

Sustainability Report

2023



ET Advisory in brief

Empowering professionals and companies contributing to the greater good

Revenue	Growth	Oper Margin
11M Sek	20,4%	31.4%

We operate mainly in the Nordic region within sales and services



Founded: **2016**

Headquarter: **Stockholm, Sweden**

Locations: **Sweden, Slovakia, Czech Republic**

Founder & CEO: **Tony Bergström**

PORTFOLIO

Teamcenter PCM

Supplyframe

NLPP

Part of

Siemens Digital Industries

Software Network

Content

- 01** ET Advisory in brief
- 02** Vision and values
- 03** Sustainability governance and organization
- 04** Material Assessment
- 05** Sustainability Performance
- 06** Supply Chain management
- 07** GRI Content index
- 08** Assurance Assessment
- 09** Future directions and goals
- 10** Conclusions

”

Vision

We shall achieve sustainable growth that is both profitable and responsible and deliver customer Satisfaction

Values

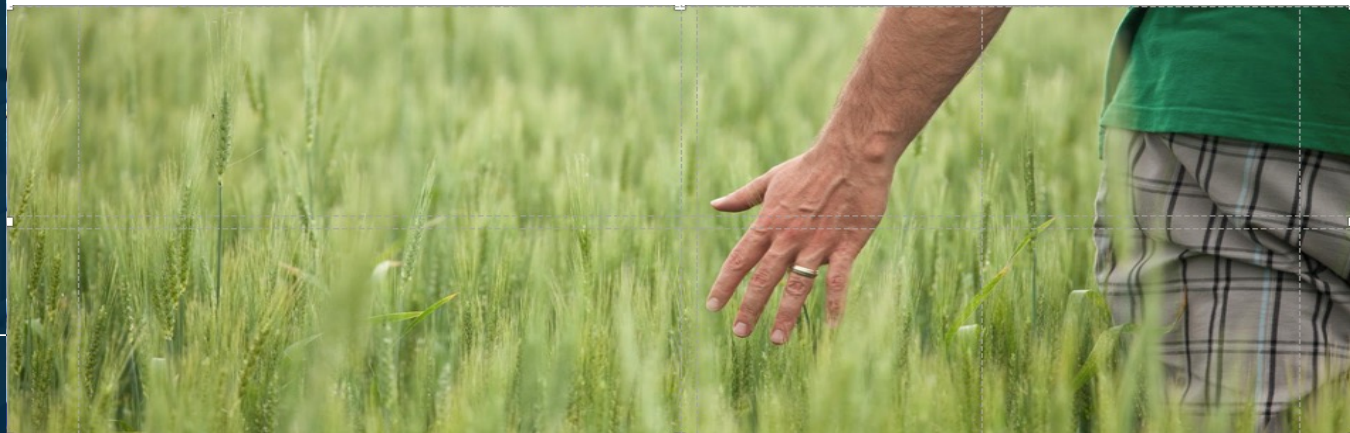
We aim to minimize our environmental footprint and promote ethical business practices

Tony, CEO and Eva, CFO of ET Advisory, also the owners of the Company.

They both are committed to the sustainability reporting directive (CSRD) that become active January 2024

We are going to invest in both in ISO9001 and ISO27001 certification process, in order to be more compliance with global sustainability and financial targets.

For sustainability we will include the CSR into our annual reporting starting 2024 to be able to measure our targets



Sustainability governance and organization

Responsibility for sustainability lies at ET Advisory with the management team , the board supported by the owners

Foundation: Corporate governance

We believe that compliance with recognized principles of company governance is the cornerstone of sustainability- based corporate management. ET Advisory is governed by Swedish law.

As the top management body, the Managing Board is responsible for serving the company's best interests and for achieving sustainable growth in company value. The Managing Board members are responsible for the entire management of the company and decide on key issues of business policy and corporate strategy.

The CEO is ultimately responsible for all sustainability topics in the area of responsibility. This includes responsibility for the sustainability business, , sustainability reporting, the Sustainability Risk Due Diligence Process, and other related responsibilities

Actions and result

- Continue to develop our sustainability governance according to company cornerstones
- Take actions according to global directives and other regulations

Material Assessment

ET Advisory doesn't have today an implemented Material assessment process according to CSRD

We don't produce any products and don't purchase any raw material or substance

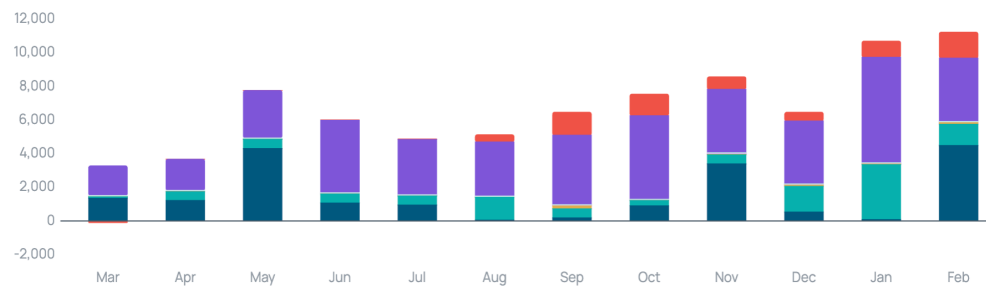
Sustainability Performance

Environmental performance

We as a company doesn't have an own office, we are renting a space in a co-working facility.

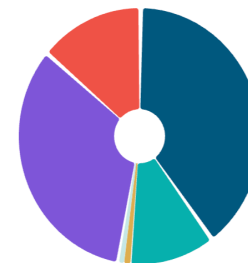
- We have today no water consuming targets
 - We try to be a energy smart, in order to save energy consumption
 - We try to be waste smart when we do indirect purchasing
 - We track our Greenhouse emissions in our financial system
-
- Our target is to reduce the GHG by 10% by 2025

Emission by category and period (kgCO2e)



Emissions per category

11,220.79 tCO2e



- Business Travel 4,486 (40%)
- Electronics 1,261 (11%)
- Food and drinks 95 (1%)
- Freight (0%)
- Office space 76 (1%)
- Other purchases 3,763 (34%)
- Vehicles 1,541 (14%)

Social performance

Human Rights

We have developed a strong company culture for ensure to that our human rights policy will be adopted by our employees and suppliers. We will audit this on annual basis and assessment it if necessary

Ethics

At ET Advisory, we take a zero-tolerance approach to corruption and other breaches of applicable laws and of our Code of conducts policy

Community engagement

We have during 2023 founded following social activities in order support social well being

- Night watches – support the police by night walking
- Sponsorship in athletic teams
-

Diversity

At ET Advisory, we transform the everyday, for everyone – for our customers, our people, and society at large. This also means committing to diversity, equity, and inclusion.

We strive to create a work environment where our people are empowered and feel a sense of belonging. We believe that diversity positively impacts our teams and workplace and leads to more creative and innovative solutions.

At ET Advisory, diversity means the inclusion and interaction of different ways of thinking, backgrounds, experiences, skills, and individual qualities across all levels and dimensions of the company. Equity is an essential part of our company culture. Inclusion enables every voice to be heard and every individual to get involved. We believe that focusing on diversity, equity, and inclusion reduces the risk of making biased talent decisions. We have implemented recruitment and promotion strategies that promote equity of opportunities

Economic performance

The Financial targets have not been implemented, will come in Annual report for 2024

Action and result

- Implement the CSR to our annual report according to the IFRS standard

Supply chain Management

Our governance and policies for strategic procurement

The core objectives of the strategic procurement processes are to sustain the company's success by making a consistently high contribution to our earnings from purchases of materials and services, to assert high quality standards along the entire supply chain, to identify and exploit opportunities to create value through procurement competence, and to ensure compliance and sustainability. Sustainability is our guiding principle. The sustainability initiatives we take are an essential aspect of the successful implementation of our programs. Our understanding of sustainability in the supply chain is based on our company values to be responsible, excellent and innovative

Actions and result

- Create audit processes for assess the supplier network by end of 2025
- Follow up supplier sustainability report according our supplier sustainability policy

GRI content index

Sustainability topics	SDGs	DEGREE	GRI Standard
Climate action ¹	7 9 11 12 13	DECARBONIZATION	GRI Standard 305 Emissions
Innovation and business model	6 7 8 9 11 12 13 14 15 16 17	DECARBONIZATION RESOURCE EFFICIENCY GOVERNANCE	GRI Standard 201 Economic Performance
Cybersecurity and data management	5 8 10 16 17	ETHICS	
Social and ecological standards in the supply chain	8 12 16 17	GOVERNANCE	GRI Standard 414 Supplier Social Assessment GRI Standard 308 Supplier Environmental Assessment
Corporate governance and sustainability leadership	8 12 16 17	GOVERNANCE	GRI Standard 413 Local communities
Partner management and collaboration	7 8 9 11 12 13 16 17	GOVERNANCE DECARBONIZATION	GRI Standard 203 Indirect Economic Impacts
ESG risk management	5 8 10 12 16 17	GOVERNANCE ETHICS	GRI Standard 201 Economic Performance

Assurans Assessment

This CSR report will be assurance according to our ISO9001 certification process and when we implement the CSR financial (IFRS) structure to our annual report for 2024

Actions and Result

- Implement IFRS structure to annual report by end of 2024
- Assure that our CSR report will be go trough a approved assessment process by end of 2024

Future Directions and Goals

2024 Implement sustainability directives
start to create supplier assessments forms

2025 Make sure partners and suppliers are compliance with CSRD

Conclusions

In conclusion, this Corporate Social Responsibility (CSR) report reflects our unwavering commitment to making a positive impact on society and the environment through responsible business practices. Throughout this report, we have demonstrated our dedication to upholding ethical standards, promoting sustainability, and fostering meaningful relationships with our stakeholders.

As an organization, we recognize the importance of transparency, accountability, and continuous improvement in our CSR efforts. We have embraced the principles of corporate citizenship, recognizing that our actions have far-reaching consequences beyond our bottom line. By integrating social and environmental considerations into our business strategy, we aim to create shared value for all stakeholders while contributing to the well-being of future generations.

While we are proud of the progress we have made, we also acknowledge that there is still work to be done. We remain committed to listening to feedback, learning from our experiences, and evolving our practices to address emerging challenges and opportunities. Our journey towards sustainability is ongoing, and we are committed to being at the forefront of positive change in our industry and beyond.

We extend our gratitude to our employees, customers, partners, and communities for their continued support and collaboration in advancing our CSR initiatives. Together, we will continue to drive progress towards a more sustainable, equitable, and prosperous future for all.

**Thank you for
your attention**