

Consat Group

Doers of innovation

Sustainability report 2025

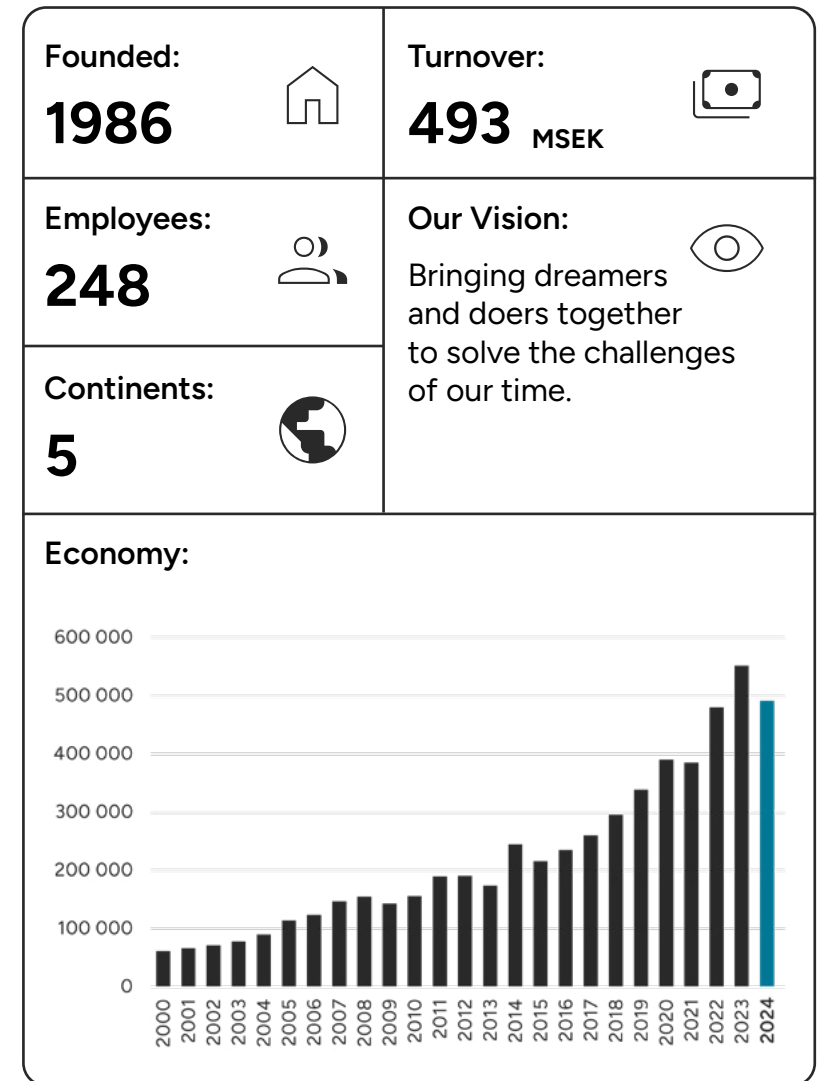
CONSAT

About us

At Consat, we combine **big dreams** with the ability to **bring them to life**.

- Founded in 1986: From Sweden to 5 continents, we've built a reputation for turning ideas into real-world innovations.
- 250+ employees worldwide: A dynamic and passionate team, shaping a sustainable future through collaboration and technical excellence.

Doers of
innovation



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Our companies

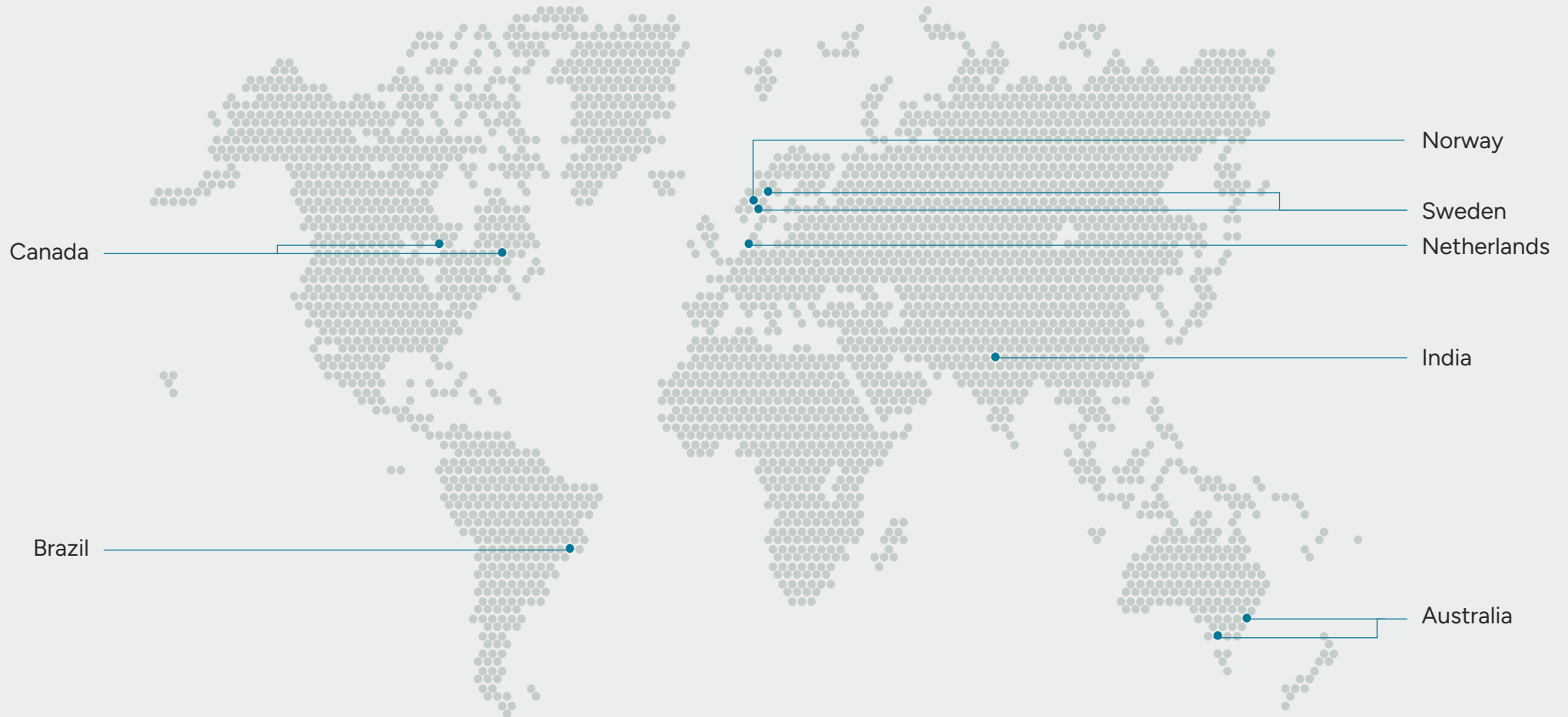
A broad ecosystem of specialised companies united by a passion for innovation:

- **Consat Engineering:** Experts in product development, automation, and IoT.
- **Consat Telematics:** Transforming public transportation with smart systems globally.
- **Consat Data:** Delivering tailored IT solutions for seamless, secure operations.
- **Consat Design:** Creating impactful user experiences through design and innovation.
- **Consat Innovation Partner:** Transforming ideas into scalable solutions.
- **Consat Advisory:** Aligning strategy and innovation for transformative growth.



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Global presence



CEO's comment



Since our founding in 1986, we at Consat have pursued a clear purpose: to make a difference. Through technical expertise, curiosity, and close collaboration with our clients, we have spent nearly four decades developing solutions that strengthen societies and businesses both in Sweden and around the world. But as our world continues to evolve, so does our responsibility.

We are convinced that technology plays a crucial role in the transition toward a more sustainable society. Yet technology alone is not enough; it must be combined with long-term thinking, sound business practices, and a deep sense of responsibility. At Consat, we possess both the drive and the capability to make that difference. With our deep technical knowledge, our ability to integrate solutions in complex environments, and our close customer relationships, we can contribute tangibly by reducing climate impact, increasing efficiency, and creating social value.

Who, if not us with our experience, our innovative drive, and our strong values, should help lead the way? Sustainability is not something we can postpone. The time to act is now. We must show that sustainable development and healthy business go hand in hand. And we know it's possible. Our contributions from smarter production to energy-efficient transport systems consistently demonstrate that technological leadership can be paired with accountability toward both people and the planet.

We look forward to continuing to be a positive force in society together with our employees, customers, and partners. We are committed to being part of the solution. And we will do so with the same perseverance, curiosity, and quality that have always defined Consat. We build solutions with both head and heart, where empathy, curiosity, and care are just as important drivers as innovation and efficiency. For us, sustainable development also means creating workplaces where people thrive, feel involved, and can grow. That's how we create long-term impact. For real!

Martin Wahlgren

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Integrating sustainability into our daily business

Sustainability is an essential part of our corporate strategy, driving long-term value creation for our business, stakeholders, and the environment.

This report has begun to align with the EU's Corporate Sustainability Reporting Directive (CSRD). During 2025 and 2026, we will continue adapting to the CSRD. Due to the Omnibus proposal, Consat is not currently subject to the CSRD until financial year 2026.

As the regulatory framework becomes clearer for both small and large companies, we will continue to report on a voluntary basis via Voluntary standard for non-listed micro-, small- and medium-sized companies (VSME). We are also part of UN Global Compact since June 2024, ensuring that we align with the ten principles within the topics of Human rights, Labour, Environment and Anti-corruption.



Our core values

At Consat, our core values are the foundation of everything we do. They guide our actions, shape our culture, and define how we interact with our customers, partners, and each other.

Innovation

We drive change through creative, tailor-made solutions designed to meet each customer's unique needs and challenges. Innovation is at the core of everything we do.

Collaboration

Collaboration is the foundation of our business. With cross-functional teams and flexible working methods, we work closely with customers and partners to create sustainable solutions together.

Commitment

Our people are passionate about what they do. Their dedication drives projects forward and ensures that every solution is impactful and valuable – always with the customer in focus.

Long-term vision

We believe in long-term partnerships built on mutual respect, trust, and security. Together, we build lasting relationships that create real value.

Genuine

Our people are our greatest asset. We nurture a genuine and inspiring culture – something that has earned us the title of Top Employer for thirteen consecutive years, which we're incredibly proud of.

Expertise

Innovative solutions require deep knowledge. We continuously invest in our employees' development, ensuring we stay at the forefront of technological progress.

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Progress and highlights

Over the past year, Consat has achieved significant milestones across our operations, reflecting both strategic growth and a deeper commitment to sustainability, innovation, and workplace excellence.

Strengthening trust and security

We proudly achieved **ISO 27001 certification** for our Telematics and Data divisions, a clear demonstration of our commitment to information security and data management excellence.

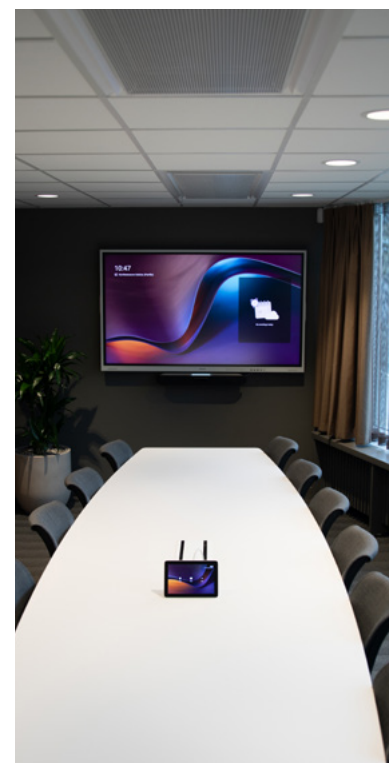
Upgraded workspaces

We've enhanced our offices to create more modern, comfortable, and collaborative environments that support productivity and well-being.

Dedicated to sustainability

Consat has taken bold steps in sustainability by appointing a dedicated **Sustainability Lead** and, in June 2024, becoming a proud member of the **United Nations Global Compact (UNGC)** – the world's largest corporate sustainability initiative. As part of this commitment, we will submit an annual communication on progress, demonstrating our continuous efforts in sustainable development.

We have also continued our membership with CSR Västsverige, a platform supporting the West Sweden ecosystem of companies, where we stay updated on the latest legislation, workshops and lectures that help inform and strengthen our sustainability journey.



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Progress and highlights

Building the future – with purpose, people, and innovation

At Consat, we believe progress happens when ideas are turned into action. We're a company shaped by people who build, adapt, and improve not just for today, but for what comes next. That's what we mean by being Doers of Innovation.

Growth with intention

The addition of Optonova to the Consat group strengthens both our expertise and our ability to serve new markets. It's a step that reflects our commitment to long-term partnerships and smarter, integrated solutions.

The launch of Consat Advisory and Consat Design also reflects our evolution. Advisory enables us to support clients through complex transformations with strategic clarity, while Design ensures our engineering is human-centered, intuitive, and impactful. Together, they expand the value we deliver without compromising on quality or vision.

Innovation through collaboration

What drives innovation at Consat isn't just technology it's how we work together. By integrating new teams, perspectives, and disciplines, we're building a company that's more connected, adaptive, and prepared for the future. That mindset of always learning, doing, and improving is core to who we are.

Leading with purpose

The appointment of Marika Särnblom as CEO of Consat Data marks a new chapter. Her leadership brings fresh energy, clarity, and direction. Across the organization, we're investing in leaders who drive progress with confidence and care leaders who embody what it means to be Doers of Innovation.

A culture that enables excellence

Being named a Great Place to Work is more than a recognition it's a reflection of our culture. We prioritize inclusion, trust, and growth, because we know innovation flourishes where people feel empowered. At Consat, we don't just value talent we build environments where talent can grow.

Adapting to change, delivering with confidence

New regulatory changes such as those affecting consultants have brought major shifts to the industry. At Consat, we've responded with speed and responsibility, ensuring compliance while maintaining excellence in service. It's part of how we stay dependable in a world of change.

Sustainability targets

- Reduce emissions - 55% by 2030 and climate neutral 2040
- All waste to recycling by 2030
- Improve employee retention by 3% by 2027
- 60/40 gender equity of leadership roles/board by 2027
- 60/40 gender equity in new hires by 2030
- 100% green energy by 2025 within Sweden/India, by 2030 everywhere



From inner growth to global impact

- This diagram shows the connection between personal development, our operational and soft values, and the UN Sustainable Development Goals (SDGs).
- Personal development at the core – Personal qualities like self-awareness, critical thinking, and empathy form the foundation for sustainable action. Change starts from within.
- Values in the middle – Our values translate inner development into how we work and lead.
- SDGs on the outside – The global goals represent the external impact we aim for. When people and organizations grow, real progress toward the SDGs becomes possible.
- Inner growth enables meaningful action – together, they drive global change.



Interview with one of our stakeholders

Customer: Tide Buss AS

Partner: Consat Telematics

Location: Norway

Go-live: January 2024

Summary

Tide Buss AS, one of the leading mobility providers in Norway and Denmark, has partnered with Consat Telematics to integrate electric buses into its fleet operations. The collaboration ensures real-time battery monitoring, predictive range estimation, remote-controlled charging, and energy-efficient driving through advanced eco-driving tools.

Operating in regions with extreme temperatures, such as Finnmark, Tide has also leveraged automated pre-heating systems to enhance passenger comfort and reduce energy consumption—reducing the need for diesel-based heating.

Results & Impact

- **Real-time visibility** of fleet energy status and location
- **Optimised charging** and energy use, even in Arctic conditions
- **Improved safety** with early warnings for low battery situations
- **Reduced emissions** and lower operational costs
- **Streamlined operations** with remote diagnostics and charging control



Customer Quotes

“Monitoring operations and traffic is where Consat’s functionality benefits us most. Our main goal is to provide a constant data stream showing the bus’s location and automatic passenger counting.”

-Geir Vikane, Head of Business Development, Tide AS

“While there are other solutions out there, we ultimately chose Consat for its functionality, price and reputation.”

-Geir Vikane, Tide AS location

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Smooth transition to Electromobility with Consat Telematics

Sustainability Highlights

- **Lower CO₂ emissions** by reducing diesel use for heating
- **Extended battery life** through smarter energy usage
- **Eco-driving coaching** improving driver behavior and comfort
- **Remote pre-heating** to handle -30°C temperatures efficiently

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Empowering women in Engineering – The power quartet at Consat

Summary

At Consat Engineering, diversity and inclusion are cornerstones of sustainability. In an industry where only 29% of engineers in Sweden are women, Consat stands out for cultivating an environment where all engineers can thrive. Meet the “Power Quartet” – **Ulrika Lin, Frida Williamsson, Anna Melin, and Shohreh Mahmoudi** – four inspiring leaders who are shaping the future of technology and inclusivity at Consat.

From different paths into engineering, they now lead strategic areas across Life Science, Embedded Design, Engineering Services, and IT Mobility. They exemplify how gender-balanced leadership fuels creativity, problem-solving, and personal growth — all while pushing boundaries in a male-dominated sector.

Impact & Sustainability Themes

- **Inclusive leadership** promoting equal opportunities and visibility for women
- **Fair pay and equity** embedded in company culture
- **Empowerment through mentorship**, education, and early encouragement
- **Open dialogue and flat hierarchy** driving employee well-being
- **Long-term engagement** reflected in employee satisfaction and retention

Voices from Consat

“Working as an engineer is an enormous opportunity for those who want to be creative, solve problems, and make a difference.”

-Shohreh Mahmoudi, Business Area Manager

“We don’t have a gender pay gap at Consat. That makes a huge difference.”

-Frida Williamsson, Business Area Manager

“If you want to talk to our CEO, you just pop your head into the office and do it.”

-Anna Melin, Business Area Manager

“At Consat, we’re kind to each other. That’s not just a value – it’s how we work.”

-Ulrika Lin, Business Development Manager



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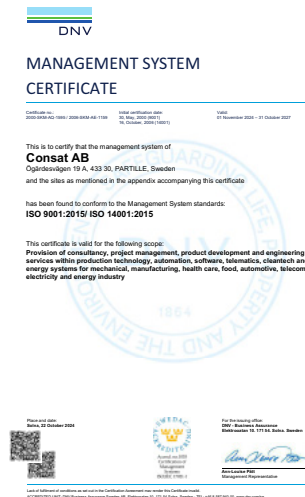
Certificates

As part of our dedication to continuous improvement and sustainable business practices, we adhere to three key ISO standards: **ISO 9001** (Quality Management), **ISO 14001** (Environmental Management), and **ISO 27001** (Information Security Management).

These internationally recognized standards guide our efforts to deliver high-quality products and services, minimize our environmental impact, and safeguard data integrity and confidentiality. Compliance with these standards reflects our commitment to operational excellence, environmental responsibility, and robust information security.

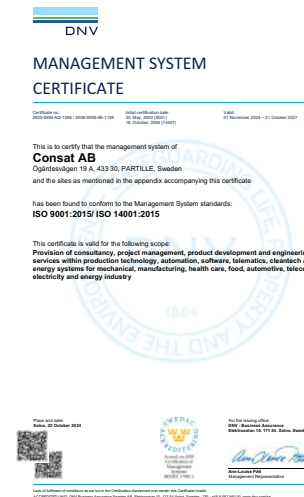
ISO 9001

Ensures we maintain high-quality processes and consistently meet customer and regulatory requirements.



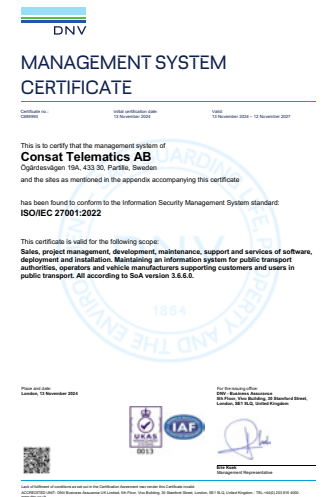
ISO 14001

Helps us manage our environmental responsibilities, reduce our ecological footprint, and promote sustainability.



ISO 27001

Safeguards our information assets through a structured approach to data security and risk management.



Our contribution to Agenda 2030

During the year, Consat has actively contributed to several of the UN Sustainable Development Goals. We are promoting gender equality at all levels, and will work even more to make sure that we achieve our targets. We are promoting safe, inclusive working conditions, a fair and sustainable work environment is a must. Investments in innovation and efficient industrial capacity support the goal of sustainable industry and infrastructure.

Climate change is something we must prevent, CO2 emissions have been reduced and our energy use in our own facilities has been optimized. We need to make sure to preserve biodiversity and promote responsible land use, while engaging in external collaborations and partnerships to strengthen global sustainability efforts.



Toward 2050: Building a sustainable future with our Green Guidelines

Imagine a world where the air is clean, the oceans are thriving, and the energy that powers our homes and businesses comes from renewable sources like the sun, wind, and water. Picture bustling cities with green spaces, electric cars and drones gliding down streets, and businesses that not only prioritize profit but the planet, people and ethical governance. This is the world we are working towards, and it's within our reach!

Now we have the opportunity to make crucial changes that will dramatically reduce emissions, promote social equity, and ensure transparent, ethical business practices. By acting, we can prevent the worst impacts of climate change, support communities, and create a future where businesses and governments act in harmony with the planet and society. This next decade is critical; it's the time for bold steps in all areas of sustainability.

And as we look ahead to 2050, imagine a world where we have not only reduced our carbon footprint but also achieved true social inclusion and strong, ethical governance. By 2050, we can reach climate neutrality—where the carbon dioxide we release into the atmosphere is balanced by what we can absorb

and see businesses thrive by upholding the highest social and governance standards. Cities will be healthier, economies will be stronger, and businesses will lead with integrity, all working together to build a more sustainable and equitable world.

This journey toward a sustainable future is about much more than just emissions; it's about building an environment where everyone, everywhere, has the opportunity to thrive. We must ensure that future generations inherit a planet that is not only livable but also fair, just, and prosperous.

This training aims to educate individuals and organizations on the importance of sustainability, including reducing emissions, adopting sustainable practices, and working toward a climate-neutral future by 2050 in line with the European goal.

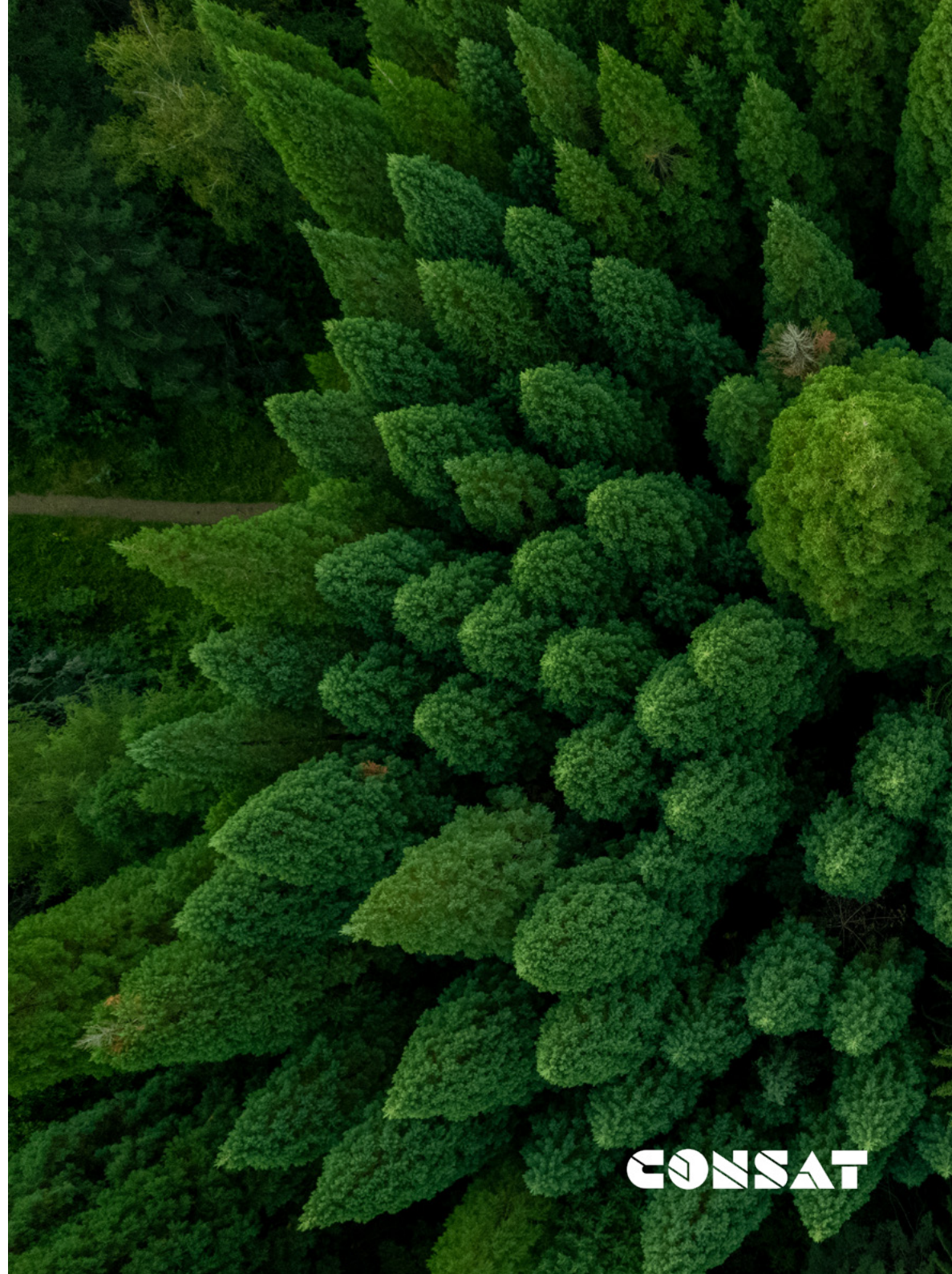


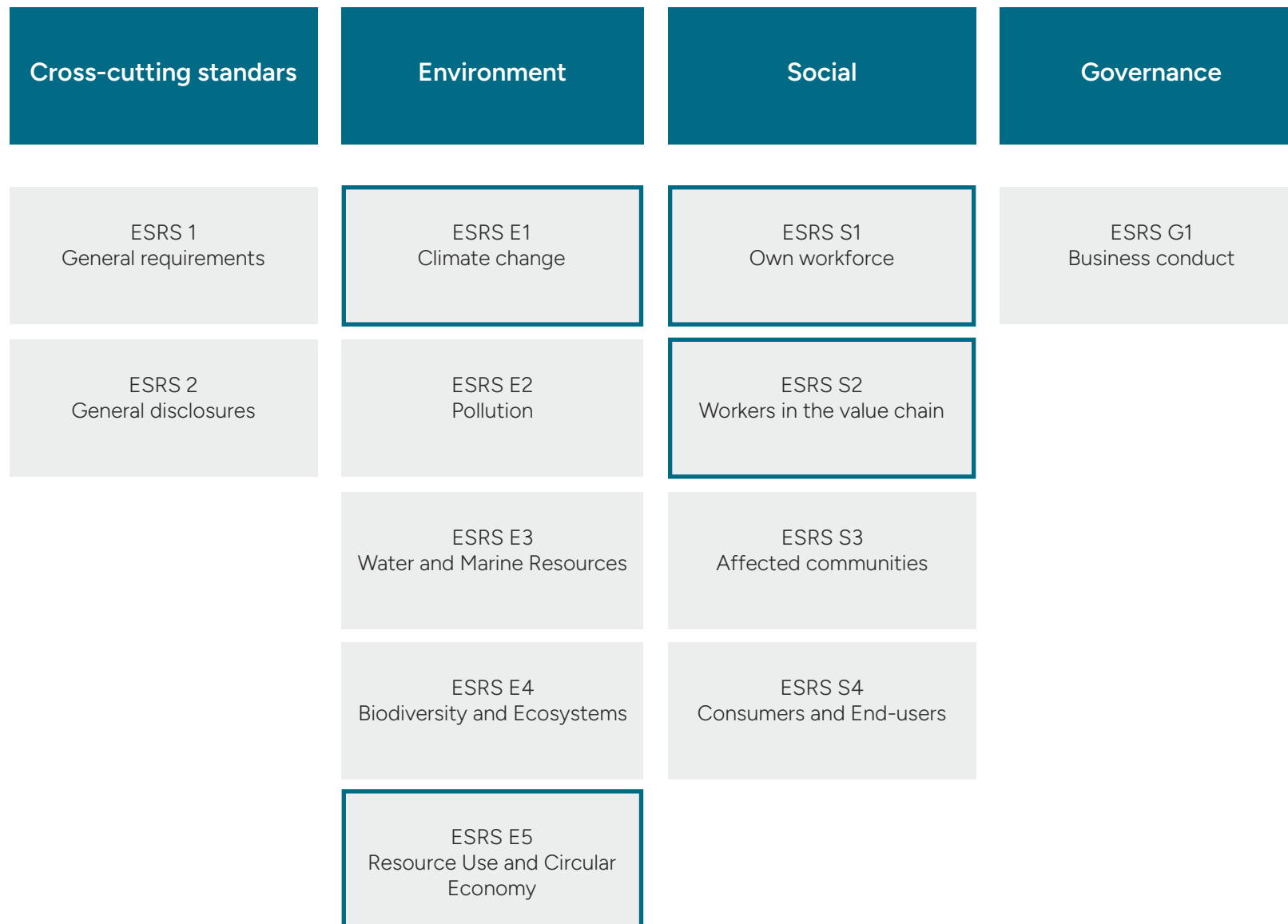
Double materiality assessment

As part of our commitment to transparent and responsible business practices, we conducted a **double materiality assessment (DMA)** based on the **Corporate Sustainability Reporting Directive (CSRD)** to identify and prioritize the most significant sustainability topics for our organization and stakeholders. This approach considers both **financial materiality**, how sustainability issues impact our business, and **impact materiality**, how our activities affect society and the environment.

The assessment was carried out in collaboration with a group of board members, ensuring strategic alignment and high-level oversight. Together, we evaluated key environmental, social, and governance (ESG) topics through the lens of risk, opportunity, stakeholder expectations, and long-term value creation. The results of the assessment will guide our sustainability strategy, reporting, and resource allocation, helping us focus on what matters most for sustainable growth.

The following section presents the key outcomes of this assessment, including the sustainability topics deemed most material to our business and stakeholders, and how these inform our priorities going forward.





Environment

1. Climate change

Our impact

As a company, we recognize the environmental challenges posed by carbon-intensive transportation and energy consumption. Our operations, particularly logistics, contribute to emissions. However, we are committed to mitigating these impacts through strategic sustainability initiatives.

Negative impacts:

- Emissions generated by carbon-intensive transportation.

Actions & initiatives:

- **Renewable energy:** Our Swedish offices are powered by renewable energy sources, reducing our carbon footprint. Scope 2
- **Fleet electrification:** We are transitioning our company fleet to electric vehicles, significantly cutting transportation emissions.
- **Optimized logistics:** Streamlining our supply chain and transportation routes to minimize emissions and enhance efficiency.
- **Sustainable commuting:** Actively promoting sustainable transportation options for employees, including cycling, public transit, and carpooling.
- **Virtual meetings:** Increasing the use of virtual conferencing to reduce business travel and its associated carbon emissions.
- **Sustainable products:** Prioritizing environmentally friendly products in our procurement and business operations.



Environment

2. Resource use & circular economy

Our impact

The use of electronic devices is a necessity for our operations, but it also presents challenges related to resource consumption and e-waste. We are addressing these issues through efforts in circular economy principles that promote reuse and responsible waste management.

Negative impacts:

- Dependency on electronics, particularly computers, contributing to resource depletion and e-waste.

Actions & initiatives:

- **Reused furniture:** During office renovations, we prioritize using refurbished and reused furniture to minimize waste.
- **Circular use of electronics:** Old vehicle computers are repurposed as spare parts, extending their lifecycle and reducing electronic waste.
- **Waste sorting system:** Implementation of an advanced waste sorting system to facilitate recycling and responsible disposal of materials.

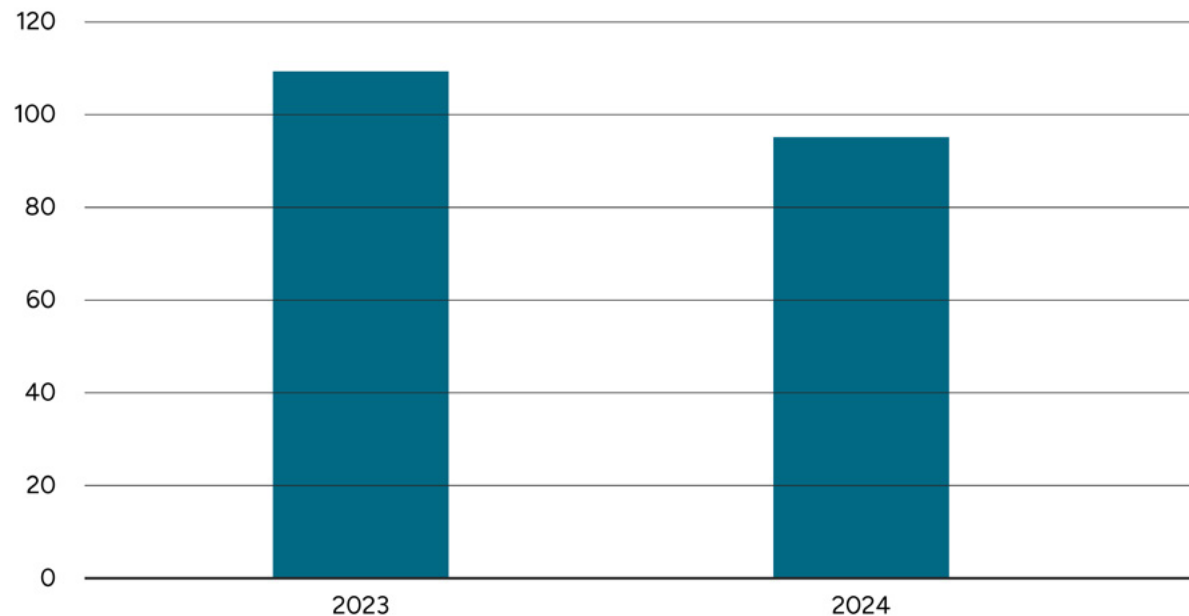


Environment

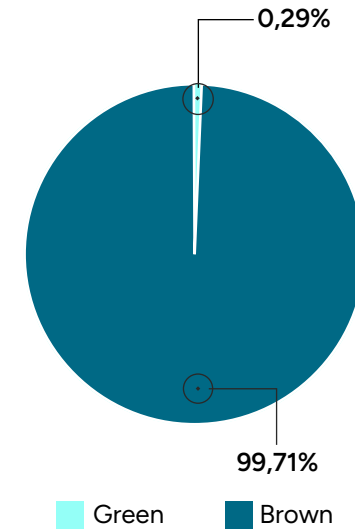
Category	Negative Impacts	Positive Actions & Initiatives
Climate change	Emissions from carbon-intensive transportation	- Renewable energy in Swedish offices - Transition to electric vehicles - Optimized logistics - Sustainable commuting options - Increased virtual meetings - Sustainable products
Resource use & circular economy	Dependence on electronics (computers)	- Reused furniture in office renovations - Old vehicle computers used as spare parts - Waste sorting system

Electricity use by Consat AB, Telematics & Engineering

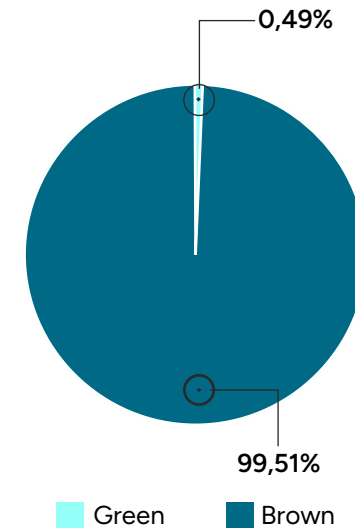
We achieved an approximate 13% reduction in electricity consumption from 2023 to 2024. Looking ahead to 2025, we anticipate further reductions as we commit to a full transition to green energy solutions.



Distribution of energy type - 2023



Distribution of energy type - 2024

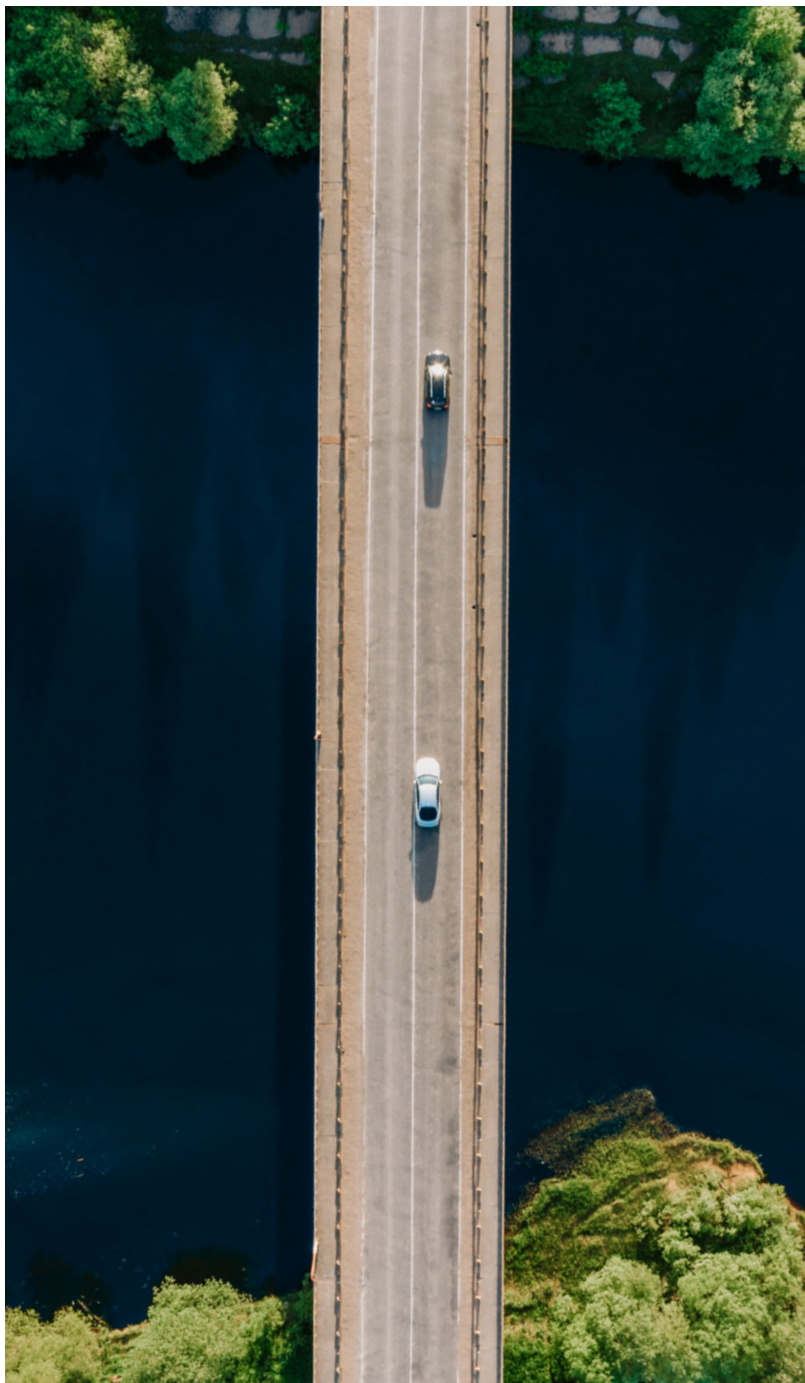




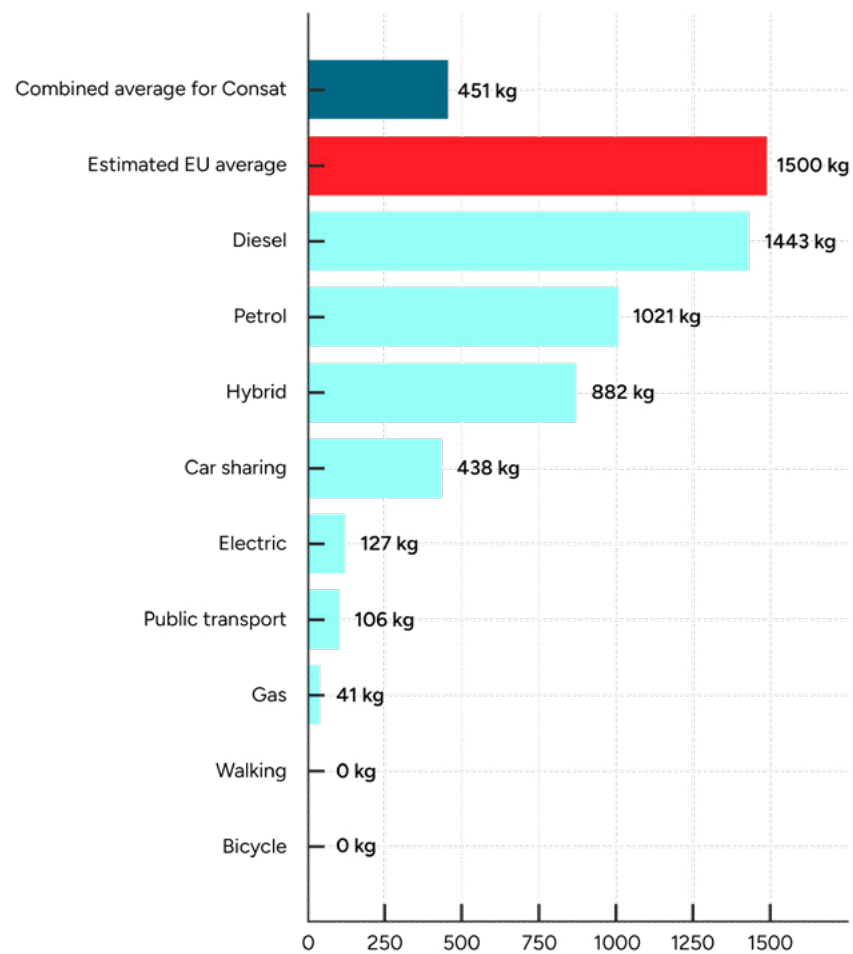
Electricity emissions

Within 2025 we will fully transition to green energy sources and expect further reduced emissions.

Although the percentage of green electricity remains small, the upward trend demonstrates our commitment to a more sustainable energy profile. We will continue to pursue opportunities to increase the share of renewable electricity in our operations and lower our overall carbon footprint.



Average CO2 emission by commute type and fuel



Average CO₂ emission per employee per year (kg)

Commuting

Reducing emissions from employee commuting is a key part of our sustainability efforts. We have assessed the average CO₂ emissions per employee per year based on commuting methods and fuel types. The data reveals that **our company's combined average is 451 kg CO₂ per employee per year**, which is significantly below the **estimated EU average of 1,500 kg**.

This achievement reflects the strong sustainability choices made by our employees. The commuting methods most commonly used within our company include:

- **Car sharing** – 438 kg CO₂/year
- **Electric vehicles** – 127 kg CO₂/year
- **Public transport** – 106 kg CO₂/year
- **Gas-powered vehicles** – 41 kg CO₂/year
- **Walking and cycling** – 0 kg CO₂/year

These figures highlight a clear preference for lower-emission commuting options compared to high-emission alternatives like diesel (1,443 kg) and petrol (1,021 kg).

Our commuting culture demonstrates a proactive approach to sustainability, supported by company initiatives such as:

- Encouraging active travel (walking/cycling)
- Providing infrastructure for electric vehicles
- Supporting flexible and remote work arrangements
- Promoting shared mobility options



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Company cars

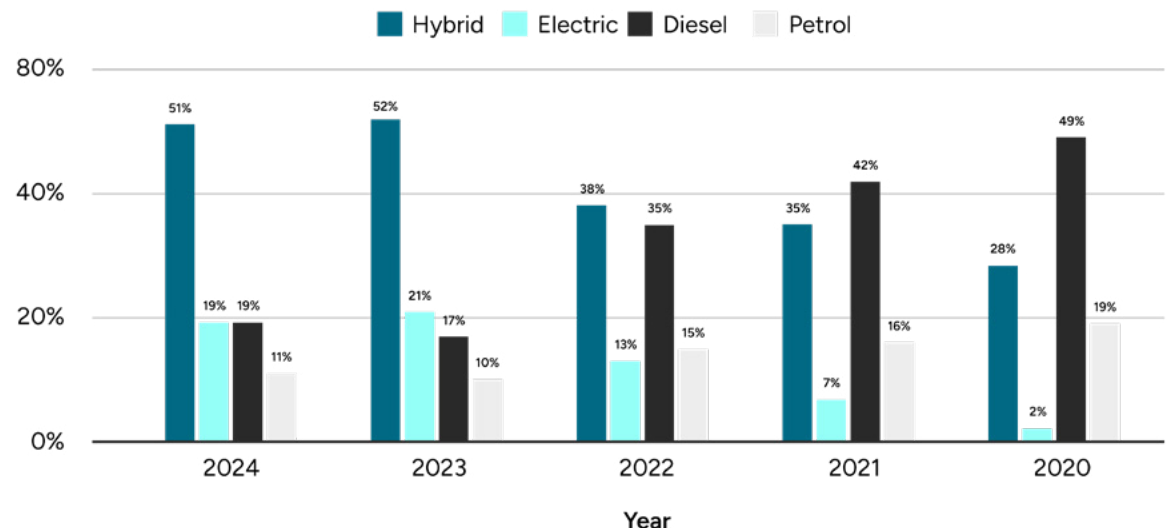
Since 2023, hybrid vehicles have become the most common type of company car, now representing over 50% of our total fleet.

At the same time, electric vehicles continue to grow in share, currently making up approximately 20% of our fleet.

In contrast, the proportion of diesel and petrol vehicles has been steadily declining, reflecting our ongoing transition toward lower-emission mobility solutions.



Company car



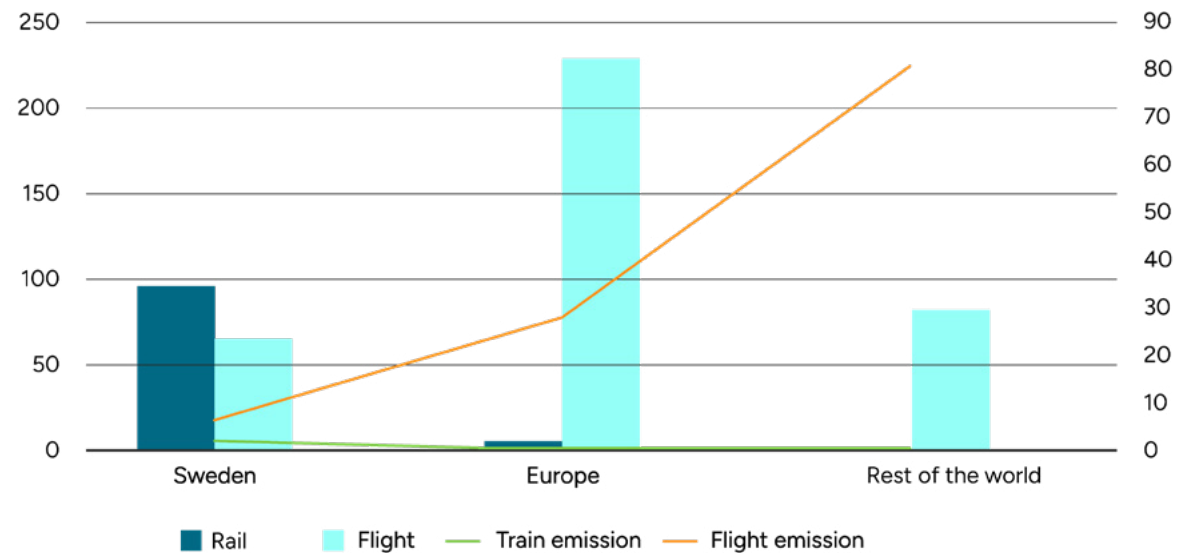
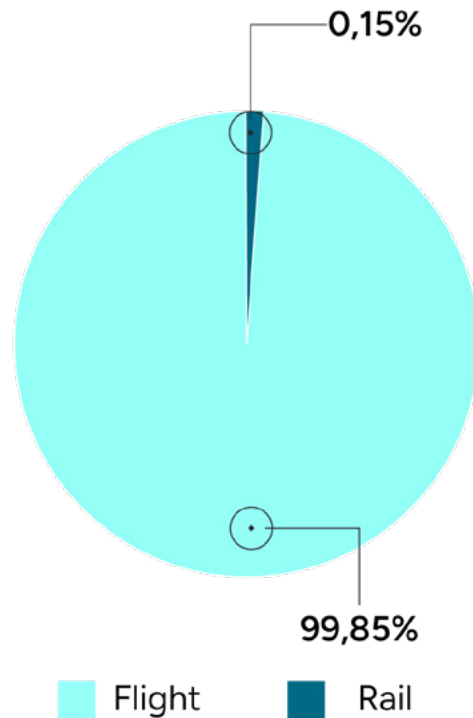
Business travel - general



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Business travel – total

% emission by way of travelling



Business travel

As part of our commitment to sustainability, we have assessed the environmental impact of our business travel. In the reporting period, a total of **468 business trips** were undertaken, distributed as follows:

Flights: 369 trips (78,8%)

Rail: 99 trips (21,2%)

With an emission factor of 0,158 emissions per passenger/km (kg CO₂e) for flights and a factor of 0,004 emissions per passenger/km (kg CO₂e) for rail travel (Source: ICAO), flights emit almost 40 times more CO₂e per passenger-km.

Air travel emissions: 115,76 tCO₂e (99,85%)

Rail travel emissions: 0,17 tCO₂e (0,15%)

This disparity reflects the higher carbon intensity of air travel compared to rail, underscoring the importance of choosing lower-emission transport options where possible.

To reduce our carbon footprint, we are actively encouraging the use of rail for domestic and short-distance international travel. Additionally, we continue to promote digital collaboration tools to limit the need for travel altogether.

By aligning our travel decisions with our sustainability goals, we aim to make measurable progress in reducing our Scope 3 emissions.

We also compared the number of business trips taken by region – Sweden, Europe and the rest of the world – categorized by mode of transport (train and flight), alongside the associated carbon emissions measured in tonnes of CO₂ equivalent (CO₂e).

Most business trips take place within Europe, totalling 223, of which 220 are by air and only 3 by train. Due to the predominant use of flights, European business travel accounts for around 25% of total emissions. However, business trips to destinations outside Europe generate the highest emissions, approximately 70% of the total, primarily due to longer travel distances and the exclusive use of air travel.

Domestic travel within Sweden contributes the least to emissions, at around 5%, largely because of the more frequent use of trains as the preferred mode of transportation.

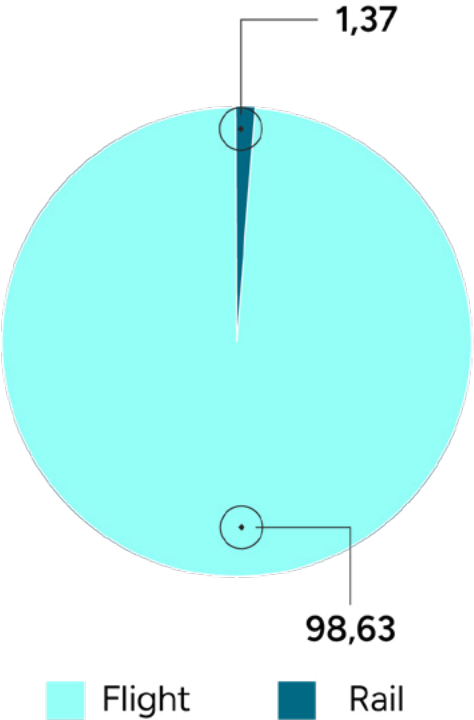
These findings underscore the disproportionate environmental impact of long-distance air travel compared to regional and domestic trips.



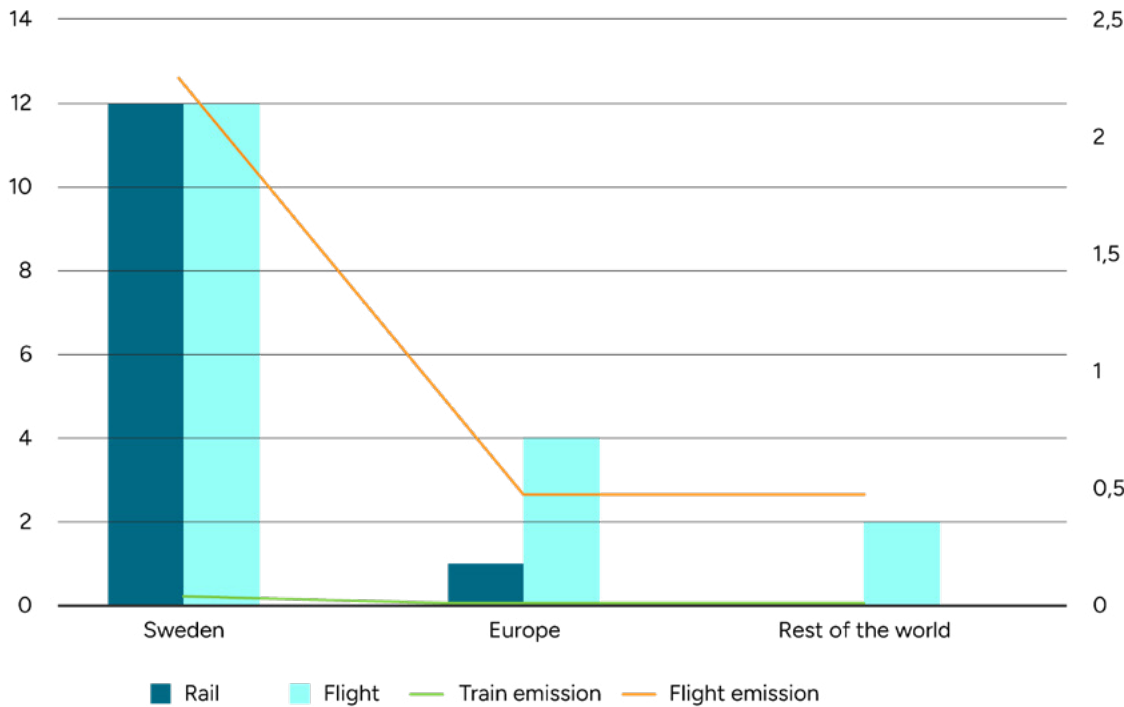
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Business Travel – Parent company

% emission by way of travelling

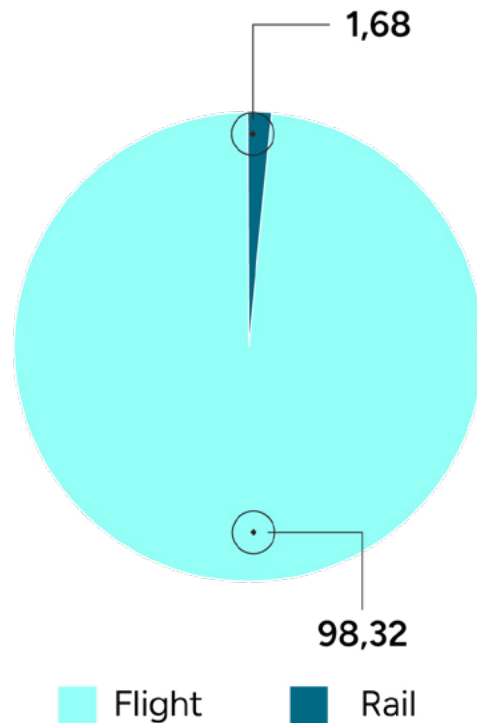


Business travel by region - number of travels compared to emission (t CO2e)

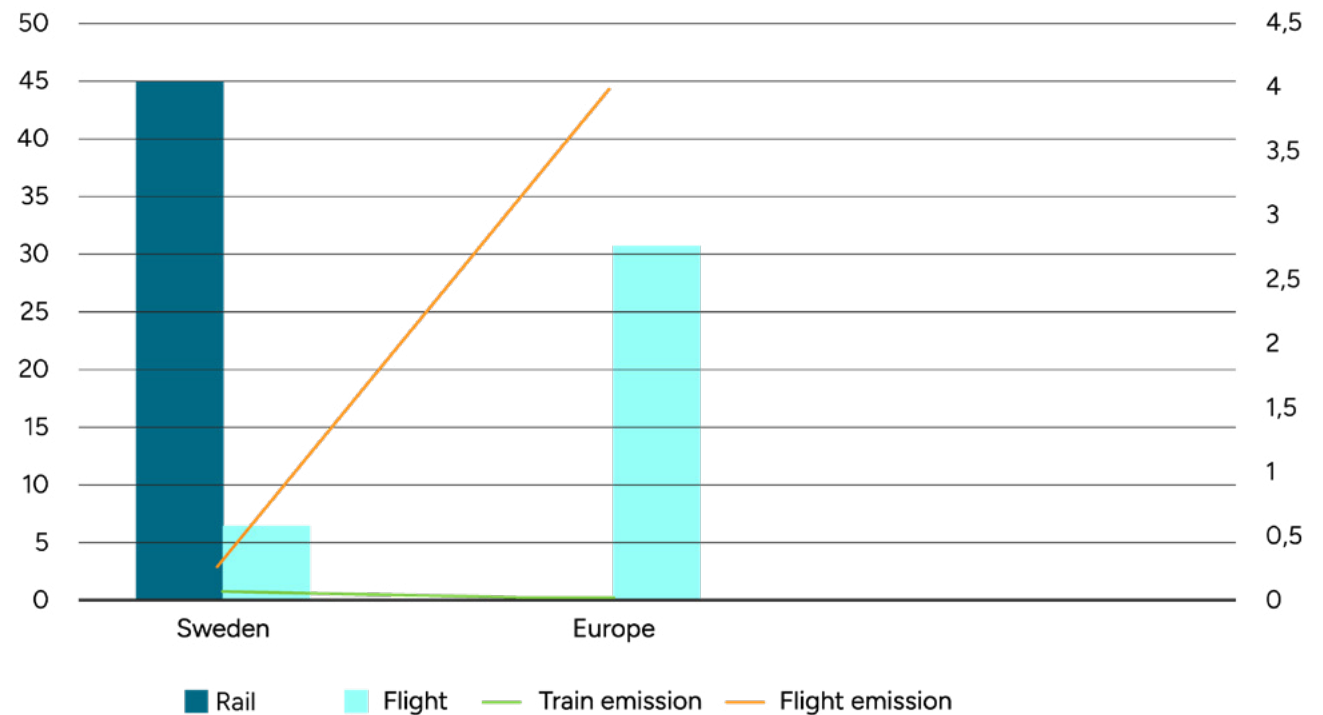


Business Travel – Engineering

% emission by way of travelling

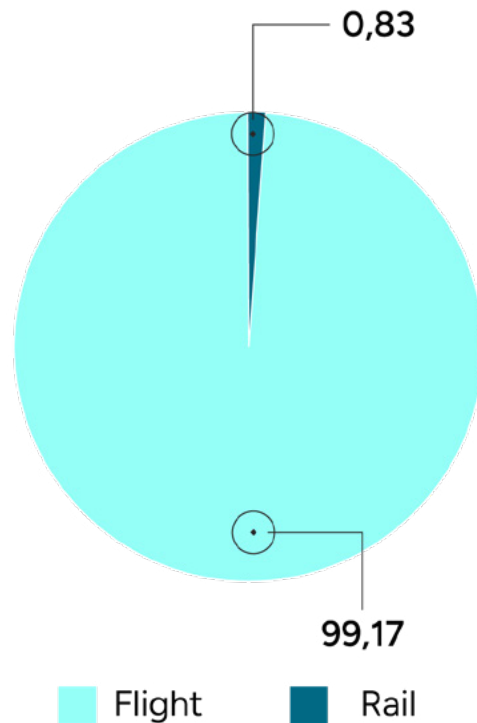


Business travel by region - number of travels compared to emission (t CO2e)

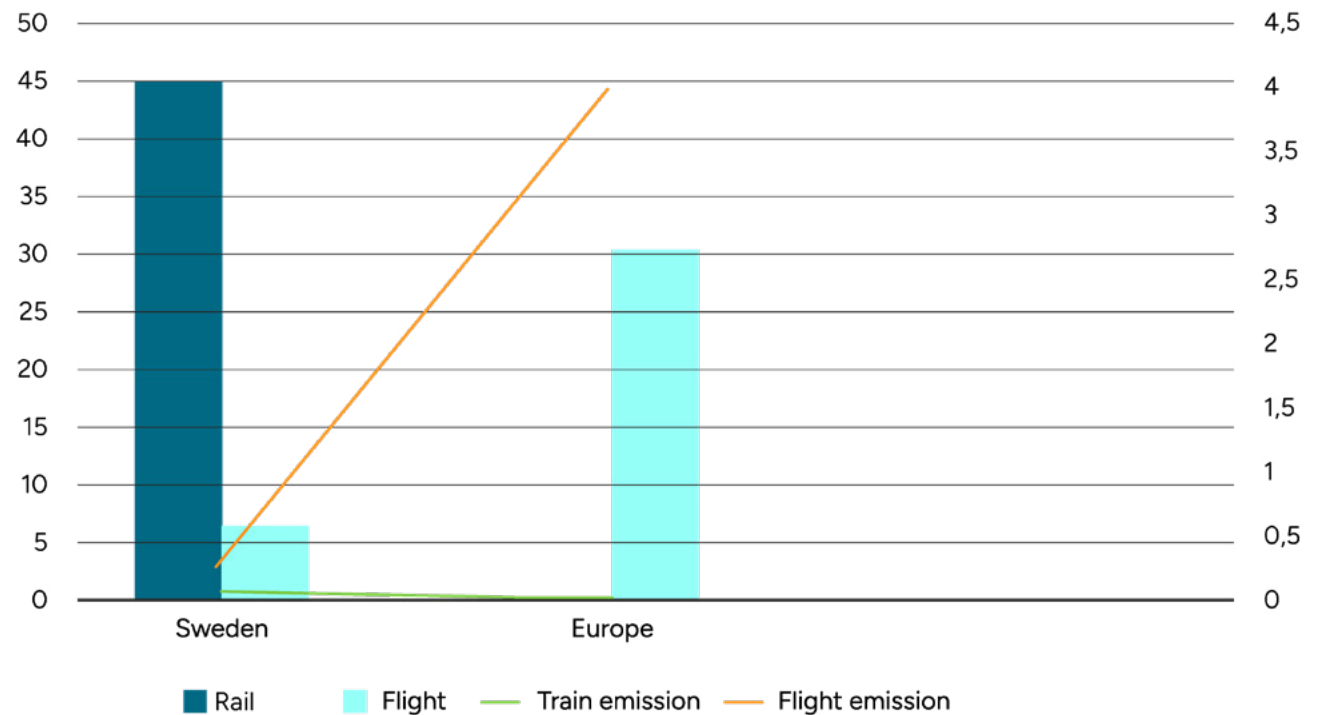


Business travel – Design

% emission by way of travelling

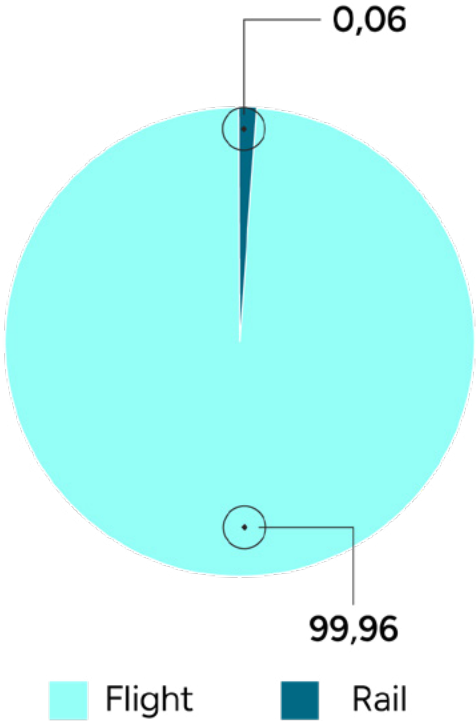


Business travel by region - number of travels compared to emission (t CO₂e)

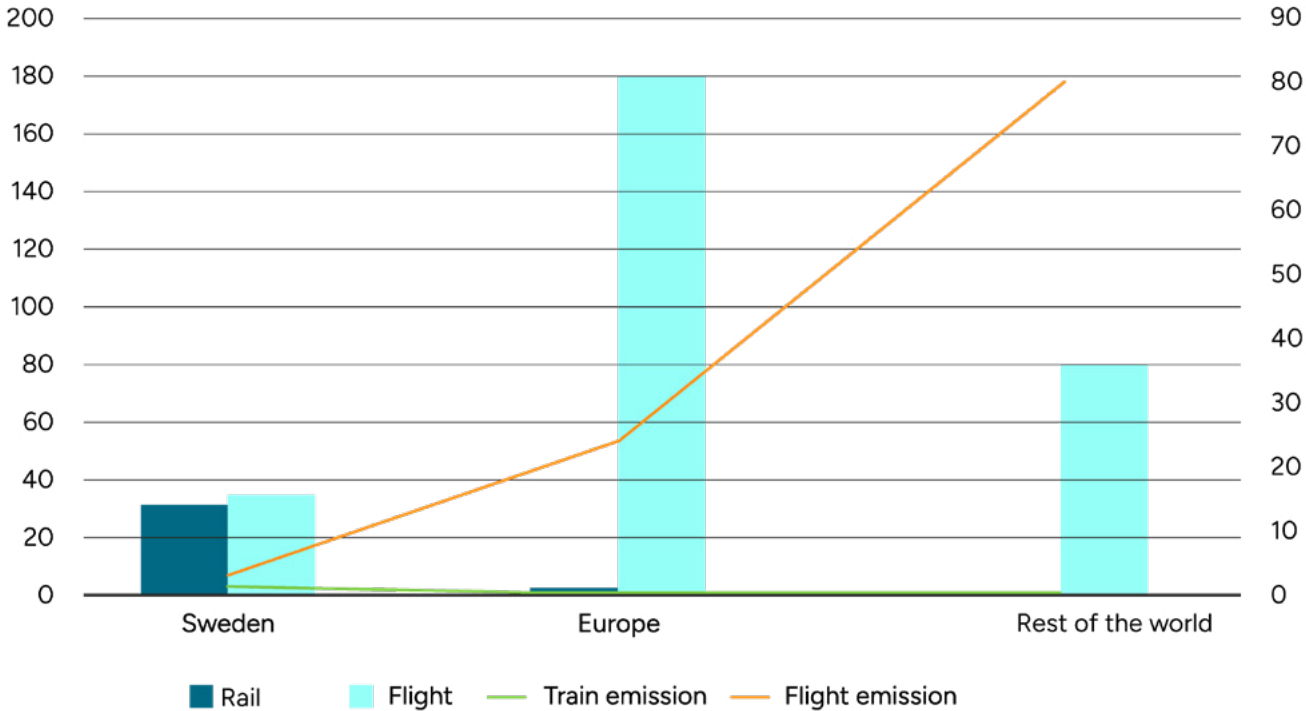


Business travel – Telematics

% emission by way of travelling



Business travel by region - number of travels compared to emission (t CO2e)



Social

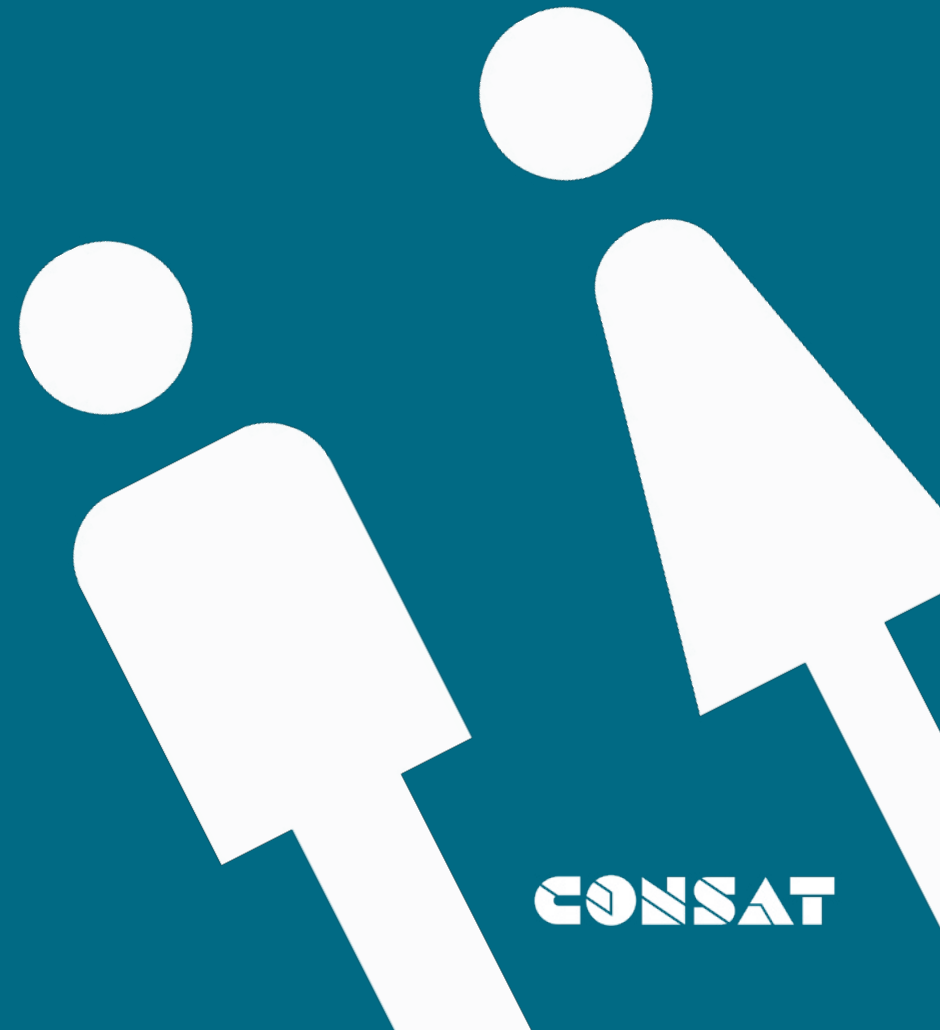
1. Ethical labor practices in our value chain

Our impact

We are committed to ensuring fair and ethical working conditions not only within our company but also across our value chain. We work closely with our suppliers and partners to uphold high labor standards and promote fair treatment of workers.

Actions & initiatives:

- **Equal working conditions:** Ensuring that workers in our value chain have access to fair wages, safe working environments, and ethical labor conditions.
- **Supplier code of conduct:** Establishing clear expectations for our suppliers regarding fair labor practices, human rights, and workplace safety.
- **Collaboration for fairness:** Partnering with organizations and industry leaders to promote ethical supply chain practices.



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2. Commitment to an inclusive workforce

Our impact

We strive to create a diverse, equitable, and inclusive workplace where all employees feel valued and supported. Our initiatives focus on accessibility, skill development, gender equality, workplace safety, and diversity.

Actions & initiatives:

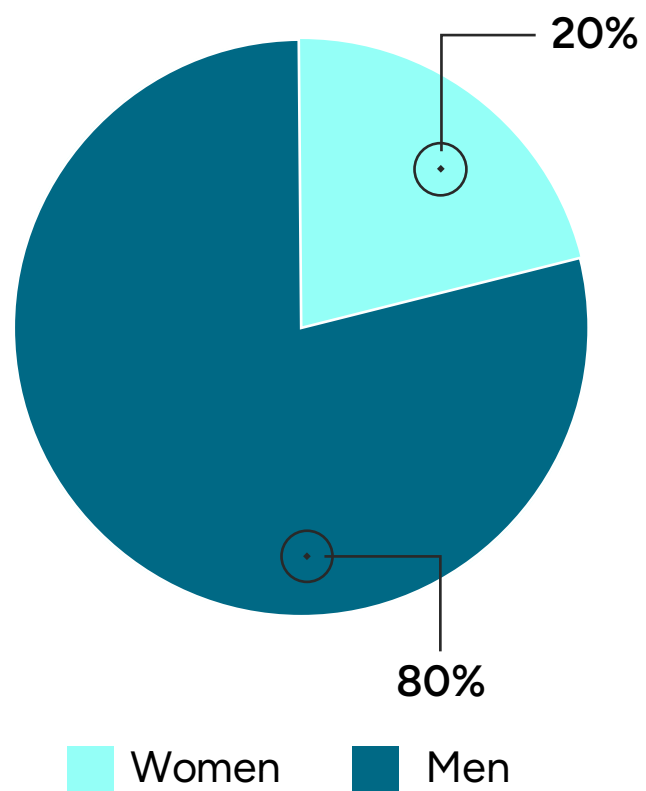
- **Disability inclusion & accessibility:** Ensuring our workplaces and policies support employees with disabilities.
- **Training & skill development:** Providing continuous learning opportunities to enhance employee skills and career growth.
- **Gender equality:** Striving to create a balanced workforce through equal opportunities and fair policies.
- **Workplace safety & well-being:** Implementing measures to prevent violence and harassment in the workplace.
- **Diversity & inclusion:** Encouraging diverse hiring practices and fostering an inclusive work environment.



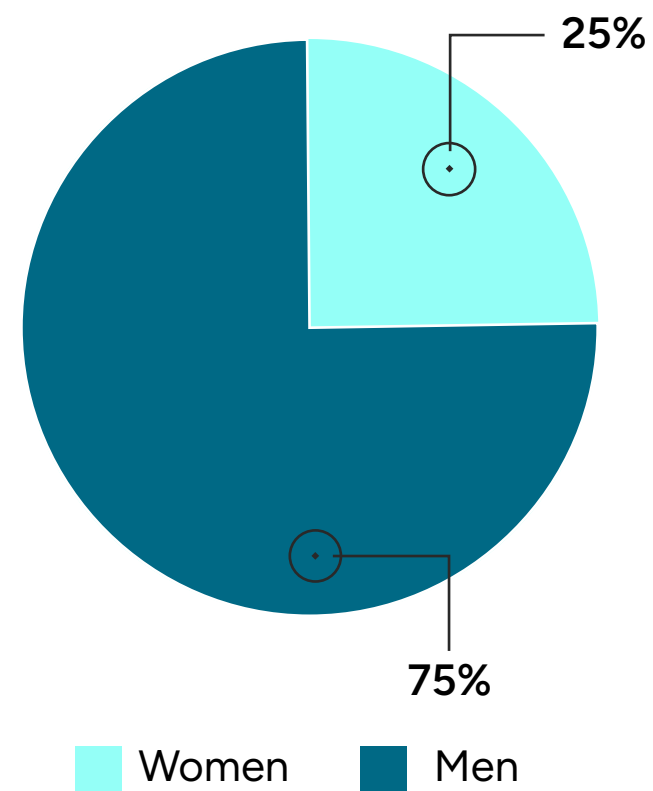
Social

Category	Positive actions & initiatives
Inclusive workforce	- Disability inclusion & accessibility - Training & skill development - Gender equality initiatives - Workplace safety & harassment prevention - Diversity & inclusion efforts
Ethical labor practices	- Equal working conditions in value chain - Supplier Code of Conduct - Collaboration for fair labor practices

Gender distribution - Board

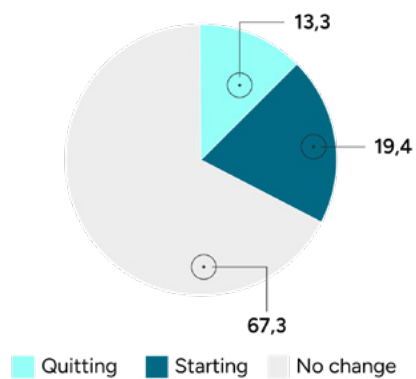


Gender distribution - Management

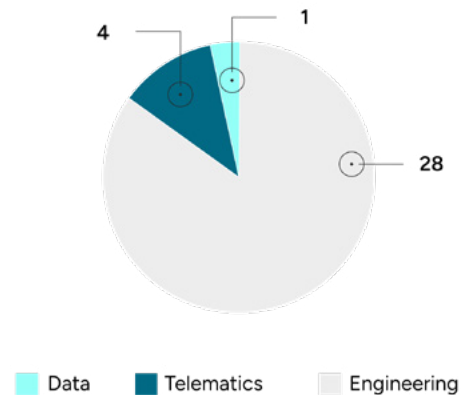


Retention

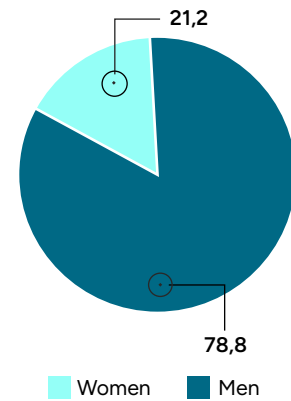
Employee movement in %



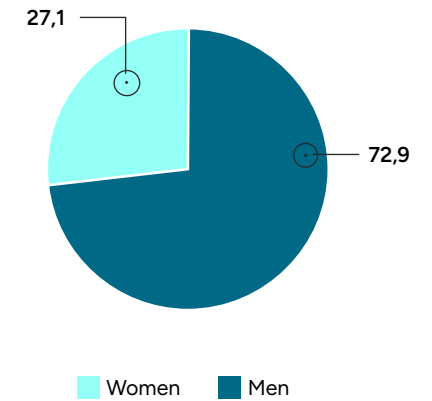
Employee exits by company



Employee exits by gender in %



New hire by gender in %





Social

Our company is committed to advancing gender diversity and improving employee retention. Currently, our board comprises 80% men and 20% women, while the management team consists of 75% men and 25% women. In terms of new hires, women represent 25% and men 75% as well. We have a retention rate of 68.75% with 48 new hires during 2024 and 33 employees who left us.

Looking ahead, we have set ambitious targets to further enhance gender equity and retention within the organization.

By 2027, we aim to achieve a 60/40 gender balance in both leadership roles and the board. We are also committed to ensuring that, by 2030, 60% of new hires will be women. Additionally, we are working towards achieving 100% pay equity, with a specific focus on meeting the EU pay transparency requirements by 2026. A timebound target will be established once we have access to the necessary data.

These initiatives reflect our dedication to creating a more diverse, inclusive, and equitable workplace for all.

Governance

Effective governance is foundational to our sustainability strategy. We are committed to upholding the highest standards of ethical business conduct, maintaining a values-driven corporate culture, and ensuring strong oversight, transparency, and accountability across all levels of the organization.

Business conduct

We adhere to a strict Code of Business Conduct that outlines our expectations for ethical behavior across all operations. This includes compliance with all applicable laws and regulations, as well as internal policies.

Corporate culture

Our corporate culture is built on integrity, respect, inclusion, and accountability. We foster an environment where employees are empowered to act ethically and speak up when they see something wrong. These values are embedded in all our operations.

Protection of whistleblowers

We are committed to protecting individuals who report unethical or illegal conduct in good faith. Our whistleblower policy guarantees anonymity, non-retaliation, and a clear, confidential process for raising concerns. Reports are taken seriously and investigated promptly.

Board oversight

Our Board of Directors actively oversees the company's sustainability strategy, including climate-related and ESG risks. A dedicated ESG committee, composed of board members reviews progress, set targets, and evaluate emerging issues. These discussions are integrated into overall corporate strategy planning.

Policies and codes

In addition to our Code of Conduct, we enforce a comprehensive suite of policies addressing human rights, anti-bribery, environmental protection, labor practices, and data privacy. These policies are reviewed annually and updated as needed to reflect regulatory changes and stakeholder expectations.

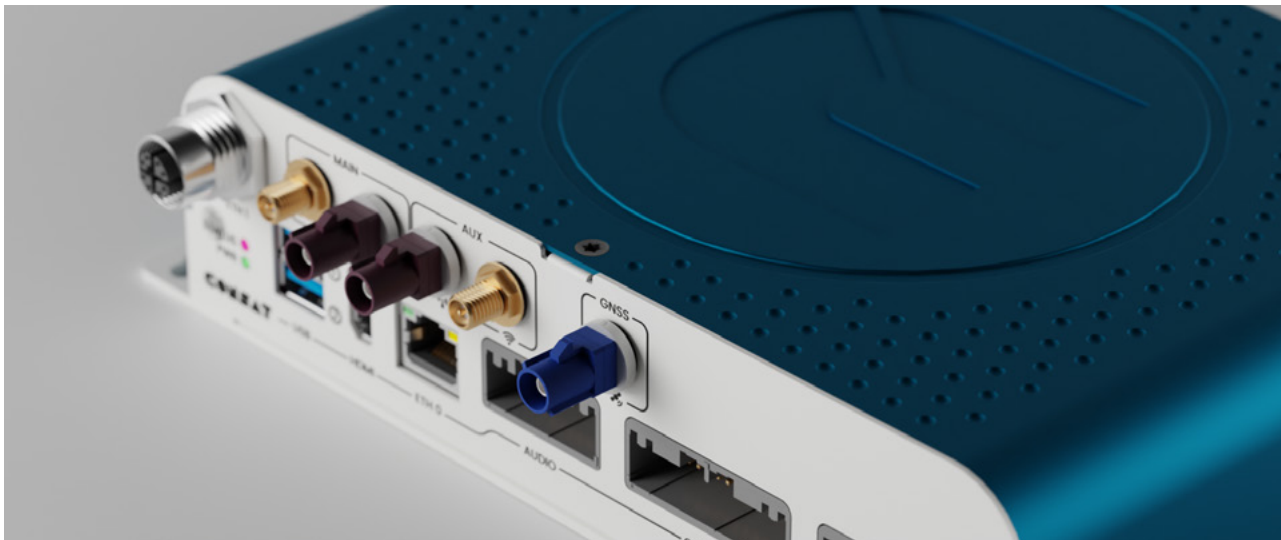
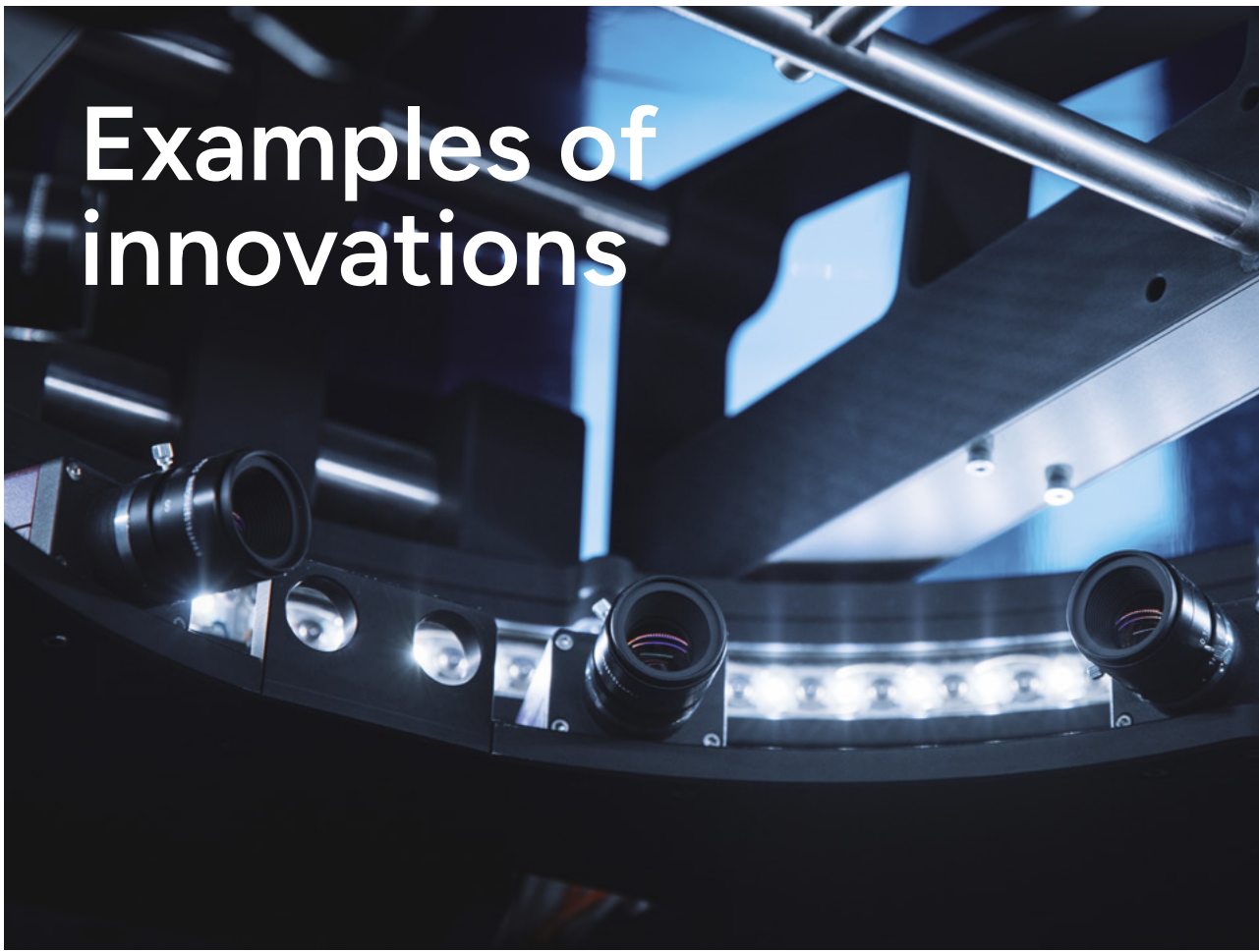
Risk management

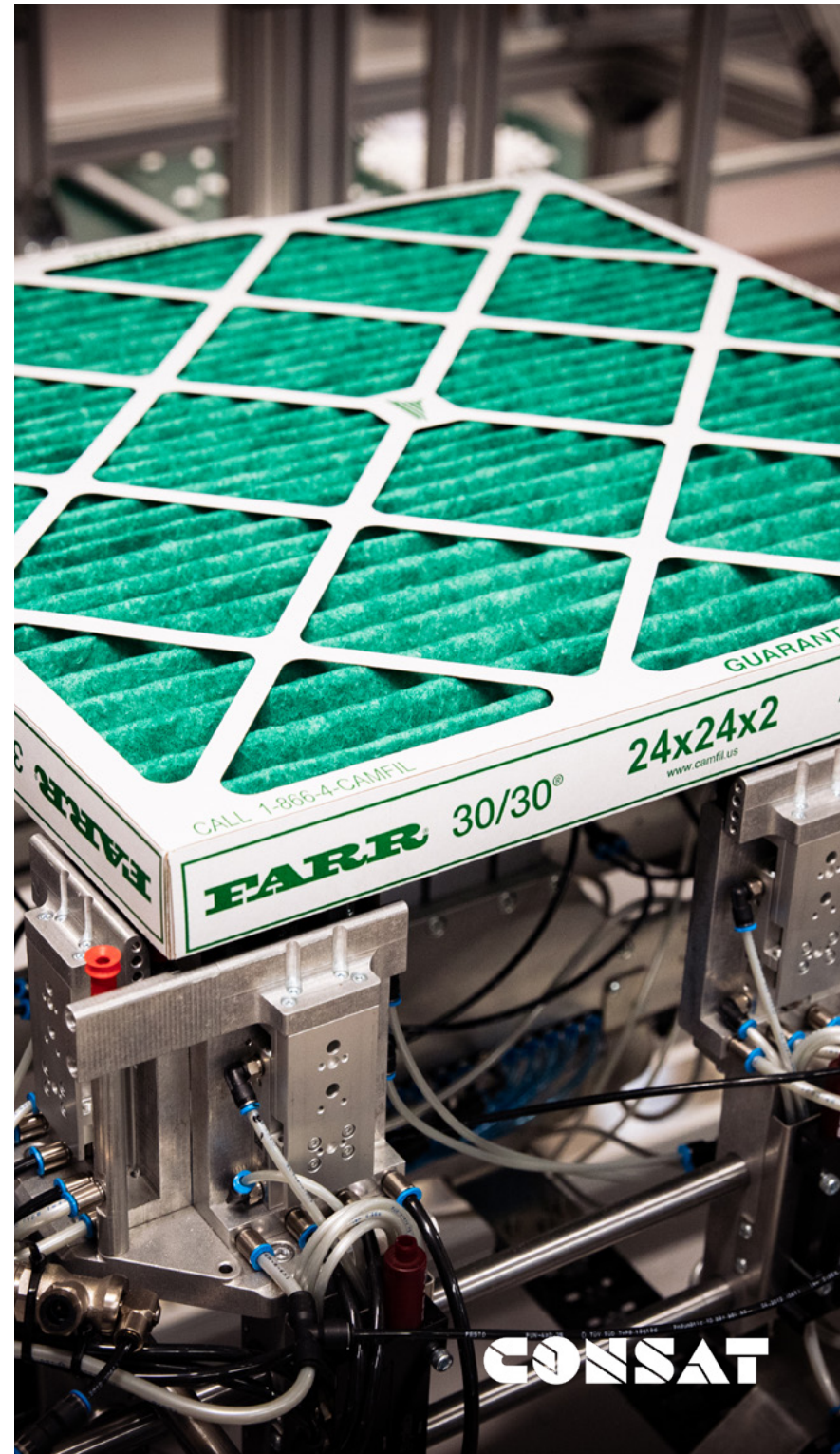
We maintain a robust risk management framework (DMA) that includes the identification, assessment, and mitigation of sustainability-related risks. This includes climate change impacts, supply chain vulnerabilities, and human rights concerns. Risk assessments are conducted regularly and integrated into enterprise risk management processes.

Organizational structure

Sustainability oversight is embedded across the organization. Our Chief Sustainability Officer (CSO) reports directly to the CEO and collaborates with business unit leaders to drive sustainability initiatives.

Examples of innovations





CONSAT

Company awards

Certified as a Great Place to Work
2024-2025

Career Company 2025, this is the
13th year in a row that Consat has
been named one of Sweden's top
100 career companies!

Best Employer Branding Work of the
Year 2022

CEO of the Year 2020, Presented by
Universum Awards

Entrepreneur of the year 2024 in
Partille!



CONSAT

Summary

Dear reader

I'm pleased to present Consat AB's sustainability report for the financial year 2024. The report has been approved by the Board of Directors and will be presented at Consat's annual general meeting in 2025.

We took a big step to start integrate sustainability into our daily business during 2024. We are committed that we can do a change by inspiring others with our work. Our sustainability report aims to support achieving strategic business goals, promote actions that are aligned with the interests of our shareholders, and support behaviour that is consistent with our values.

We want our sustainability report to be transparent, consistent, easy to understand and in line with good governance.

I would like to thank all the Consat team members for the results and development we are achieving together. We want a workplace where our people can grow to fulfil their full potential and have an impact together, for a better world. This is how we will succeed in reaching our strategic targets. This is a journey we are doing together step by step. We are looking forward to 2025 and what we can achieve during that year!

Camilla Alfjörd, Sustainability Officer



CONSAT

We are doers of
innovation, solving
the challenges of
our time.



Sustainability report 2025

CONSAT