and, generally, our suppliers are global multinational groups.

In our materiality analysis, we have identified the potential main impacts Pronect has on the environment, which is the use of office electronics and transportation (including travel).

Pronect strives to reduce the environmental impact from company travel, goods transportation, energy consumption, and waste management to protect people and nature. Besides the Pronect employee Code of Conduct, the subsidiaries have travel policies as well as IT- & mobile phone policies to support everyday sustainability work within these areas.

We also have solar cells on some of our larger office buildings.

None of the Pronect subsidiaries require any environmental permits or notifications to conduct business. During 2024 ISO 14001 has been implemented in Din Maskin and will be implemented in Ravema in 2025..



Electronics

In the digital world of today, all companies depend on electronical equipment to perform their everyday work. Life cycle management of IT equipment for our employees is an important part of the sustainability work within Pronect. We systematically collect unused equipment and distribute among new and existing employees according to their needs. We also keep insurances to cover repairs and encourage a longer life for our IT equipment. Pronect use HP, Lenovo, Apple and Logitech as main brands of IT equipment. Our equipment suppliers are actively working to reduce their carbon and water footprints and are committed to ensuring their supply chains are validated against RMI Conflict Minerals Reporting.

Pronect adheres to the principles of the 100% Club for the circular economy, ensuring that all IT equipment is either reused or ultimately recycled. This approach maximizes the lifecycle of each device, thereby reducing the overall carbon footprint. Furthermore, Pronect collaborates primarily with Atea and Telia in local Nordic countries in order to recycle used IT-equipment.

Travel

The business world has been reevaluating many old beliefs about the need to travel since COVID-19 began. At Pronect, we have always been spread out over several geographical locations, which taught us to take advantage of digital meeting tools early on and we continued to develop digital channels even further ensuring we can keep travel at a minimum.

A large portion of our sales equate to large investments for our customers, which require long relationships built on trust. This type of relationship often requires personal meetings and travel to customer sites – for sales, technical solutions, installations, and service. Visits to customer sites are in general done in company vehicles.

We aim to reduce our carbon footprint every time an existing vehicle is replaced and we have started the transition towards electrical cars.

We also focus on reducing the distances traveled through more efficient planning, digital inspections before service calls, and increasing digital support via video calls.

When possible, we have smaller machines sent for service to our service locations and then shipped back to customers at remote locations.

Percentage of electrical cars within Pronect:
2020 - 0%
2021 - 2%
2022 - 5%
2023 - 10%
2024 - 15%

SOCIAL SUSTAINABILITY & HUMAN RIGHTS

Pronect subsidiaries operate in highly technological sectors where competition for skilled talent is high. With clear company values and strong leadership, Pronect subsidiaries strive to become the most attractive employers in their respective sectors and active organizations in their communities.

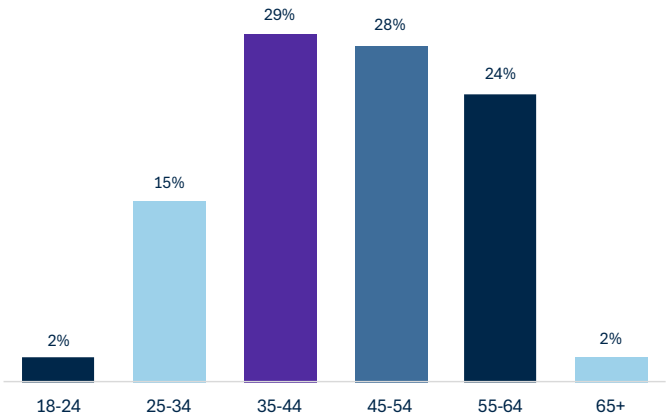
Pronect works based on the value that the daily commitment of our employees is what makes the difference for our customers. Our employees are the foundation for the success of the Group. They drive our competitiveness in the segments and markets where we operate. All the subsidiaries within Pronect have their own means of engaging employees and contributing to their local communities, but common for all subgroups is providing a working environment where all employees can grow. From 2024 we have implemented quarterly employee surveys in all companies and also measure employee satisfaction as Employee Net Promoter Score (eNPS).

Diversity and equality

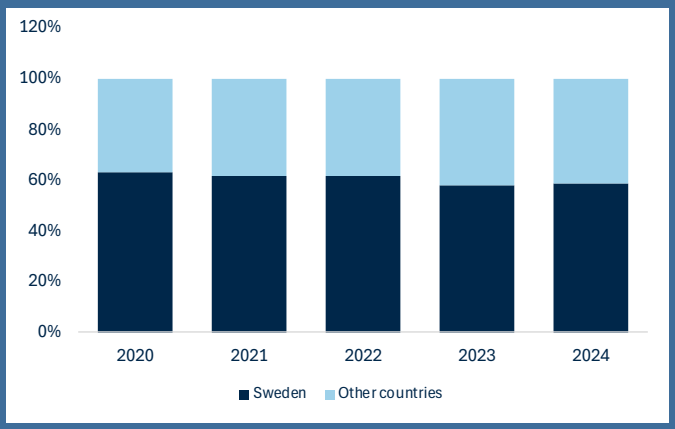
Diversity and equality concerns all business functions – from recruiting and education to communication and marketing. A mix of employees with different knowledge and experience will contribute with value-adding new ideas and competence. A challenge we face is the fact that techological industries are historically dominated by male employees, which is currently reflected in Pronect subgroups with men making up approximately 80% of employees.

The competitiveness for skilled personnel is high in all areas where we recruit and we strive to offer the best conditions for our employees, both in the work environment and also by offering benefits which contributes to work-life balance and promoting health. Pronect is an inclusive organization where our common Code of Conduct prohibits any kind of discrimination, regardless of gender, sexual orientation, religion, country of origin, or any other reason. Besides our core values and the Code of Conduct, our work is also guided by a gender equality plan and our work environment policy.

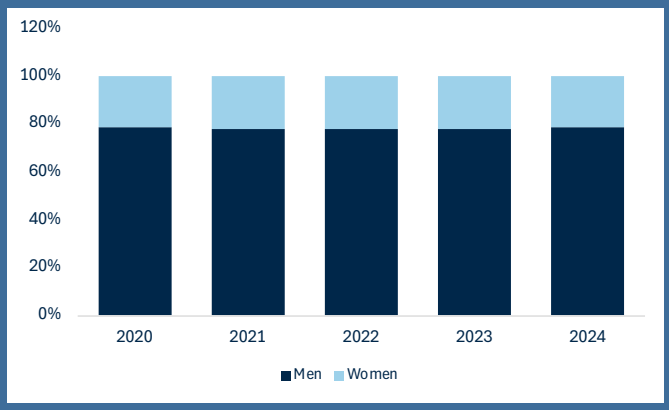
Employees per age interval



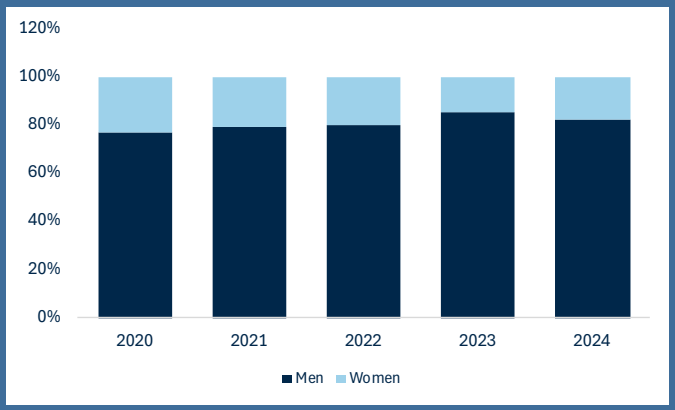
Number of employees



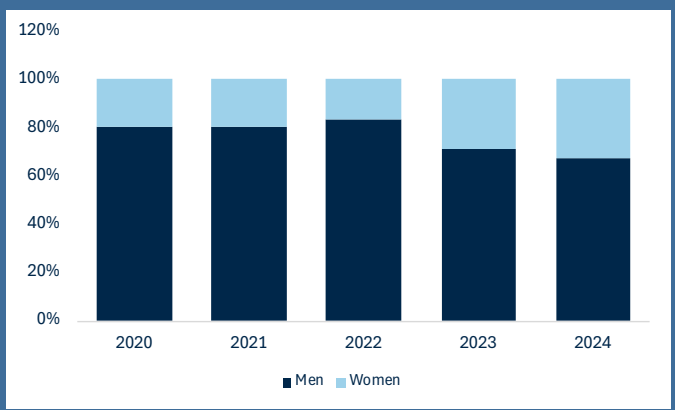
Employees by gender



Women in leading positions



Women in Pronect AB board



Health & Safety

All subgroups within Pronect conducts systematic health and safety procedures every year according to a predetermined protocol. These procedures identify and mitigate risks of negative effects from the working environment. Each local leader has the responsibility to ensure safe and healthy working conditions for their group according to the local legislation of each country. Fire safety is the responsibility of each office manager. Pronect has collective agreements in several countries and cooperates with staff councils in all of our companies.

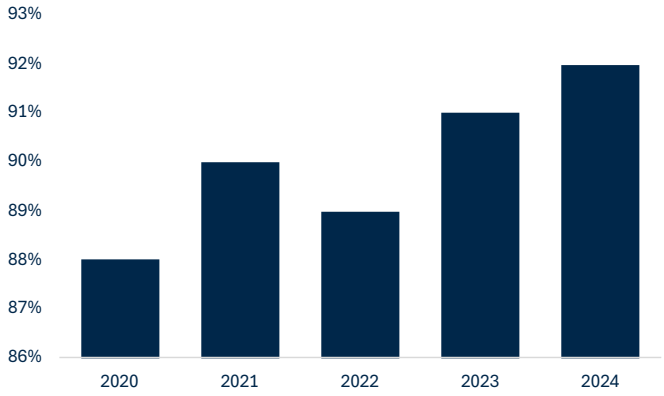
Pronect follows the employment laws and regulations in all countries. Representatives of the staff are involved in the preventative work concerning health and safety. In many locations, Pronect offers employees activities to encourage a healthy lifestyle.

We have a vision of zero working related accidents and illnesses. All accidents and incidents must be reported to Group HR in order to keep track of the effectiveness of the preventive processes.

Number of accidents

2020	0
2021	0
2022	3
2023	2
2024	1

Retention rate Pronect



Competence & Training

The employees of Pronect Group is our most valued resource. As the competition for skilled employees increases, Pronect offers attractive workplaces where upskilling contributes to both the individual and the company. Employees are encouraged to share new ideas and combine the autonomy to plan their work with the responsibility to contribute to the mission.

Pronect Business school has a primary objective to develop leadership and sales competences in the group. The curriculum is continuously developed to meet the needs of the business. All managers within Pronect are invited to take part in Pronect Business School with focus on how to best support our employees, how to be a good manager and how to stimulate a creative environment where both the employees and ideas coming from employees are taken well care of.

As a foundation for all communication with employees, every employee is offered at least one review every year.

Society

Our business operates on all levels – international, national, and local – but it is in the areas where our employees are located that we can contribute most to the local community. For example, at our main site in Värnamo, we contribute to the education of teens between the ages of 16 and 19. We provide machinery for the industrial program at the local school and welcome students to our site for them to learn about the industry and see how to operate and perform service on machines in real life. We believe that this is a good way to co-exist with the societies where we exist. By supporting the school, we and other local industrial businesses contribute to growing the talent pool in the local region. We operate in knowledge intense businesses where continuous learning is the basis for our development. With skilled talent available, the region attracts new companies which helps us attract more individuals into the field – all in a positive reinforcing circle.

FINANCIAL AND ETHICAL SUSTAINABILITY

Financial sustainability

Pronect has the ambition to grow responsibly, both organically and through acquisitions. Profitable growth is the foundation for continued positive financial results benefiting our employees and our owners.

Meanwhile, our suppliers and customers benefit as we create room for investments and increase focus on sustainability. Positive financial results allow us to invest in employees through training and upskilling courses, which in turn helps us attract and retain talent. Positive financial results also lead to societal contribution though increased taxes and the opportunity for us to sponsor and support local initiatives.

Ethical sustainability

Pronect is a responsible party in all societies where we operate by ensuring ethical business practices and healthy competition. Our most basic function is ensuring compliance with all legal requirements set up by each country where we operate. In countries where our business is too small to encompass the competence in-house, we enlist the help of trusted partners, such as renowned audit firms.

Anti-corruption

The foundation for ethical business practices with both customers and suppliers is our zero tolerance for corruption. An important part of the anti- corruption work within our subsidiaries is related to processes for sales, purchase, and financial reporting along with authorization policies where the grandfather principle applies to all larger decisions. All internal system accesses are reviewed yearly, as are approval processes and routines for ensuring correct processing of sales and purchases in our business. The standing points of Pronect are described in our Code of Conduct for employees. We evaluate our ethical business risks based on Transparency International's Corruption Perceptions Index (CPI) which can be found at www.transparency.org.

We have concluded that more than 99% of our turnover and more than 99% of our purchases come from countries with low corruption risk. Even though we have estimated the risk of corruption to be low, we continue to improve our existing preventive processes and activities and focus our measures where they are most efficient.

Based on our risk assessments, we conduct specific deeper reviews to counteract corruption.

KPIs

Corruption Perceptions Index 2024

Country	CPI score	Rank
Denmark	90	1
Finland	88	2
Norway	81	4
Sweden	80	8
Iceland	77	10
Estonia	76	13
Germany	75	15
United Kingdom	71	20
Belgium	69	22
United States of America	65	28
Latvia	59	38

The corruption perceptions index ranks 180 countries. The table above shows the countries where Pronect has its majority of sales and purchases. The Nordic countries where we have local offices are at the top of the list for low perception of corruption – Denmark, Finland, Sweden, and Norway rank between 1st and 8th. The Baltic countries, Estonia and Latvia, are ranked 13th and 38th, respectively.

RISKS AND RISK MITIGATIONS

The operating business consists mainly of trading and distribution. Pronect and its subsidiaries have an ongoing risk assessment process during the year where Pronect management and the management groups in the subsidiaries are involved. Sustainability risks are a part of the overall risk assessment. The findings in the risk assessment are included in the business plans and are presented to the Pronect board of directors once per year.

Subsidiaries

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