



Sustainability Report

JLT Mobile Computers AB (publ)



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About us

JLT Mobile Computers is a leading manufacturer of rugged computer solutions that enhance productivity and resource utilization for companies operating in demanding environments. For over three decades, driven by our passion to meet customer needs, we have built a global presence, distributed over 100,000 units, and earned the trust of large and small companies worldwide. Our rugged computers are considered the best in the world in terms of performance, functionality, quality, and lifespan. We have our own development and production facilities in Sweden, allowing us to control every aspect of quality for ultimate performance in the most challenging environments.



Vision

A world where all companies can harness the power of communication technology without limitations – anytime, anywhere.



Mission

JLT enables customers to improve their business results by providing seamless information technology in challenging environments.



Our sustainability ambition

JLT strives to become a global role model in sustainable technology by continuously minimizing our environmental impact, extending product lifecycles, and promoting environmentally friendly innovation. We want to help our customers streamline their operations to maximize resource utilization and minimize environmental impact, while ensuring good and fair working conditions both within our own organization and among our partners.

Environmental responsibility and long-term social and economic sustainability are important to us. With this in mind, we continuously review and optimize the routines, processes, and procedures on which our business is based.

The following sections present the work we currently do in environmental, social, governance and other sustainability aspects. Going forward, we aim to gain further insights into our impact in these areas. In the coming years, we will focus on understanding our current position with the goal of establishing measurements and a matrix that we can use to evaluate, follow up, and reduce our total impact in the future. We know we cannot do everything, but we want to contribute where we can to create sustainable development.





Environment

Our environmental work is a central part of our sustainability strategy and aims to minimize our impact on climate and ecosystems. As a player in the technology industry, we have a special responsibility to drive innovation that is not only technically advanced but also environmentally sustainable. In recent years, we have focused on reducing our environmental impact through energy efficiency, carbon-neutral transportation, sustainable product design, and responsible handling of electronic waste.

JLT's products are characterized by high quality and durability and are developed to withstand tough conditions and heavy wear for many years. Our product lifecycle consists of many factors including design, choice of components and materials, any necessary repairs, customer usage, and of course the final disposal of the product at the end of its life. The high quality and long durability of JLT's products minimize maintenance requirements. In addition, we offer up to seven years of service agreements to extend the functional and economic lifespan of the product. Thanks to the equipment being able to operate for several years longer than less rugged equipment, customers do not need to purchase new computers as often, which thus reduces resource consumption and total waste. JLT is involved in design, production, logistics, services, process development, and recycling to ensure high quality and sustainable products. JLT's responsibility does not end when the product is ready for delivery to the customer; we have also ensured that all JLT shipments have been climate-neutral since 2020.

JLT's products are used in many industries, including warehousing and logistics, transportation, ports, agriculture, and mining. Our products and services help streamline logistics flows and/or control within these industries, improving their efficiency and thus contributing to reduced environmental impact.



Waste management and recycling

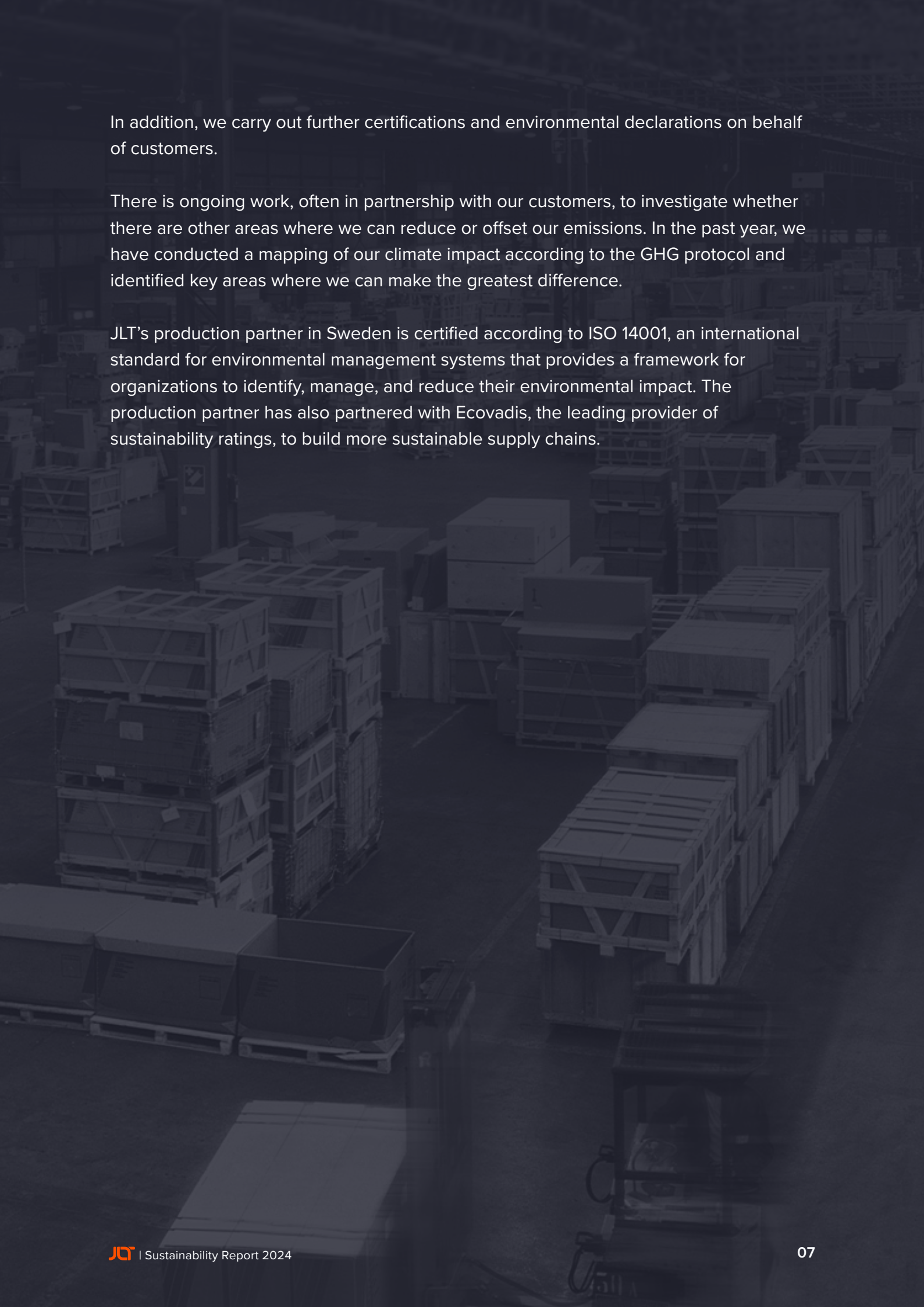
JLT offers a buy-back service to help customers manage computers that have reached the end of their lifecycle. We then use certified subcontractors to sort and handle the waste.

Compliance with chemical legislation and product safety

As part of our sustainability work, we are committed to minimizing our environmental impact and protecting human health through responsible chemical management and product safety. We ensure that all our products comply with EU legislation for chemical management and product safety. Our products comply with the laws applicable in our target markets. For the EEA, our products are CE-marked, confirming that they meet all applicable requirements for health, safety, and environmental protection under EU regulations. For the US market, our products are FCC-marked. We continuously work to ensure that our supply chains also comply with these requirements, in order to minimize environmental impact and protect human health.

This includes full compliance with:

- **RoHS Directive (2011/65/EU)** – which restricts the use of hazardous substances in electrical and electronic equipment.
- **REACH Regulation (EC No 1907/2006)** – which regulates the registration, evaluation, authorization, and restriction of chemicals within the EU. Through training, follow-up, and collaboration, we strive to create a more sustainable and resilient future.
- **Conflict minerals compliance** – a conflict minerals declaration aimed at increasing transparency and traceability in the supply chain and ensuring that JLT does not contribute to conflicts or human rights violations through our mineral purchases.
- **Toxic Substances Control Act (TSCA)** – US law aimed at protecting against unreasonable risks from chemical substances by reviewing and regulating chemicals.



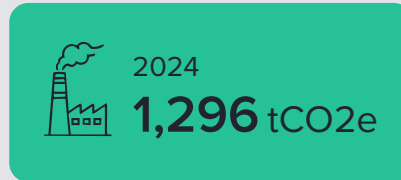
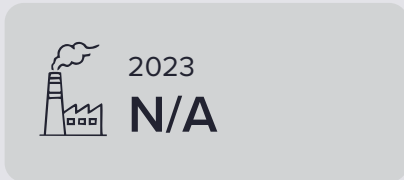
In addition, we carry out further certifications and environmental declarations on behalf of customers.

There is ongoing work, often in partnership with our customers, to investigate whether there are other areas where we can reduce or offset our emissions. In the past year, we have conducted a mapping of our climate impact according to the GHG protocol and identified key areas where we can make the greatest difference.

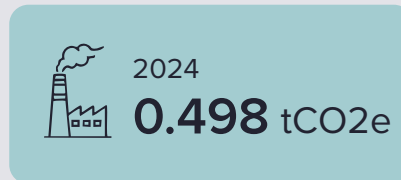
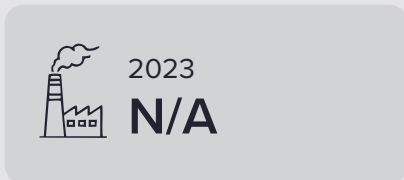
JLT's production partner in Sweden is certified according to ISO 14001, an international standard for environmental management systems that provides a framework for organizations to identify, manage, and reduce their environmental impact. The production partner has also partnered with Ecovadis, the leading provider of sustainability ratings, to build more sustainable supply chains.

Key figures

Production-related emissions



Emissions from energy consumption



Share of renewable energy




■ N/A




■ 100% fossil free electricity

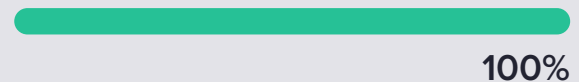


■ 21.7% renewable electricity

 fossil-free heating



 renewable heating





Social sustainability

We see people as our most important resource and actively work to create an inclusive, safe, and fair work environment. Our strategy for social sustainability is based on respect for human rights, good working conditions, strong employee engagement, and a strong social responsibility throughout the value chain. By integrating social sustainability into our business strategy, we not only strengthen our own organization but also contribute to a more just and sustainable society.

Our priority areas include:

- **Work environment and health:** We strive for a safe and healthy work environment where all employees have the opportunity to develop and feel good – both physically and mentally. We have a flat organization with transparency as a guiding principle, which is important in our systematic work environment efforts (SAM).
- **Opportunities and inclusion:** We promote a culture characterized by innovation, where differences are valued, opportunities are created, and everyone is treated with respect, regardless of gender, age, ethnicity, religion, disability, or sexual orientation.
- **Fair working conditions:** We comply with applicable labor laws and collective agreements in the countries where we operate and work for fair conditions also among our suppliers.
- **Supplier responsibility:** We set clear requirements for our partners to respect human rights.

Employees in focus

JLT is committed to keeping employees motivated and ensuring that they develop both personally and in their work roles. Therefore, it is important to ensure that existing team members develop in their roles over time and are given opportunities to grow within the company. To achieve this, employees are offered annual performance reviews and each has their own development plan with clear goals linked to the company's overall strategy. Our flat organization creates engagement and promotes open communication between managers and employees. In addition, regular company activities are held for team building, joint goal setting, inspiration, and continuous development.

The ability to attract skilled and talented staff is an important part of long-term social sustainability for us. We have internal guidelines to ensure that we continue to prioritize staff training. With an organization spread across Europe and the USA, respect for different cultures and a common value base are important factors for successful collaboration.

The accelerated transition to digital meetings in recent years has been beneficial for strengthening relationships between employees with large geographical distances.

Social sustainability also covers our collaboration with partners. Good relationships and the ability to develop together with them are fundamental for JLT's strategy to develop as a network company to succeed. This philosophy has been a cornerstone for the company since its founding in 1994.

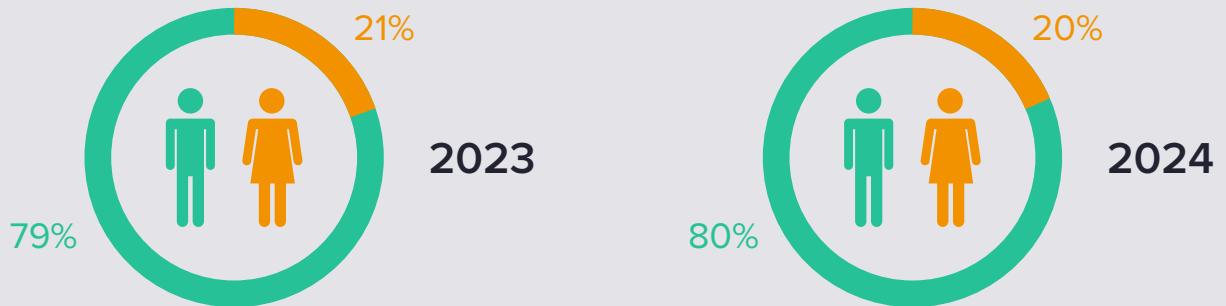
At the local level, we are proud to offer several job opportunities in the regions where we operate. For us, it is also important to contribute to positive social development in general. JLT has for several years sent contributions to charities chosen by the staff in line with our broader goals.

We believe it is a great strength to create opportunities for everyone and we are committed to an open approach to collaboration. We value teamwork and strive to have an inclusive culture where everyone is treated equally, with respect and feels appreciated.



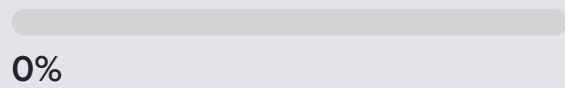
Key figures

Gender distribution employees

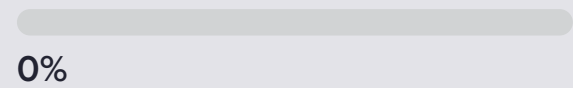


Workplace accidents

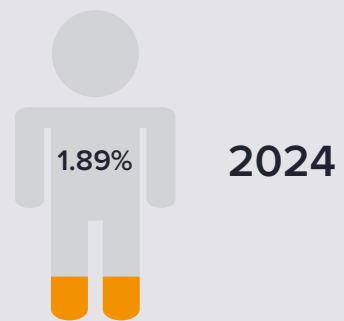
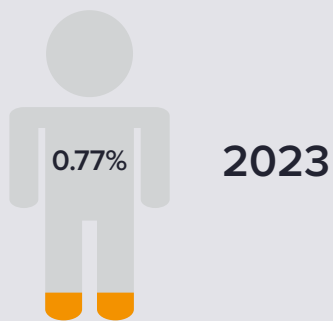
2023



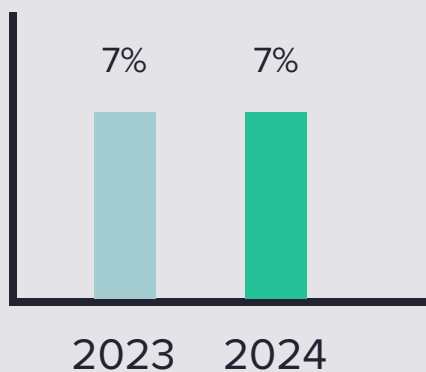
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Sick leave



Staff turnover



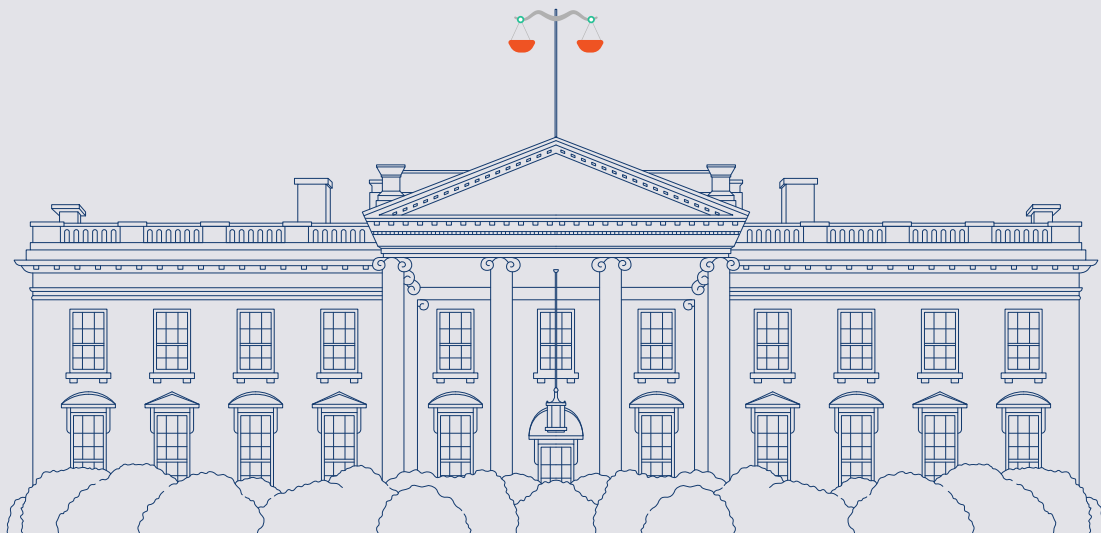


Governance

We strive to conduct our business with high integrity, clear accountability, and long-term value creation. Strong and transparent corporate governance is a prerequisite for achieving our sustainability goals and building trust with our stakeholders.

Our principles for good governance include:

- **Responsible leadership:** Our management and board have a clear responsibility to integrate sustainability into the business strategy and ensure that decisions are made with regard to economic, environmental, and social factors.
- **Ethics and compliance:** We have a clear Code of Conduct and internal guidelines and policies that ensure we act in accordance with laws, regulations, and ethical standards in all parts of our business.
- **Anti-corruption:** We have zero tolerance for corruption and actively work with control systems and whistleblower functions to prevent irregularities.
- **Risk management:** We systematically work to identify, assess, and manage risks – including sustainability-related risks such as climate impact, supplier risks, and regulatory compliance.
- **Transparency and reporting:** We openly report our impact, goals, and progress in sustainability, in accordance with international frameworks and standards. By building our governance on transparency, accountability, and ethical values, we create the conditions for a sustainable and resilient business – now and in the future.



Governance and allocation of responsibility

Good governance is a cornerstone of our sustainability work and crucial for ensuring long-term business ethics, transparency, and accountability. We have established clear structures, processes, and policies to integrate sustainability throughout our business – from board level to operational decisions.

Our board consists of a diverse group of members with broad industrial experience and expertise in particularly important areas such as product development and international sales. Furthermore, the board possesses strong financial competence. All members hold shares in the company, which provides a broader shareholder perspective. The board consists of a total of 6 members.

The board has the ultimate responsibility for overseeing the sustainability strategy, including climate goals, ethical guidelines, and risk management related to environment, social issues, and corporate governance (ESG).



Ethics and compliance

We have a Code of Conduct that applies to all employees, suppliers, and business partners. It covers areas such as anti-corruption, data protection, human rights, and working conditions. For JLT, good business ethics are a given, and we place great importance on ensuring our Code of Conduct is followed.

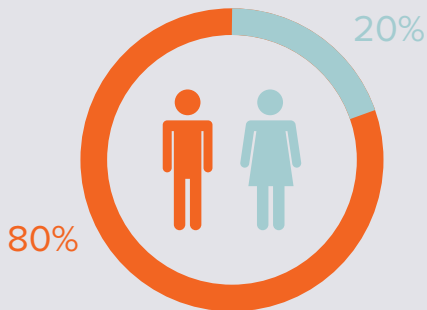
Below are some particularly important ethical issues we work with:

- We are strictly against all types of bribery, money laundering, corruption, payment for employees, violations of human rights, child or forced labor, and only allow working hours that comply with national laws and industry standards.
- We are committed to providing a safe and inclusive workplace that enables all employees to perform at their best, stay healthy both physically and mentally, and have a good work-life balance.
- We pay fair wages that comply with industry standards and provide appropriate health care benefits in accordance with local labor laws in the countries where we operate.
- We have a culture that encourages teamwork and engagement, based on the four pillars of our corporate values: collaboration, personal leadership, customer empathy, and continuous improvement. We have zero tolerance for all types of discrimination or harassment.
- We respect employees' right to join a union.
- Processes

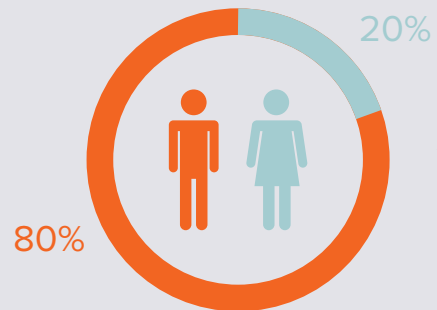
[More can be read in the Code of Conduct and other policies.](#)

Key figures

Gender distribution board



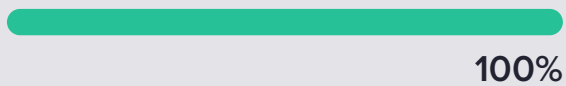
2023



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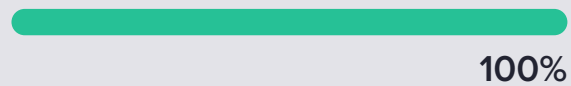
Share of independent board members

2023



100%

2024



100%





Risk management and transparency

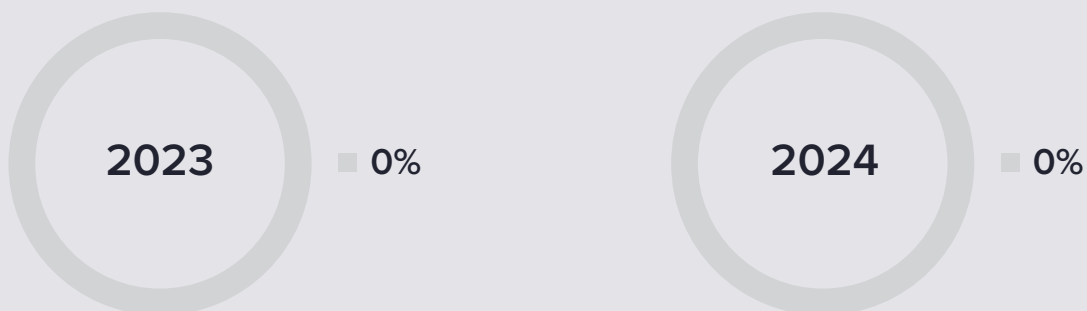
We have integrated sustainability risks into our overall risk management process. This includes risks related to climate change, the supply chain, and cybersecurity.

Cybersecurity and data integrity

Cybersecurity is a crucial part of our risk management and business continuity, especially in a digitalized world where the threat landscape is constantly changing. Structured cybersecurity work includes both technical solutions, certifications, and organizational measures. We have developed routines and processes regarding preventive measures, incident management, and follow-up. During the year, we have had no data breaches, and we have a strong capacity to detect and manage threats in real time.

Key figures

Existence of whistleblower system and number of cases





Economic sustainability

By maintaining high quality, we minimize aftermarket costs. A high level of customer-specific customization in the factory also minimizes the cost of adaptations further down the distribution chain.

Active engagement in the product's functionality throughout its lifecycle, in the form of service, monitoring, and life-extending upgrades, builds continuity in relationships with JLT's customers and promotes business relationships that are sustainable in the long term.

JLT's products are known to customers worldwide for their unmatched performance and quality, and we continue to do everything in our power to create high-quality, customizable, and upgradeable products, while focusing on service and offerings that improve the overall efficiency of our customers' and partners' flows in both the short and long term.





Corporate Headquarters

JLT Mobile Computers AB (publ)

Isbjörnsvägen 3

SE-352 45 Växjö, SWEDEN

+46 470 53 03 00

info@jltmobile.com

jltmobile.com