

Power to change

Holtab's 2022 Sustainability Report



HOLTAB

POWER TO CHANGE



We create sustainability together

Sustainability is on the world's agenda, and for good reason. We only have one planet to hand over to future generations, and we need to make substantial efforts now.

It is impossible to look back on 2022 without reflecting on what has happened in the world around us. On the tail of the pandemic, we were suddenly faced with war in Europe and a subsequent energy crisis. I am proud that we have succeeded in transitioning and working together to effectively support our customers and each other during both these crises. Holtab's products and solutions have never felt more relevant and value-creating for society than now.

The outlook for 2022 was very good for Holtab, which came to fruition in terms of growth. Early in the year, we had already achieved our sales targets for the whole year. The increasing demand for our products applies to all our segments, not least e-mobility, where we are seeing explosive growth in the expansion of charging infrastructure. Due to the sharp price increases for materials, this growth is not reflected in profitability in the same way. However, we are bringing a fantastic order book with us into 2023. I not only hope but believe that we will be able to reverse this negative profitability trend, despite the turbulent times we are operating in.

High level of commitment

At Holtab, we have a long-standing, high level of commitment to sustainability issues. We see it as a matter of course that, in parallel with our value creation in the market, we also take responsibility for the footprint we have on society.

It's about being energy efficient, preventing accidents at work, bringing in more female employees and contributing with own renewable electricity. We work to balance our use of resources and reduce our total climate emissions. As an example, five years ago we decided that we would become a net electricity supplier by 2025. We are well on our way, and in 2022 we added more solar panels to our property in Tingsryd.

Thank you to all our customers, partners and employees for the past year. It has been challenging, but we have taken a solution-oriented, innovative approach and stood firm in our values. In the long term, we are enabling a sustainable society together.

Patrik Persson Moberg

CEO of Holtab

Key events in 2022



New substation factory in Olofström

During the autumn, we opened a substation factory in Olofström to meet the high demand for our products. We recruited 20 new employees, including fitters, electrical fitters and logistics staff. The new 4,000 square metre factory, is located in the Agrasjö area of Olofström.



Solar energy that makes a difference

Our investment in solar energy is an important part of our sustainability work. In 2022, we added 1,224 solar panels to our photovoltaic system at Holtab in Tingsryd. These are estimated to generate 400,000 kWh on an annual basis. In total, our installed output is now 665 kW, covering about half of our consumption. We are continuing towards our goal of becoming a net electricity supplier.

100%

electric company cars

We have taken another important decision in reducing the company's climate impact. As of 2023, all new company cars at Holtab will be 100% electric – an important aspect for taking our growth journey on a more climate-smart path.

Toward a gender-equal electricity industry

Gender equality is a challenge in the electricity industry, and we are working to attract more women to Holtab. In 2022, for the second year in a row, we collaborated with Montico to deliver an electrical training course for women. A total of six women completed the training, several of whom are currently employed at Holtab. The collaboration will continue in 2023 and is part of Holtab's long-term investment in gender equality.

Key events in 2022

Started public limited company in Denmark

We continue to grow in the Danish market and started Holtab Danmark A/S in 2022. Holtab has been on the Danish market for many years and in recent years has designed, built and delivered several substations and technical buildings to several Danish solar farms. We have also contributed to the electrification of the Danish rail network.



Career Company of the Year

In November, Holtab was named one of the 2023 Career Companies of the Year. The award is given to the 100 employers in Sweden that are considered to be the most attractive for students and professionals to pursue a career at. Karriärföretagen justified the award by saying that "Holtab is an exciting and committed employer" and that "sustainability permeates the corporate culture and the company as a whole".



Back in Nepal

Holtab wants to make a difference, both locally and globally. For many years, we have been running several socially beneficial projects in Nepal, together with the associations Tuki Nepal and Build up Nepal. In November, we got back to Nepal for the first time since the pandemic. Among other things, we visited Jyamrung, where we helped to build schools, health clinics and photovoltaic systems.

Cloud-based work tools

During the year, we moved to Microsoft 365 as our IT platform. This is our step towards a more modern solution and being better prepared for the digital solutions of the future. The goal is to increase our customer-oriented focus and get a better flow in our work processes. We have also taken our IT security to a whole new level with new security solutions and further training of employees as a couple of examples.



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Holtab in brief

For 50 years, together with our customers in energy, industry and infrastructure, we have created complete solutions for power transmission. By combining our passion for people and society with the power of today's technology, we ensure that tomorrow's power supply becomes reality. At times we make great strides, at others we simply refine a detail. All together, we do everything we can and a bit more to deliver world-class solutions. Together we have the power to bring about change.



Our vision

World-class company and technology.

Our mission statement

Holtab delivers and develops customised products, solutions and services in the energy sector.

Promise

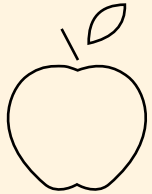
Together we have the power to change.

Our values

There are always things we can improve. Our core values of knowledge, service and cooperation guide us in doing this. They define our corporate culture, what we believe in and think is important.

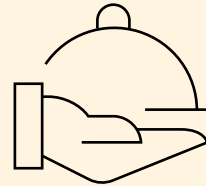
Our ultimate goal of having satisfied customers starts with us. But we also receive help from skilled partners, we develop our processes, our communication, and we safeguard health, safety and the environment. A phrase that is often heard at Holtab

is "freedom under responsibility". The focus is not on detailed manuals about work tasks or how to behave. We believe more in our talented employees, engaging mentoring and our leaders acting as role models.



Knowledge

Everything we do is based on knowledge. We have a unique combination of expertise within Holtab, but experience alone won't make us world-class. In order to stay one step ahead, we always strive for increased specialist knowledge. We all grow by generously sharing what we know.



Service

Service, in all its forms, is an important part of our offering. Service entails meeting our customers' needs and demands as far as possible. We have the same positive service mindset within the company and toward our collaboration partners.



Cooperation

We never forget that we are working to achieve common goals. That's why it's natural for us to help each other. Our desire to collaborate also applies to our relationships with our customers and partners. We give, and we receive, and it benefits both parties.

Our organisation

Holtab is a family-owned group founded in Tingsryd, Sweden, in 1973. Today, we are one of the Nordic region's leading suppliers of power transmission solutions with products and services in the areas of substations, primary substations, prefabricated facilities, technical buildings and low-voltage switchgear.

We had a turnover of just over SEK 720 million in 2022, 247 employees, and customers in a number of countries. The head office and factory have been located in Tingsryd since the start.

Our products and services are sold through Holtab AB and Holtab Service AB in Sweden, the Holtab A/S subsidiary in Denmark and our branch office in Finland. In addition, we have established a property company, which owns the properties within the Group.

The Holtab Group consists of the above companies, with Holtab Group AB as the parent company. Holtab Group AB's Board of Directors manages all of the Group's operations and consists of a Chairman and nine members.

A milestone in Holtab's history was reached in 2021 when we established a new factory in Lidhult, which was followed by the start-up of a factory in Olofström in 2022. This is to meet increased demand for our products and increase Holtab's total production capacity. Production is streamlined as assembly can be done in Lidhult and Olofström, respectively, and the finished products can be delivered to the customer from there.

Holtab has offices in nine locations in Sweden: Malmö, Kungsbacka, Skärhamn, Örebro, Nyköping, Aneby, Mönsterås, Örnköldsvik and Kalmar, as well as Kolding in Denmark and Helsinki in Finland.

Quick facts about Holtab

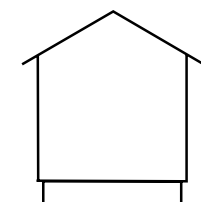
1973 Holtab is founded by Bengt Holmberg

750 million SEK in sales in 2022

Approx. **250** employees



3 000 units produced per year



Head office in Tingsryd
Factories in Tingsryd, Lidhult and Olofström



The Nordic region, primarily Sweden, Finland and Denmark, is Holtab's geographical market.

Our divisions

The Holtab Group's operations are organised into three divisions – Product, Project and Service, which are focused on specific product/service areas and correspond to our business areas.

Product Division

Responsible for our offer of non walk-in secondary substations in sheet steel and concrete, which are used in many applications in the electricity grid. The division is also responsible for our HMS low-voltage switchgear developed in-house. Many orders are product-oriented with a relatively high degree of standardisation.

Project Division

The Project Division is responsible for our more complex solutions that are part of project-oriented deliveries to our customers. For example, prefabricated solutions such as primary substations, rectifier stations, low-voltage switchgear. The division is also responsible for our insulated buildings in sheet metal and concrete, as well as low-voltage switchgear developed by Cubic.

Service Division

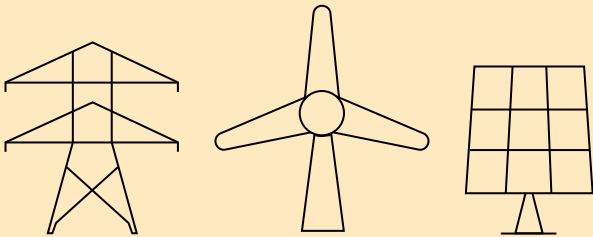
Includes service and installation services for the products that Holtab sells and manufactures. Example offerings are contracting and modernisation of power plants, service agreement and maintenance and spare parts with installation on site.

Powerful partner for different industries

Electrical power is a business critical resource in society and our offering focuses on the Energy, Industry and Infrastructure segments. Our customers can be found in various business areas, all having the need for power distribution as their common denominator.

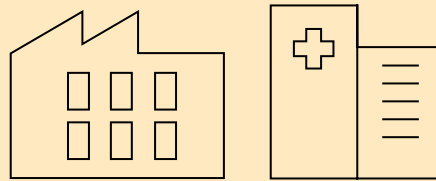
Energy

Solutions in energy distribution and renewable energy production such as wind power and solar energy.



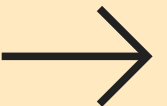
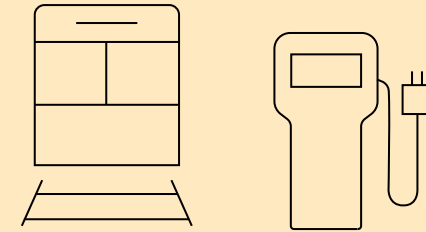
Industry

Solutions for industries, hospitals, logistics centres, construction and real estate, among others.



Infrastructure

Solutions for customers in rail transport and e-mobility.



Renewable energy for sustainability

In the energy segment, we primarily target customers in electricity distribution and renewable energy production such as wind and solar.

Energy distribution

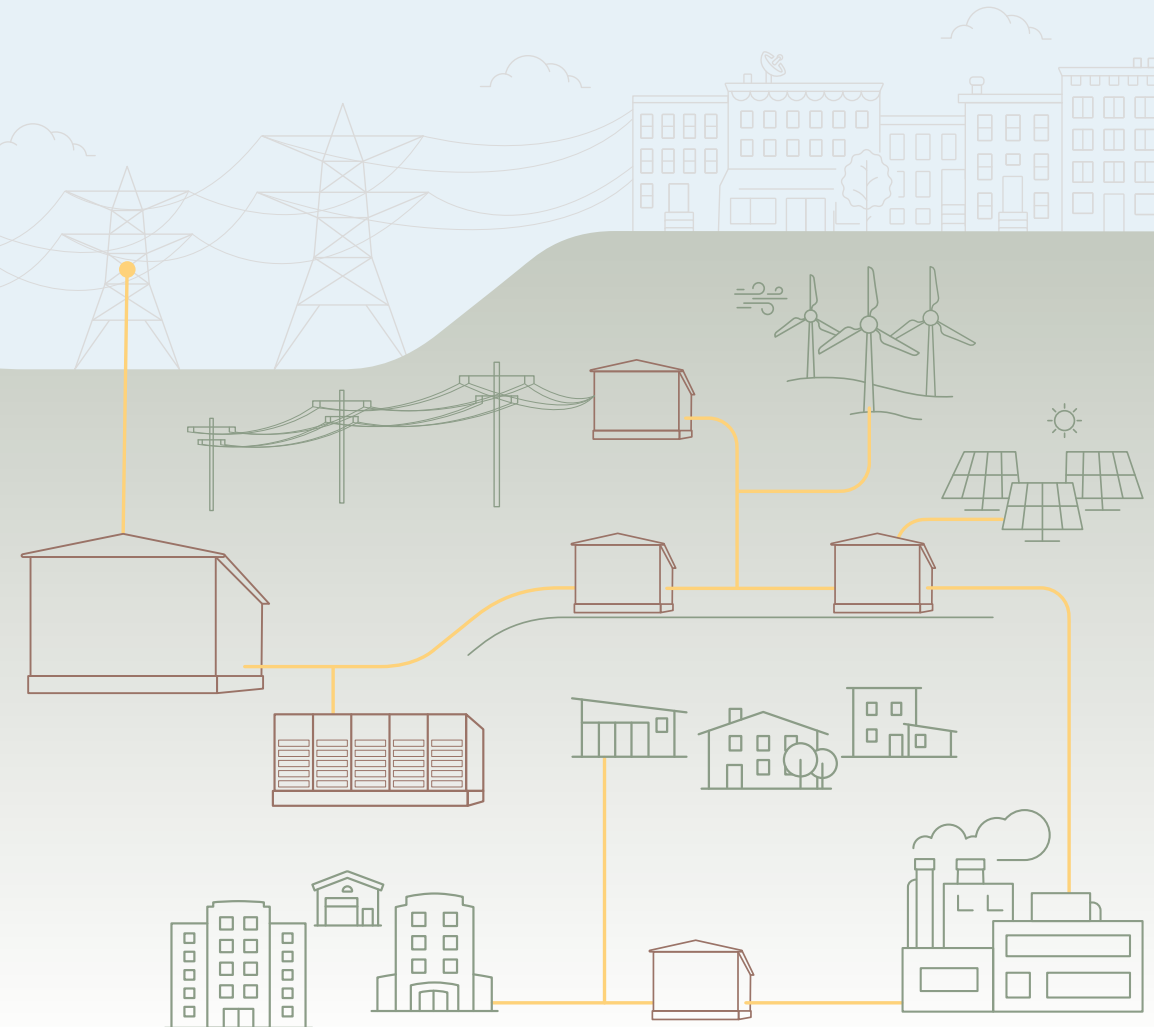
As a complete supplier to electricity grid companies, we have extensive experience in producing primary substations, secondary substations and low-voltage switchgear. While our standard products often fulfil every need, sometimes unique adaptations are required. A strength of our offer is that we work with several of the market's most recognised suppliers.

Wind Power

Holtab has extensive experience of supplying wind farm installations throughout the Nordic region. We offer customer-specific solutions with products such as primary substations, secondary substations, switching stations and SCADA buildings.

Solar Power

There are an increasing number of solar power plants in the Nordic region, and Holtab has delivered tailor-made solutions to several projects. The products are proven and work well in this complex environment. Holtab plays an important role in the value chain between the electricity grid company and connected customers. Thanks to our high level of knowledge, we can act as a link between the parties and meet their requirements and wishes.



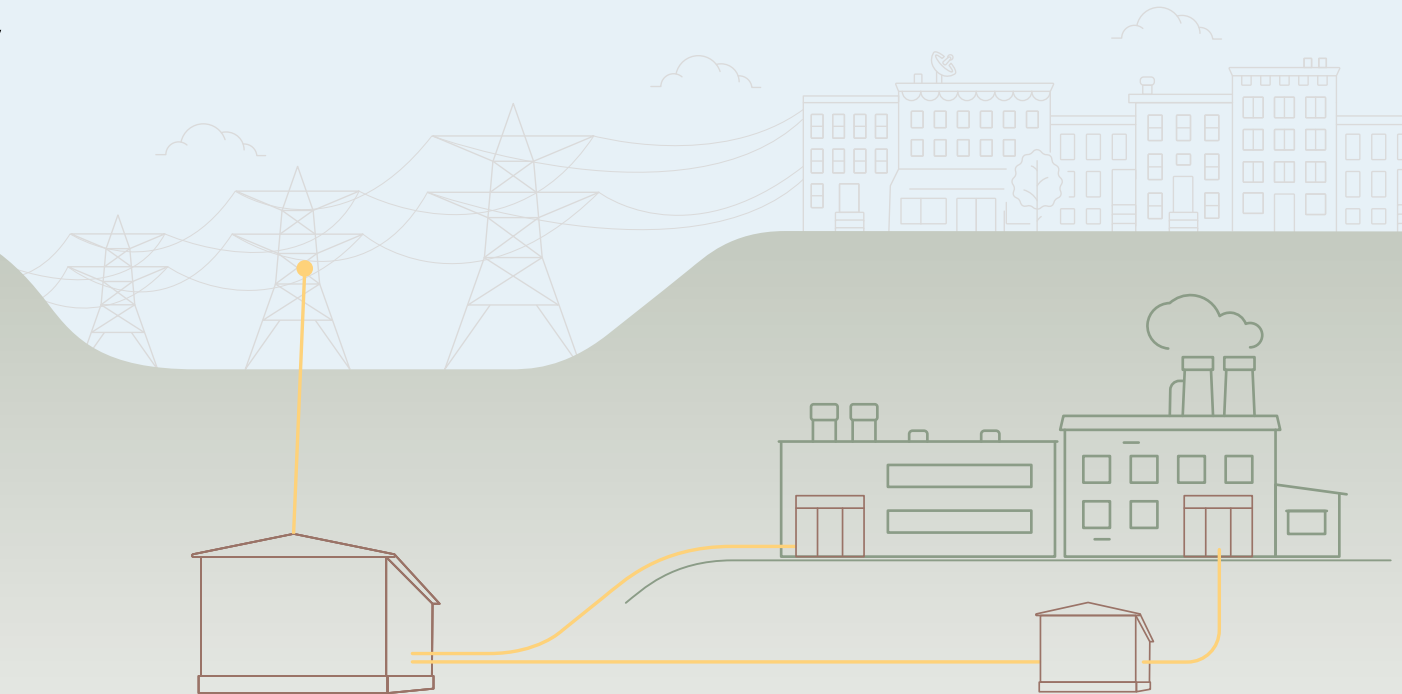
Tailor-made solutions for industry

Within the industrial segment, we address a number of industries, such as manufacturing, hospitals, logistics centres, construction and real estate.

Industry

We tailor everything from low-voltage switchgear to complete prefabricated facilities for energy-intensive processes. The need for low voltage switchgear varies from customer to customer, which is why we have developed a wide range of layout options. We have main and distribution switchboard, as well as solutions to suit everything from heavy industry to service switchgear and distribution centres.

A prefabricated and cost-effective solution, where equipment is installed, tested and secured at our factories, guarantees a fast and quality-assured delivery.



Urban & societal charging solutions

Electrification of the transport sector is central to creating a more sustainable society. In our infrastructure segment, we offer solutions to customers in rail transport and e-mobility.

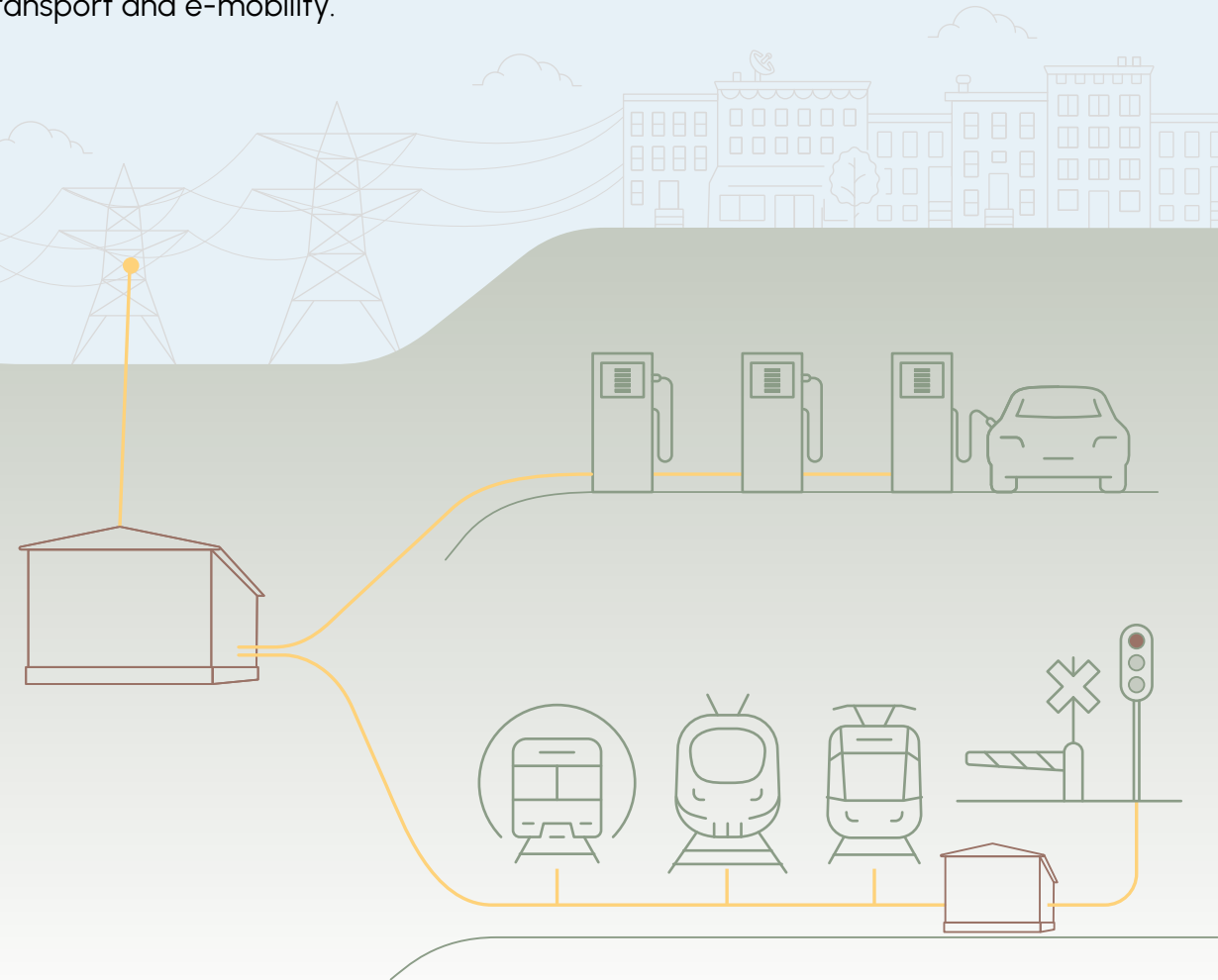
Rail transport

As partners to a number of rail and road companies, we are able to offer various tailor-made solutions. With several successful and high-profile projects under our belt and with extensive industry knowledge, we can provide everything from planning to the finished product. With customised solutions, we are specialists in infrastructure projects where we build transformer stations, rectifier stations and technical buildings. Products are prefabricated and tested at our factory in Tingsryd. Our industrial production techniques ensure quality, save time and reduce environmental impact.

E-mobility

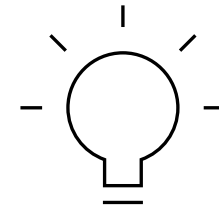
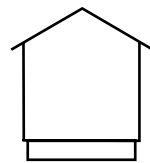
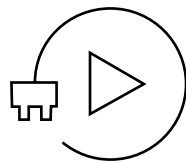
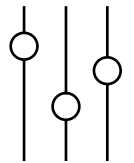
The number of chargeable vehicles is increasing, resulting in an increase on the requirements on the existing electricity grid to meet a growing charging infrastructure. As a leading supplier of power solutions, we offer everything from individual components to holistic concepts.

For many years, we have supplied power to various charging solutions, leading brands and players in the area. An important role Holtab plays in the value chain is between the electricity grid company and connected customers. Thanks to our high level of knowledge, we can act as a link between the parties and meet their requirements and wishes.



Our business model

Holtab's important mission is to contribute power transmission solutions that are based on customers' needs and benefit society at large. We want to be a relevant and important partner in the work of ensuring a sustainable transition and development.



Tailor-made in each project

We are driven by helping our customers find the best solution. This means that we often adapt technology and proposals to each individual case. With a high level of technical competence and equally high service willingness, we support our customers in their projects.

Industrial assembly in our own factory

We have a unique way of working with prefabricated solutions. We offer products with safe technological options, as close to a "plug and play" solution as you can get. Thanks to our independence in the choice of technology and make, we are flexible and can guarantee quality.

Technology solutions that last over time

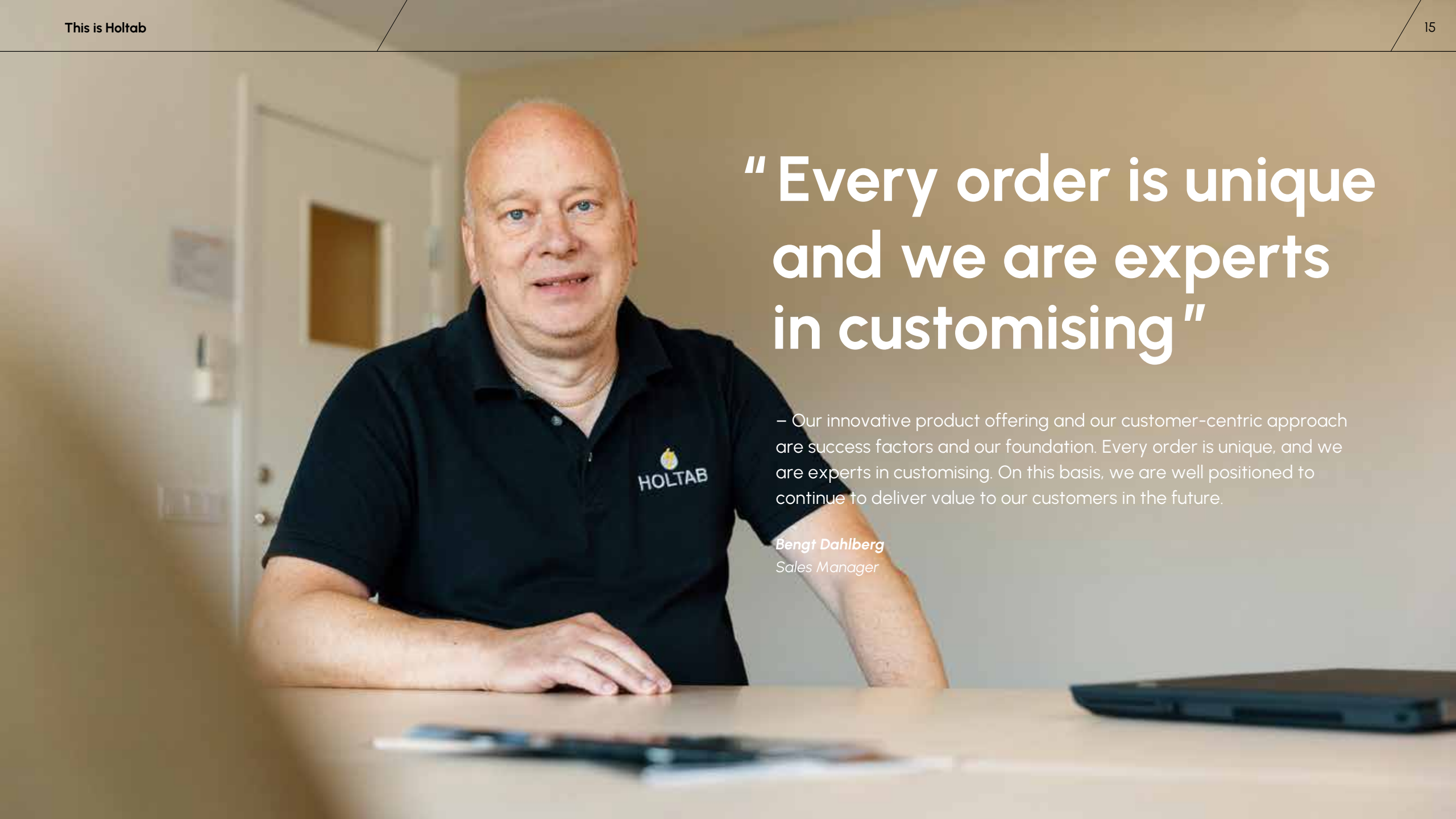
Our products need to last a long time – often 40 years or more. By offering sustainable products and technologies that contribute to our customers' transition and development, both we and our customers create sustainable business.

Partnership in the value chain

The interaction between technology, business and people is the key to sustainable value creation that makes a real difference. We attach great importance to building partnerships in our value chain that optimise our contribution to good business and a more sustainable future.

Knowledge and innovation create new opportunities

Holtab has an enormous amount of knowledge and experience gathered under one roof. Combined with our deep understanding of the change that is underway in many industries, this makes us a value-creating partner.


A man with a shaved head and blue eyes, wearing a black polo shirt with the Holtab logo, is sitting at a light-colored desk. He is looking directly at the camera with a slight smile. In the background, there is a white door and a wall with some papers. A laptop is partially visible on the desk to the right.

“ Every order is unique
and we are experts
in customising ”

– Our innovative product offering and our customer-centric approach are success factors and our foundation. Every order is unique, and we are experts in customising. On this basis, we are well positioned to continue to deliver value to our customers in the future.

Bengt Dahlberg
Sales Manager

External environment



The energy transition to a fossil-free Sweden by 2045 affects all segments of Holtab's market. We judge Holtab's impact on the energy transition to be positive as demand for our solutions continues to increase.

We operate in a market where we are well positioned with our presence and our broad range of products and services. Setting up our internal structures to accommodate this growth is essential.

Product development

While we see new areas emerging, the underlying business of standard solutions to the energy distribution market remains stable. How well we succeed in our development and introduction of new platform network stations is crucial for our continued competitiveness.

Every year, we update our stakeholder and global analysis with external factors that are important for us and our stakeholders. We weigh these factors into how we prioritise sustainability aspects and our strategic work going forward.

Other influencing factors in the outside world:

- The war in Ukraine
- The energy crisis
- COVID-19
- Uncertainty about supply of materials and major changes in material prices

New innovation strategy

Most countries in the world are riding a fast-moving wave of digitalisation and electrification. This societal development means that there is a great need for innovation with regard to renewable energy, smart cities, e-mobility and the circular economy.

Holtab's basic idea is to give customers the best prefabricated electric power solutions on the market. Here too, we are moving towards more of a circular mindset in order to develop new, sustainable solutions. It's about creating technical concepts and cost-effective solutions that give our customers great value. In 2022, we developed a new innovation strategy that puts innovation work even more clearly on the agenda.

Dialogue with our stakeholders

We are attentive to the outside expectations on our business. That's why we can develop in the desired direction. An open dialogue with our stakeholders is a prerequisite for being at the forefront in terms of both sustainability and new technical solutions and ways of working.

Holtab has many different stakeholder groups that show interest in us and follow our operations. Through surveys, we have identified customers, employees, trade unions, owners, suppliers, schools, industry organisations, the general public and authorities as our primary stakeholders. They are

the ones our business influences most and the ones who have the greatest impact on us.

We have ongoing dialogues with our stakeholders to ensure that we are prioritising the most important issues and conducting our business responsibly.

Our key focus areas:

Carbon footprint

The well-being of employees

Personal safety

Product safety

Equality

Innovation



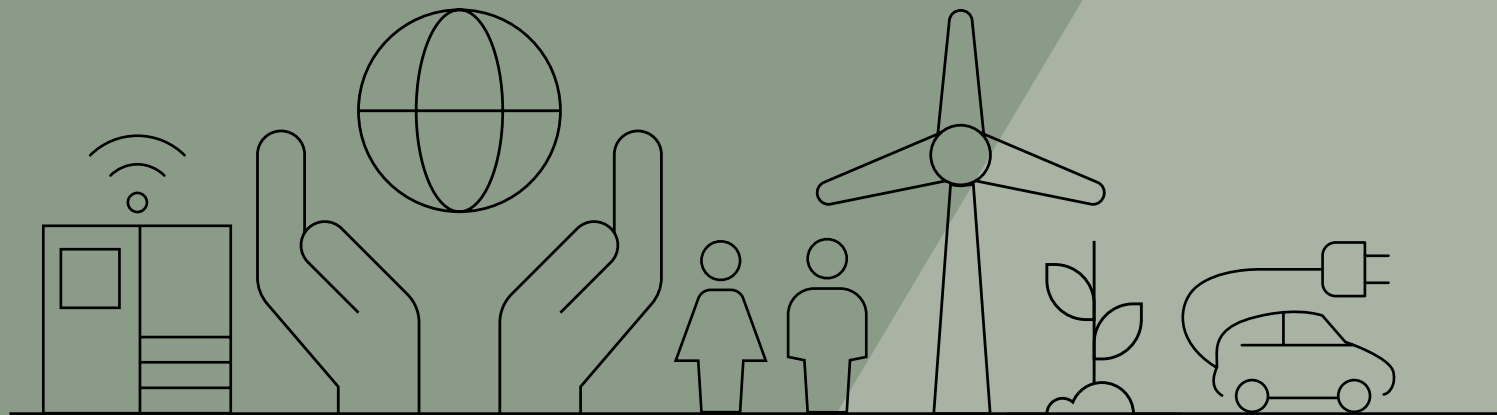
Stakeholder dialogues

Stakeholders	Activities	Frequency
Customers	Customer Service (phone, email)	Continuous
	Customer visits	Continuous
	Customer surveys	Continuous
	Social media	Continuous
	Customer events, fairs	Continuous
	Newsletters	4 times a year
	Sustainability/quality audit	Continuous
Employees and trade unions	Kraftkällan, intranet	Continuous
	Workplace meetings	Continuous
	Winningtemp, survey	Every 14 days
	In-house training	Continuous
	Performance appraisals	2 times a year
	Leadership days	2 times a year
	Union representation on Board	5 times a year
	Contacts with trade union partners	Every 14 days
	Health and safety groups	Continuous
Safety committee	4 times a year	

Owners	Board meetings	5 times a year
	Annual General Meeting	1 time a year
	Owner dialogues	Continuous
Suppliers	Review of agreements	Continuous
	Supplier audit	New agreements
	Management meeting	2 times a year
Schools	Visits to schools	Study visits
	Internships/thesis work	Study visits
	Study visits	Study visits
General public	Sponsorship activities	Continuous
	Local events	Continuous
	Press releases	As required
	Study visits	As required
Government agencies	Dialogue with authorities in different contexts	Continuous
Industry sector	Contact through industry organisations and others	Continuous

Strategic sustainability areas

Working with sustainability at the core is important to secure the future. Not only for our business, but also for society, the planet and for future generations.



A sustainable society

Together with our customers and partners, we create solutions to achieve a more sustainable society. Our products and services contribute to the ongoing climate and energy transition.

A sustainable Holtab

We see sustainability as a key factor in building a successful company now and in the future. For example, we work to be an attractive workplace where our employees thrive and develop.



**"We strive to
develop together
with our customers"**

– Our fundamental idea is to give customers the best prefabricated power solutions on the market. Holtab is moving towards more of a circular and sustainable mindset. We see that our structured innovation work generates ideas that benefit both our customers and society.

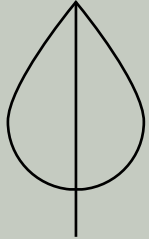
Peter Ackebjer

Head of Strategy and Business Development

Our focus areas

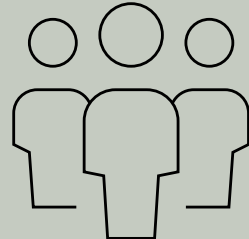
In 2021, a materiality analysis was conducted to identify and prioritise our most important sustainability issues. In 2022, we continued to work on defined focus areas.

Each focus area has been broken down into long-term and short-term goals, which we explain more about under the headings Environment and Employees & Working Life.



We will

**Reduce
carbon dioxide
emissions**



We prioritise

**The well-being
of our employees**



We invest in

Personal safety



We focus on

Gender equality

Our contribution to the Sustainable Development Goals

Like all other actors in society, Holtab has a responsibility to contribute to the Sustainable Development Goals and sub-goals in Agenda 2030. At Holtab we have chosen to put extra effort into the goals where we have the greatest chance to make a difference. Our sustainability goals are linked to the following UN Sustainable Development Goals:



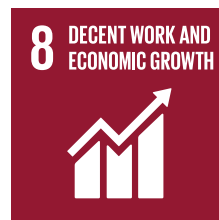
Goal 5 Equality

Gender equality is a prerequisite for sustainable and peaceful development.



Goal 7 Affordable and clean energy

Access to sustainable, reliable and renewable energy and clean fuels is a prerequisite for being able to meet many of the challenges facing the world.



Goal 8 Decent work and economic growth

Today, more than half of the world's employees are in insecure positions, often with poor pay and limited access to training, among other things.



Goal 9 Industry, innovation and infrastructure











A functioning and stable infrastructure is the foundation for all successful societies.



Goal 12 Responsible consumption and production

Our planet has provided us with an abundance of natural resources, but we humans have not used them responsibly and are now consuming far beyond what our planet can handle.

How we will achieve our sustainability goals

Focus areas	Long-term goals	Short-term goals	Supporting activities	Global Goals
 Reduce CO2 emissions	Carbon neutral by 2040	Net electricity provider	Self-generated electricity, more solar panels	  
			Optimise electricity consumption	
		Reduce climate impact per delivery/order	Review the current situation and increase the share of transhipments	
			Euroclass for cars, current situation analysis and targets	
			Incoming transports	
Circularity	Mapping what we have in place regarding circularity			
	Material selection (recycled materials)			
 The well-being of employees	Inclusion, competence and leadership	10% above comparable industry	Work with Winningtemp results	
			Renewal of the Holtab House	
			Work with the recurrently ill	
 Personal safety	Zero vision – accidents Safe behaviours	Zero vision – accidents and sick leave	Increased risk awareness (e.g. risk analyses, analysis from OPS and reporting)	
			Increase the proportion of reported risk observations	
 Equality	An equal Holtab 2040 (at least 40% women)	18% women at all levels of the company	Advertising the electric profession at the secondary school level	
			Montico's electrical training for women	

Sustainability-related risks

Holtab is affected by a number of risks that may affect operations to varying degrees. We work systematically to identify, measure, manage and follow up these risks. The purpose is to ensure that the risks are known and well balanced against each other and against our mission.

Our material sustainability risks have been identified through a materiality analysis. Identified risks have then been prioritised on the basis of stakeholders' expectations, impact on the business, business intelligence and future analysis.

Sustainability risk	Description	Risk management
Profitability	Lower profitability can reduce our ability to continue executing our strategy of investing in organic growth.	Focus on long-term economic stability.
Business ethics	Partners who fail to act in accordance with our business principles can lead to difficulties in meeting our own sustainability goals.	Focus on how we collaborate with our partners and suppliers.
Legislation and regulations	Changes in laws, regulations and other external requirements place higher demands on us as a supplier.	Focus on complying with values, policies and other guidelines.
Innovation	Rapidly changing technologies and climate change lead to new sustainability-related expectations on our products and solutions.	Focus on innovation that contributes to sustainable development.
Skills provision	Increasingly high expectations from potential candidates for transparency on sustainability issues. Inability to attract and retain talent can lead to difficulties in delivering.	Focus on being an attractive employer and reviewing recruitment process and skills development plan.
Health and safety	Shortcomings in health and safety work can lead to ill-health and difficulties in recruiting and retaining the right skills.	Focus on systematic work environment management and ongoing risk assessments.
Equality	The electricity industry is lacking equality and has few women. A lack of equality and diversity can have a negative impact on the corporate culture and impede the company's skills provision in the long term.	Collaboration with schools, electrical training for women, visibility of women/ambassadors via communication.
Carbon footprint	Not lowering our carbon footprint can not only have a negative climate impact, but also result in lower returns due to missed business.	Focus on becoming a net electricity supplier and reducing the company's carbon footprint.

How we work together

At Holtab we talk about the Holtab spirit. It's about working together – for each other and for the best of the company. But it is also our compass for achieving a sustainable workplace, satisfied customers and profitable business.

- Holtab's core values are knowledge, service and cooperation.
- It is important that our employees are knowledgeable and have the right skills. Everyone is encouraged to learn and develop their skills.
- Service and cooperation mean that we always challenge ourselves and our customers by working towards high-aiming goals. Being open and unpretentious are important ingredients.
- Leaders and managers play an important role in this work. They are ambassadors for how the company's values are practised in everyday business.
- At Holtab, freedom comes with responsibility. Leaders have a trusting attitude towards employees.



Our Code of Conduct

Running a business involves a great deal of responsibility. Our Code of Conduct clarifies and sets out what we expect from our employees, customers, suppliers and other partners. It contains values and principles that the company stands for.

The code of conduct states guidelines for conduct among employees and other representatives of Holtab. The guidelines include business principles, health, safety, management and environment. The guidelines set the lowest acceptable standard and should not be interpreted as a fully exhaustive list of what we strive for.

- Our business principles
- Human rights and working conditions
- Working environment, health, safety
- Management and employment
- Environment
- Guidance and compliance
- Suppliers

→ [Read the full Code of Conduct on our website](#)



Suppliers

Suppliers who wish to work with us must certify that they will comply with our Code of Conduct. To be approved, suppliers must also comply with product safety requirements, environmental and occupational health and safety laws, and score at least 40% on the supplier assessment in terms of quality, occupational health and safety, and environment.

Supplier assessment 2022

Suppliers from which Holtab's annual purchases exceed SEK 500,000 undergo a follow-up supplier assessment at least every three years. The results of the assessment are trended and, if necessary, an action plan is created together with the supplier to enable better results.

In 2022, a supplier assessment was carried out on 66 suppliers. What we are seeing in general is that the prevailing shortage of materials and high demand for certain components and raw materials in the world in 2022 are causing many suppliers to have problems with delivery precision. We measure against the first confirmation date, which in many cases provides an inaccurate

picture of the supplier's performance, but a good picture of the problematic situation in the world. We see a difference among suppliers in how well they are able to handle these uncertainties and how they communicate with us as their customer.

There are also isolated cases of deviations or negative trends where we are working together with suppliers to solve the problems or make improvements.

Of the 66 suppliers assessed, 49 were approved. Eleven suppliers were approved with improvement actions and six were not approved. We have continuous supplier development meetings with them to ensure that they meet Holtab's requirements.

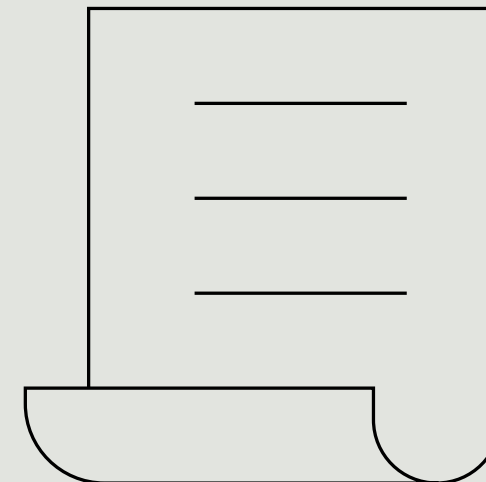


Policy-driven work yields results

Holtab has several guidelines and policies that form the basis of the standard for how we conduct our business. Compliance and the relevance of these policies are discussed on an ongoing basis, but are also discussed at specific intervals in the Holtab management team forum. Analyses, potential revisions and determinations are carried out in the management discussions. The company's management system also includes a contingency plan and procedures on discriminatory treatment.

A selection of sustainability-related policies and steering documents:

- Alcohol and drug policy
- Privacy policy (customers, suppliers and partners)
- IT policy
- Salary policy and process
- Equal treatment policy
- Data protection policy
- Quality, environment and working environment policy
- Sick leave and work adaptation policy
- Business travel/traffic safety policy
- Company car policy
- Whistleblowing policy



Our environmental impacts

Companies are expected to take ever greater responsibility for combatting the environmental and climate challenge, and we at Holtab naturally strive to be involved and take that responsibility. We aim to operate with as little environmental impact as possible and challenge ourselves to continuously improve.

Since 2010, Holtab has been ISO 14001 certified, which means that we have identified the areas where we have the greatest environmental impact, that we work systematically on policy, objectives, and documented procedures and that our work is followed up by both internal and external parties each year.

We have an environmental aspect list that includes the business' impact on the environment. The list is updated annually with data to allow for trending and planning. Holtab's significant environmental aspects are identified as being transport, solvents in paint, our electricity consumption, zinc emissions and concrete materials.



Ongoing activities



Investment in solar energy

Our investment in solar energy is an important part of our sustainability work. In 2022, we added 1,224 solar panels to our photovoltaic system at Holtab in Tingsryd. These are estimated to generate 400,000 kWh on an annual basis. In total, our installed output is now 665 kW, covering about half of our consumption. We are continuing towards our goal of becoming a net electricity supplier by 2025 and will soon start planning our third plant.

Via the Energy Management System we installed in Tingsryd, we will be able to get an inventory of where we consume electricity and apply this to reducing our future electricity consumption. Our purchased electricity comes from wind power.

CO₂-emissions

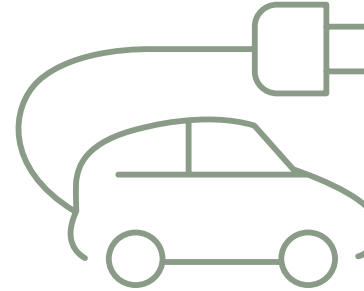
The "Model for generating the climate impact of prefabricated power distribution systems" thesis project, which aims to find a method for easily calculating the CO₂ footprint of Holtab's products, has been offered to various universities.

Painting

One of Holtab's major environmental aspects has been painting with solvent-based primer. This issue has been high on our environmental agenda and as of Q3 2022, this primer is replaced by a water-based one. This means that Holtab is radically reducing volatile organic compounds (VOCs). A new painting method also means a reduction in the consumption of primer.

New washing procedures have also reduced zinc emissions from the washing facility and are now assessed by the municipality as having no noticeable impact on wastewater.

In 2022, the following activities took place to reduce the environmental impact of the business:



Company cars and trucks 100% electric

Starting in 2023, all new company cars and trucks will be 100% electric. The last diesel truck has been decommissioned and replaced with a newly developed 16-tonne electric truck, the first of its kind in Sweden.



Indoor environment

Holtab's office, entrance and canteen on Strömgatan in Tingsryd were renovated during the year. This means major improvements for the indoor working environment.



"We aim to live up to our customers' high expectations."

– Because our products are unique and customised, quality is becoming increasingly important. A key factor to being fully successful is having engaged employees. Employees need to feel that their suggestions for improvement are taken seriously so they are happy to contribute. It's about working with improvements on a daily basis. And having the resources to do that.

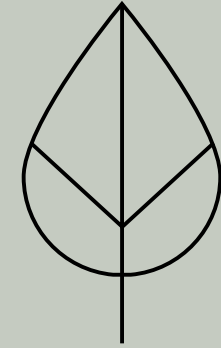
Karin Lundstedt
Head of Quality and Environment

→ [Read more about our quality work on our website](#)

Ambition, goals and results

Area of focus:

We will reduce our carbon emissions

**Long-term goal**

Carbon neutral by 2040

Short-term goals

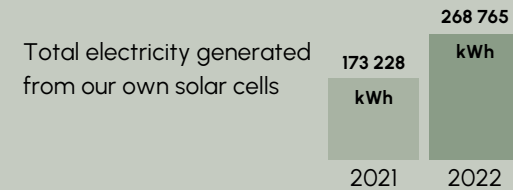
Net electricity supplier

Circularity

Reduce climate impact
per delivery/order

To become a net electricity supplier, we have prioritised the two following activities:

- *Self-generated electricity*
(High-priority activity) Solar cells are installed on the roofs in Tingsryd. Discussion about other solutions for self-generated electricity.
- *Reduce electricity consumption*
Installed an Energy Management System to get an overview of Holtab's electricity consumption. This helps us to see which activities we need to prioritise in reducing our electricity consumption.



Share of self-generated solar electricity/total electricity consumption

2022 24%

2021 16%

When it comes to circularity, we have prioritised the two following activities:

- *Map the flow, what we have in place.*
- *Review material selection (material recycling)*

To reduce the climate impact per delivery/order, we have prioritised the three following activities:

- *Review the current business-wide situation*
Determine the data collection of carbon dioxide emissions for each department. The data will enable us to prioritise which activities will have the greatest impact on Holtab's total carbon dioxide emissions.
- *Increase share of consignments*
(High-priority activity) Transports are planned to transport as many stations as possible together. Urgent trips are avoided through well-planned transports.
- *Review of transports*
We work to influence suppliers in choosing transports with a lower climate impact.

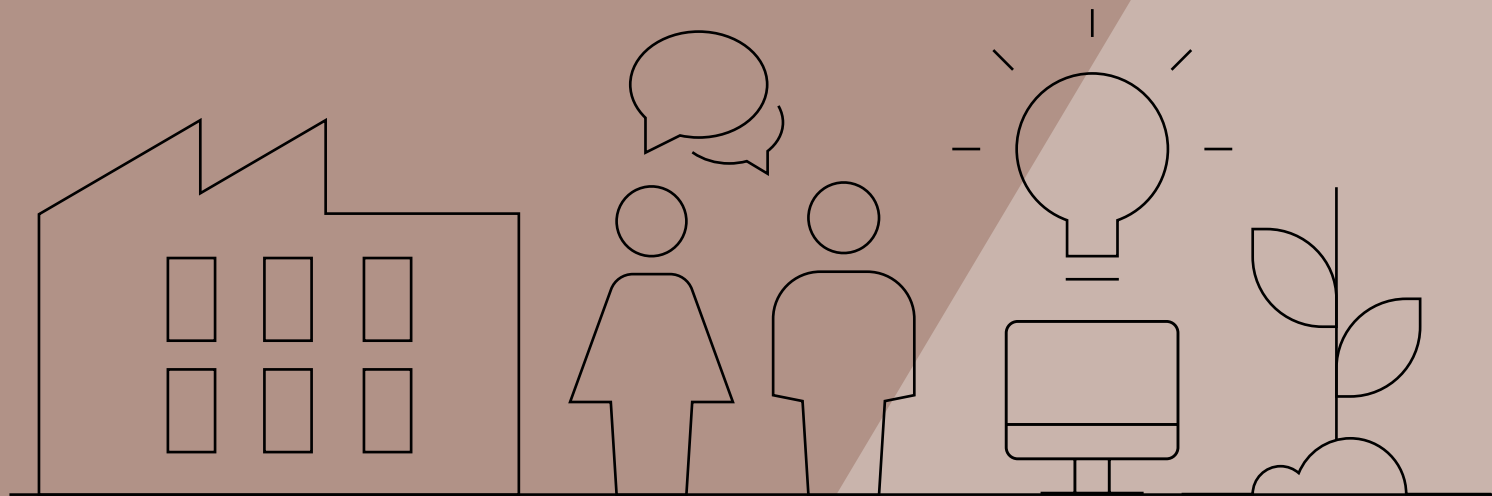
Attractive, safe and sustainable workplace

Our employees are the foundation of our business. It is our highest priority to ensure that everyone who works at Holtab has a healthy and safe working environment. This is also a prerequisite for retaining and attracting qualified staff.

We want to be an attractive employer and a workplace where our employees thrive, feel good and develop. Naturally, we must comply with all laws, regulations and regulatory requirements, but we strive to do more than that.

Being an employee at Holtab means that we do our best, take responsibility and develop ourselves, which leads to the development of the company. We believe in "freedom under responsibility" and that everybody helps out. Ethics, morals and honesty are both expected and valued. We make the most of the knowledge gathered in the company and give employees the opportunity to grow in their professional roles.

The management at Holtab uses our values as instruments and guidance in the decisions we make. The most important task for managers is to get results by making use of and developing employees.



"The desire to develop is apparent at Holtab"

– There's a unique desire to develop here, I've never seen anything like it before. We have great internal mobility. Employees find it natural to apply for new positions within the company, such as moving from production to design or business support. We work hard to harness this power in the company.

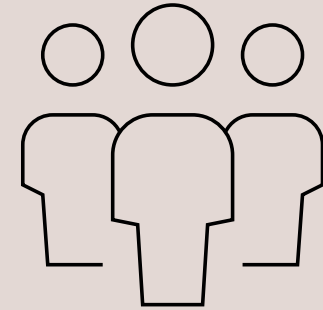
Pernilla Sundén
HR Manager



→ Learn more about how we aim to develop our employees on our website

Ambition, goals and results

Area of focus: The well-being of employees



Holtab uses the Winningtemp tool to measure employee satisfaction and employee net promoter score (eNPS) in monthly surveys sent to all employees. We also take a small temperature survey every week.

Long-term goal

Inclusion, competence and leadership.

Short-term goals

Temperature 10% above comparable industry.

To reach 10% above a comparable industry, we have prioritised the two following activities:

- *Working with Winningtemp results**
Using the results of taking the temperature of the business every week enables us to see which departments need more resources and activities to increase employee well-being.
- *Re-establishing our core values*
(High-priority activity) By laying the foundation for how those of us in the company ascribe to and apply Holtab's core values, we create better conditions for building a healthy, learning organisation. We held a total of three leadership meetings in 2022, two of which were based on the company's core values, the Holtab House.

Inclusion, competence and leadership

The average response rate during the year was 72% (the target is 75%). The number of employees has increased significantly in 2022. We have therefore focused on increasing the response rate in the employee surveys. In 2023, we will focus more on working with the results.



Temperature survey

The temperature reading averaged 7.2 which is slightly lower than the comparable industry at 7.3.

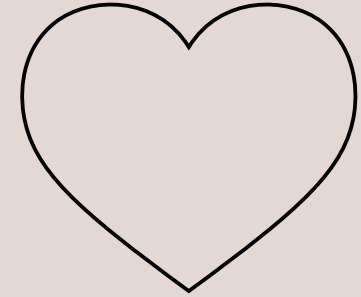
eNPS score

In 2022, the eNPS score was -5, slightly lower than the comparable industry, which was -1. The eNPS target is 20.

*In the eNPS survey, employees rate the question: How likely are you to recommend Holtab to a friend or colleague? The results divide employees into three groups: Critics (0–6), Passives (7–8) and Ambassadors (9–10). Holtab's goal is to have more ambassadors than critics. eNPS value = [% Ambassadors] minus [% Critics].

Ambition, goals and results

Area of focus: We focus on equality



Long-term goal

An equal Holtab 2040
(at least 40% women)

Short-term goals

18% women at all levels
of the company

Gender equality is a challenge in the electricity industry, and we are working to attract more women to Holtab.

To reach 18% women at all levels of the company, we have prioritised the two following activities:

- *Started electrical training for women in collaboration with Montico*
Together, we promote the electrician profession as being accessible to women. The collaboration will continue in 2023 and is part of Holtab's long-term investment in gender equality.
- *Advertising for the electrical profession, at upper secondary school and other levels.*

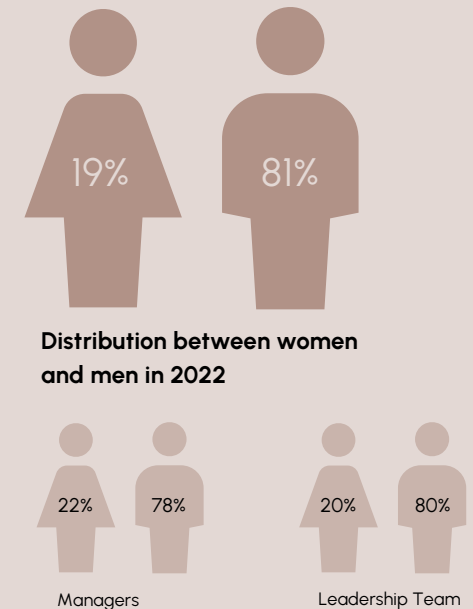
Equality 2022

At the end of 2023, 19% of the company's employees were women, compared to 16% the previous year.

As part of this work, we also want to increase the number of women in decision-making positions at Holtab. At the end of 2022, a total of 22% of managers at Holtab were women, compared with 16% the previous year.

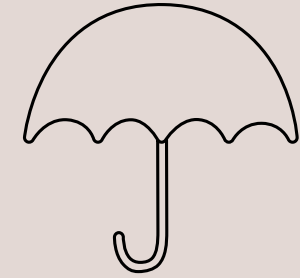
The management team consisted of 20% women, which is the same proportion as in 2021.

→ **Learn more about our electrician training for women**



Ambition, goals and results

Area of focus: We invest in personal safety



Long-term goal

Zero vision accidents
– safe behaviours

Short-term goals

Zero vision accidents with sick leave
(internal)
Zero vision personal safety hazard
(external)

To achieve our zero vision for accidents and absence due to illness, we have prioritised the two following activities:

- *Increased risk awareness,* for example with the help of risk analyses, analysis from OPS and reporting. (High-priority activity) Risk awareness applies both to customer complaints (where applicable) and in-house.
- *Increase the proportion of reported risk observations*
This aids us in working preventively to avoid accidents and near-accidents.

We work proactively to prevent accidents, occupational injuries, incidents, discrimination, victimisation and harassment. If we are informed of incidents or signs of ill health, we act directly to take measures.

In 2022, we had a total of nine accidents, three of which resulted in sick leave.

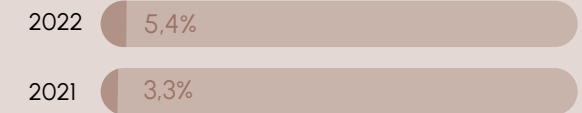
2022
Accidents involving sick leave: 3
Accidents without sick leave: 6

2021
Accidents involving sick leave: 3
Accidents without sick leave: 5

To promote good health, we invest in preventive health schemes and collaborate closely with our occupational health care.

Sick leave

Sick leave in 2022 was 5.4%, slightly higher than the previous year, when at a level of 3.3%.



→ **How we work with personal safety**

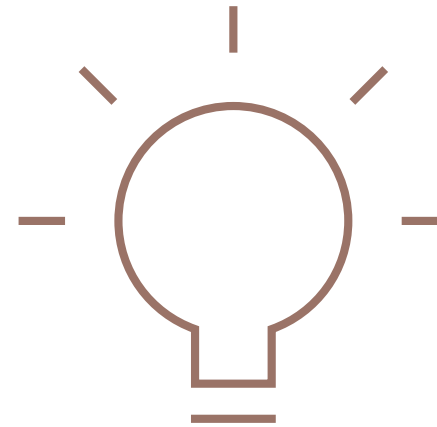
Ongoing activities



Career company of the year

In 2022 November Holtab was named one of the Career Companies of the Year. The award is given to the 100 employers in Sweden that are considered to be the most attractive for students and professionals to pursue a career at.

Karriärföretagen justified the award by saying: *Holtab is an exciting and committed employer who carries out exemplary employer branding work. Collaboration with inspiring people, schools and universities attracts young talent to Holtab, and we believe that a wide range of career and development opportunities will make them want to stay. Sustainability permeates both the corporate culture and the company as a whole. A very attractive employer!*



Electrical training for employees

We offered existing employees electrical training through Montico. A total of nine employees took part in this training.

Carpooling project

A carpooling project has been started together with Energikontoret Sydost to increase the opportunities for our employees to carpool to work.



We have expanded our collaboration with upper secondary schools offering electricity and energy programmes in the region.

Other activities in 2022:

- Introduction of new deviation system has begun.
- Our employees have been offered a bicycle as a benefit.
- We have continued with continuous management forums.
- We have introduced a whistleblowing function that can be accessed via a link on the website and intranet.

We strive to make a difference

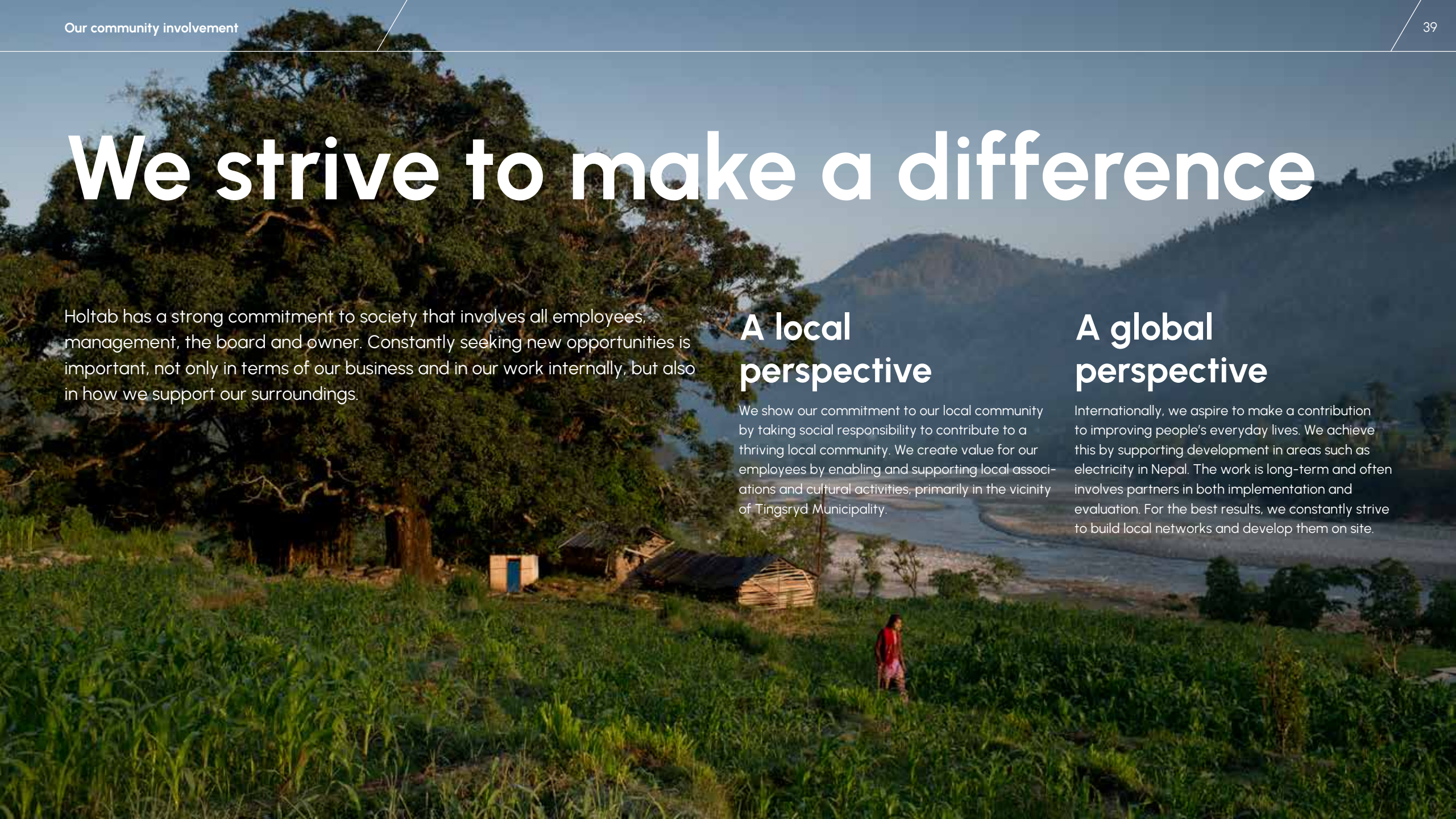
Holtab has a strong commitment to society that involves all employees, management, the board and owner. Constantly seeking new opportunities is important, not only in terms of our business and in our work internally, but also in how we support our surroundings.

A local perspective

We show our commitment to our local community by taking social responsibility to contribute to a thriving local community. We create value for our employees by enabling and supporting local associations and cultural activities, primarily in the vicinity of Tingsryd Municipality.

A global perspective

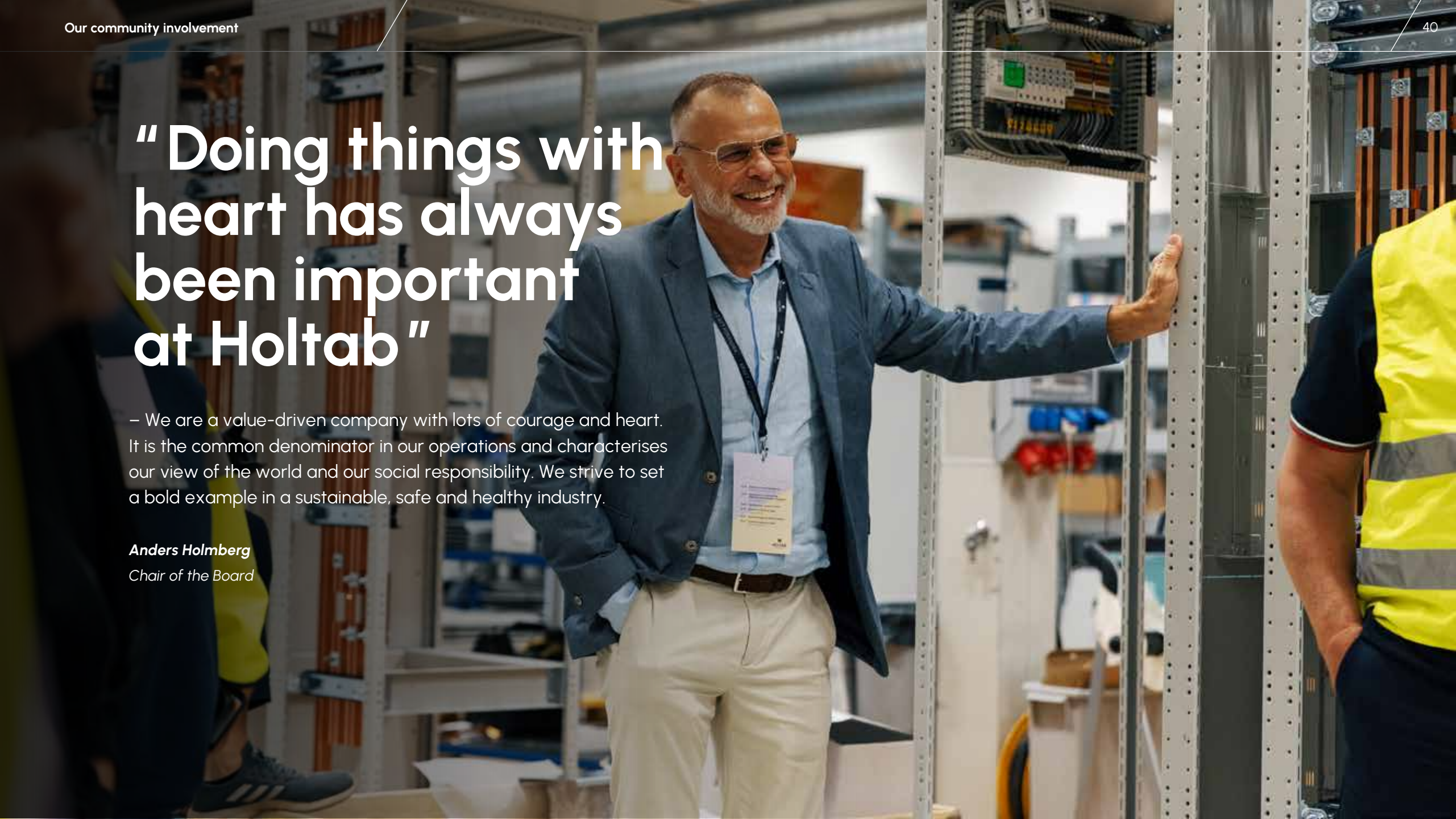
Internationally, we aspire to make a contribution to improving people's everyday lives. We achieve this by supporting development in areas such as electricity in Nepal. The work is long-term and often involves partners in both implementation and evaluation. For the best results, we constantly strive to build local networks and develop them on site.



“Doing things with heart has always been important at Holtab”

– We are a value-driven company with lots of courage and heart. It is the common denominator in our operations and characterises our view of the world and our social responsibility. We strive to set a bold example in a sustainable, safe and healthy industry.

Anders Holmberg
Chair of the Board



Sponsorships and partnerships



Holtab supports local association activities, primarily in the local area. The local CSR work is primarily aimed at associations, but may also include support for individuals/students who have made particular progress in the field of electrical engineering (student grants). The goal is to allocate at least 25% of the budget for non-sport activities.

At an international level, Holtab's overarching goal is to make a tangible contribution to improving people's everyday lives in the long term supporting development in the field of electricity through active social responsibility in developing countries.

Associations and ambassadors

It is important to us to work with people and associations that share the values we espouse. One such person is sports profile Stina Nilsson, with whom we have been working for many years. Her strong desire to achieve results, combined with her colourful and humble personality, inspires us on many different levels.

We also collaborate with such sports personalities as football player Amanda Persson, horse rider Elin Gertsson and associations such as Tingsryd AIF, Tingsryds Tennissällskap and Ryds SK.

Schools and universities

It has become a natural part of our business to collaborate with universities and schools. We would love to see more young people show interest in technical occupations, and to have the opportunity to develop their entrepreneurial side and their curiosity in growing as people and leaders. For example, we work with Junior Achievement corporations, school classes, individual programmes and schools.

In 2022, we expanded our collaboration with several schools, including upper secondary schools with electricity and energy programmes.

Development project in Nepal

Since 2009, Holtab has been active in Nepal with various development projects. Initially, it was a matter of contributing cutting-edge expertise in electricity supply, starting in a small village.

From having virtually no electricity at all, the village, with the help of Holtab and local partners, built a hydropower plant that could supply the entire village (150 households) with a few lights and a few wall sockets per household.

Major earthquake

In spring 2015, the projects took a new turn when a major earthquake hit the country. As a quick reaction our partners in Nepal began organising a company entirely dedicated to rebuilding the country.

Approximately 800,000 households were destroyed and today, seven years later, about half have been rebuilt.

Holtab has also worked on humanitarian projects such as sponsoring entrepreneurs (primarily women) who want to start or develop businesses in rural areas. Among other things, we have designed and financed a water pipeline for a village that was badly hit by the earthquake.

Back in Nepal

In November 2022, we got back to Nepal for the first time since the pandemic. The goal of this journey was to follow up on ongoing projects, but also to find new ones that could make a difference in the future.



Financial report

Consolidated income statement

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
Revenue	719 516 770	618 128 656
Cost of goods sold	-641 855 654	-534 837 961
Gross income	77 661 116	83 290 695
Sales expenses	-4 918 000	-23 343 647
Administrative expenses	-66 167 597	-37 712 298
Other operating income	2 749 211	1 233 168
Other operating expenses	-12 280	0
Earnings before interest and tax (EBIT)	9 312 450	23 467 918
Interest income and similar items	4 606 281	4 183 161
Interest expenses and similar items	-8 611 414	-4 156 407
	-4 005 133	26 754
Earnings before tax (EBT)	5 307 317	23 494 672
Tax	-1 303 464	-4 818 514
Net income	4 003 853	18 676 158

Consolidated balance sheet

	31/12/2022	31/12/2021
ASSETS		
Non-current assets		
<i>Fixed assets</i>		
Buildings and land	57 628 066	50 756 633
Plant and machinery	10 694 763	12 484 174
Fixtures and fittings, tools and equipment	12 575 421	6 183 289
Fixed assets in course of construction and advance payments for fixed assets	20 000	1 066 784
	80 918 250	70 490 880
<i>Intangible assets</i>		
Deferred tax receivables	8 529	8 529
Other long-term receivables	12 464	56 872
	20 993	65 401
Total non-current assets	80 939 243	70 556 281
Current assets		
<i>Inventory etc.</i>		
Raw materials and supplies	71 151 985	39 698 278
Work in progress	17 788 795	14 928 013
Finished goods	5 355 236	3 159 767
	94 296 016	57 786 058

	31/12/2022	31/12/2021
<i>Short-term receivables</i>		
Accounts receivable	151 417 017	88 431 422
Tax receivable	3 975 615	0
Other receivables	7 526 635	6 078 827
Prepaid expenses and accrued earnings	2 324 059	1 850 797
	165 243 326	96 361 046
<i>Cash and cash equivalents</i>	24 551 166	23 676 020
Total current assets	284 090 508	177 823 124
TOTAL ASSETS	365 029 751	248 379 405

Consolidated balance sheet

	31/12/2022	31/12/2021
LIABILITIES AND SHAREHOLDERS' EQUITY		
Equity		
Share capital	100 000	100 000
Other equity including retained earnings	112 918 105	120 433 108
Total shareholders' equity	113 018 105	120 533 108
	113 018 105	120 533 108
Provisions		
Deferred tax liabilities	4 954 387	4 718 834
	4 954 387	4 718 834
Non-current liabilities		
Bank overdraft facilities	40 028 326	0
Long-term debt	18 726 500	12 112 500
	58 754 826	12 112 500
Current liabilities		
Short-term debt	1 118 000	850 000
Deferred income	17 647 013	3 999 589
Accounts payable	89 188 931	62 012 502
Tax payable	0	2 125 945
Other liabilities	20 547 758	9 930 986
Deferred income	13 472 368	10 335 798
Accrued expenses and prepaid earnings	46 328 363	21 760 143
	188 302 433	111 014 963
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY	365 029 751	248 379 405

Consolidated statement of changes in equity

	Share capital	Other equity including retained earnings	Total
Opening balance 1 January 2021	100 000	101 756 950	101 856 950
Retained earnings	0	18 676 158	18 676 158
Closing balance 31 December 2021	100 000	120 433 108	120 533 108
Transactions with shareholders:			
Dividends paid	0	-12 000 000	-12 000 000
Effect of incorporation of branch	0	401 885	401 885
Effects of Changes in Foreign Exchange Rates	0	79 259	79 259
Retained earnings	0	4 003 853	4 003 853
Closing balance 31 December 2021	100 000	112 918 105	113 018 105

Consolidated cash flow statement

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
Operating activities		
Net income	9 312 450	23 467 918
Adjustments to reconcile net income to cash generated by operating activities		
Depreciation and impairment losses	5 173 734	4 664 938
Net proceeds from sales of equipment	0	-75 285
	14 486 184	28 057 571
Interest received	4 606 281	4 183 161
Interest paid	-8 611 414	-4 169 110
Income tax paid	-7 169 471	6 906 947
Cash flow from operating activities before changes in working capital	3 311 580	21 164 675
<i>Changes in working capital</i>		
Change in inventory	-36 509 958	-12 263 469
Change in accounts receivable	-62 985 595	-19 638 265
Change in other current receivables	-1 841 811	-2 017 421
Change in accounts payable	27 176 429	23 551 438
Change in other current liabilities	45 968 986	1 707 114
Cash flow from operating activities	-24 880 369	12 504 072
<i>Investing activities</i>		
Payments for acquisition of fixed assets	-15 601 104	-6 128 195
Proceeds from sales of fixed assets	0	158 350
Acquisition of financial assets	0	-1 072
Proceeds from sales/reduction of financial assets	446 293	0
Cash flow from investing activities	-15 154 811	-5 970 917

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
<i>Financing activities</i>		
Proceeds from issuance of debt	48 028 326	0
Repayments of debt	-1 118 000	-20 850 000
Dividends paid	-6 000 000	0
Cash flow from financing activities	40 910 326	-20 850 000
Cash flow for the year	875 146	-14 316 845
Cash & cash equivalents at start of year	23 676 020	37 992 865
Cash & cash equivalents at end of year	24 551 166	23 676 020

Parent company's income statement

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
Revenue	63 012 767	0
Cost of goods sold	-2 328	0
Gross income	63 010 439	0
Sales expenses	-21 491 371	0
Administrative expenses	-41 518 548	-41 403
Other operating income	142 985	0
Earnings before interest and tax (EBIT)	143 505	-41 403
Profit/loss from shares in Group companies	0	32 000 000
Interest income and similar items	2 815	0
Interest expenses and similar items	-146 320	-990
	-143 505	31 999 010
Earnings before tax (EBT)	0	31 957 607
Profit/loss before tax	0	31 957 607
Tax	-117 743	8 529
Net income	-117 743	31 966 136

Parent company's balance sheet

	31/12/2022	31/12/2021
ASSETS		
Non-current assets		
<i>Non-current assets</i>		
Plant and machinery	52 926	0
	52 926	0
<i>Intangible assets</i>		
Shares in Group companies	161 414 248	151 200 000
Deferred tax receivables	8 529	8 529
	161 422 777	151 208 529
Total non-current assets	161 475 703	151 208 529
Current assets		
<i>Short-term receivables</i>		
Receivables from Group companies	16 588 208	12 000 000
Other receivables	107 271	0
Prepaid expenses and accrued earnings	1 040 846	0
	17 736 325	12 000 000
<i>Cash and cash equivalents</i>	0	99 010
Total current assets	17 736 325	12 099 010
TOTAL ASSETS	179 212 028	163 307 539

Parent company's balance sheet

	31/12/2022	31/12/2021
LIABILITIES AND SHAREHOLDERS' EQUITY		
Equity		
<i>Restricted equity</i>		
Share capital	100 000	100 000
	100 000	100 000
<i>Unrestricted equity</i>		
Retained profit/loss	149 966 136	130 000 000
Profit for the year	-117 743	31 966 136
	149 848 393	161 966 136
	149 948 393	162 066 136
Non-current liabilities		
Bank overdraft facilities	2 158 612	0
Liabilities to Group companies	10 214 248	0
	12 372 860	0
Current liabilities		
Accounts payable	3 280 481	0
Liabilities to Group companies	38 501	1 241 403
Tax payable	1 109 217	0
Other liabilities	7 546 951	0
Accrued expenses and prepaid earnings	4 915 625	0
	16 890 775	1 241 403
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY	179 212 028	163 307 539

Statement of changes in equity of the parent company

	Restricted equity	Free equity		
	Share capital	Retained profit/loss	Retained earnings	Total
Opening balance 1 January 2021	100 000	0	0	100 000
<i>Transactions with shareholders:</i>				
Shareholder contribution received	0	130 000 000	0	130 000 000
Retained earnings	0	0	31 966 136	31 966 136
Closing balance 31 December 2021	100 000	130 000 000	31 966 136	162 066 136
Reversal of previous year's profit	0	31 966 136	-31 966 136	0
<i>Transactions with owners</i>				
Dividends paid	0	-12 000 000	0	-12 000 000
Retained earnings	0	0	-117 743	-117 743
Closing balance 31 December 2021	100 000	149 966 136	-117 743	149 948 393

Parent company's cash flow statement

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
Operating activities		
Net income	143 505	-41 403
Adjustments to reconcile net income to cash generated by operating activities		
Depreciation and impairment losses	13 908	0
Income tax paid	991 474	0
	1 148 887	-41 403
Profit/loss from shares in Group companies	0	32 000 000
Interest paid	2 815	0
Interest paid	-146 320	-990
Cash flow from operating activities before changes in working capital	1 005 382	31 957 607
<i>Changes in working capital</i>		
Change in other current receivables	-5 736 325	-12 000 000
Change in accounts payable	3 280 481	0
Change in other current liabilities	5 259 674	1 241 403
Cash flow from operating activities	3 809 212	21 199 010
<i>Investing activities</i>		
Acquisition of shares in Group companies	-10 214 248	-151 200 000
Payments for acquisition of fixed assets	-66 834	0
Cash flow from investing activities	-10 281 082	-151 200 000

	01/01/2022 -31/12/2022	01/01/2021 -31/12/2021
<i>Financing activities</i>		
Shareholder contributions received	0	130 000 000
Proceeds from issuance of debt	12 372 860	0
Dividends paid	-6 000 000	0
Cash flow from financing activities	6 372 860	130 000 000
Cash flow for the year	-99 010	-990
Cash & cash equivalents at start of year	99 010	100 000
Cash & cash equivalents at end of year	0	99 010

To the Annual General Meeting of Holtab Group AB, corp. ID no. 559288–7235

Auditor's statement regarding the statutory Sustainability Report

The Board of Directors is responsible for the Sustainability Report for 2022, and for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act.

My review has been conducted in accordance with FAR's recommendation RevR12 "The auditor's statement on the statutory sustainability report". This means that my audit of the Sustainability Report has a different focus and substantially less scope than the focus and scope of auditing in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. I believe that this review provides me with a sufficient basis for my statement.

A Sustainability Report has been prepared.

Växjö, 18 April 2023

Tommy Jonasson

Authorised public accountant

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HOLTAB

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