



ADIGO

enabling motion

SUSTAINABILITY REPORT
2026

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*** This report consists of data from the business year 2024/2025.**

About Adigo

- 23 full-time employees
- Mechanical, Electric & Software Engineering In-house
- Headquarter in Gothenburg
- Sales Office in Finland
- 65% Export Sales
- Turnover ~18m€



Highlights

Mounted EV-chargers on our building to encourage employees to drive electrical

Produced our first Sustainability Policy

Surpassed goal of having more than 80% of purchased volume assessed according to Addtech CoC.

The production of our first Sustainability Report



CEO has the word

I'm both happy and proud to be able to present our work, which contributes to a better and a more sustainable environment. One of the reasons myself and many of my colleagues are working at Adigo is just because of our focus on electrification and thereby replace combustion engines and manual heavy work.

At Adigo we feel like we are making difference and that our solutions give an immediate effect and feedback on our knowledge and work.

Our customers, which operate in everything from commercial vehicles, working machines, lifting aid, autonomous systems and medical machinery are all within exciting future industries where a lot happens. It's especially fun and rewarding for us to see when our customers succeed with their products where we have been apart in the development and contribute by supplying a good solution, something we have been doing now for 50 years.

We live in an eventful world, and Adigo is prepared to adapt and supply sustainable solutions to what our customers and market require in the future. I believe that more progress will be required in the future to improve our environment and working conditions and Adigo is available to offer its expertise to support this.

Peter Mayer, CEO at Adigo Drives



Our employees

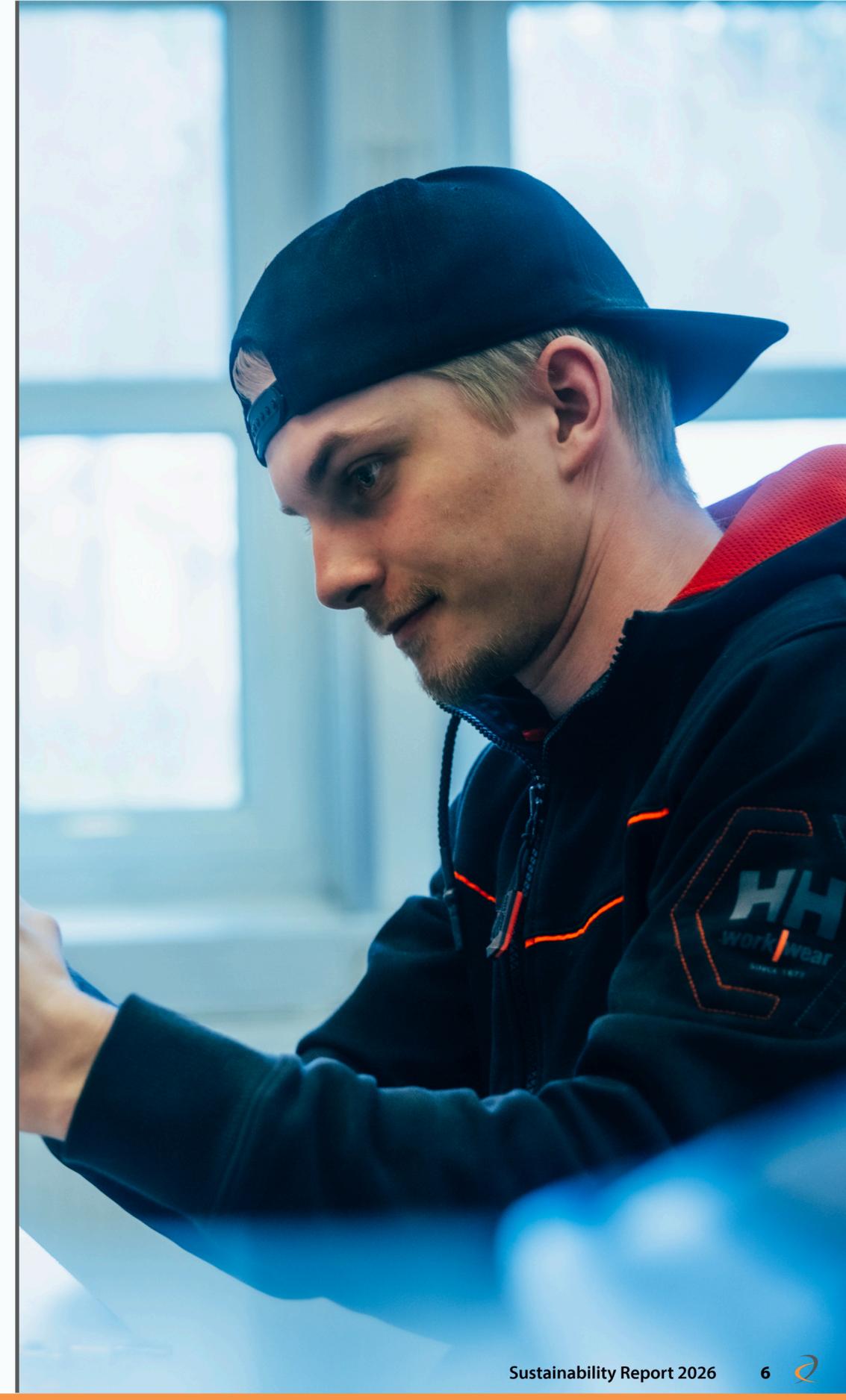
At Adigo Drives we are 23 employees distributed among five women and remaining number men.

We strongly care about the health and well-being of our employees. All employees are offered yearly health examinations and wellness grants that can be used for various health-promoting activities. Beyond this we regularly arrange joint activities to both strengthen health and connection, for example ski-trips, golf competitions and other social exercise activities.

Together with our activities is our work environment something we continually works with – both the physical and psychosocial.

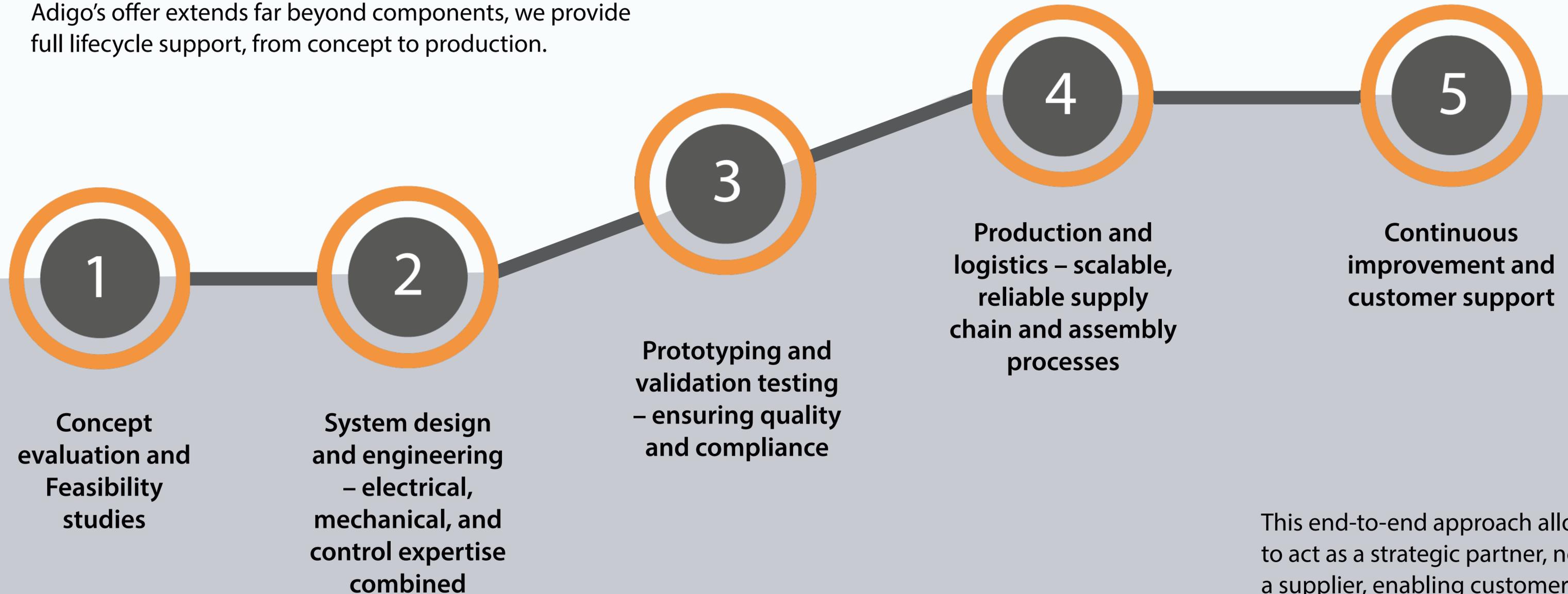
We have a staff group who work systematically with work environmental issues. On that way we will create conditions for a sustainable work environment where well-being is in focus.

Our fundamental objective regarding skills development is to encourage and support all forms of this, both within the current work area and with the aim of meeting future challenges. Within Addtech they offer its own training program, which we actively use. In addition to this, we also take part in external training when it's relevant. We adapt continuing education efforts individually based on every employee's needs and business requirements.



Our working process

Adigo's offer extends far beyond components, we provide full lifecycle support, from concept to production.



This end-to-end approach allows us to act as a strategic partner, not just a supplier, enabling customers to electrify with confidence.



Part of Addtech

Adigo is a part of something bigger, through our owner Addtech we are on the journey for sustainability with the rest of the companies inside its organization.

Addtech was created in 2001 and do today consist of 150 company's operating in 20 countries. Sustainability is an integrated part of Addtechs operations and they both support UN global compact, UN sustainable goals and SBTi.

Adigo has been a part of Addtech since 2006 and have integrated Addtechs sustainability goals as its own.



Sustainable business:

All sales inside Addtech should in some form contribute to forward the UN sustainable development goals



Sustainable organization:

Addtech should reduce it's CO2-intesitvty (Ton C02E / 1MSEK) by 50% as well as having at least 40% women in leading positions



Sustainable supply chain:

The suppliers responsible for 80% of the value in purchased goods at all the businesses of Addtech should have completed our self-assessment or been assessed onsite by a member of Addtech.



Code of Conduct

The Addtech Code of Conduct is an important tool for us at Adigo. It's different versions specify the guidelines that both we as employees and our suppliers must follow when it comes to corporate social responsibility. It covers areas such as human rights, work environment, freedom of association and environmental responsibility as well as many other topics. All employees shall sign the code of conduct, and our goal is that the same shall be true for all suppliers. So far 71% of our purchase volume comes from companies that have signed our CoC, this amount is climbing steadily each year.

"...guidelines that both we as employees and our suppliers must follow..."



Legislations & Certifications

Adigo are proud to have secured a number of certificates based on our performance.

For quality we have except the more standard ISO9001 also been certified according to IATF16949 since 2016 this demanding std. shows that we live up to the requirements to deliver directly to our Automotive customers.

Our environmental management system has been certified for ISO140001 since 2004.

We do continuously monitor the REACH & Rohs legislation. and frequently ensure that our supplied materials follow the required standard.



Policies

Adigo's commitments have been summarized and noted down in both our Quality policy as well as our Environmental & Sustainability policy. These can both be found in their entirety below:

Quality Policy

"Adigo offers its customers electric motor and HMI solutions for vehicles and machinery.

With our solid knowledge and with great sensitivity to our customers' needs, we are an important part of our customers'

success. Doing the right things in the right way and striving for continuous improvement is always our focus. We find this leads to higher quality, greater efficiency and good profitability over time, both for us and our customers.

We are team players where we know that each person can contribute with their knowledge, experience and commitment to make the result even better."

Environmental & Sustainability Policy

"Adigo's business concept and products contribute to accelerating the transition towards a fossil-free society. Customers are offered electric motor- and HMI solutions for vehicles and machines, mainly to replace fossil fuel-powered counterparts.

Adigo is responsive to its stakeholders' requirements and expectations, which is ensured through relevant and measurable goals based on Science based targets.

Adigo has identified freight as our biggest negative environmental impact. This affects Adigo through the choice of suppliers and transport methods. In addition to pure environmental aspects, Adigo aims to be able to tie all its sales to the UN's sustainability goals.

Adigo always wants to increase employees' awareness and commitment to environmental and sustainability issues and create opportunities for sustainable choices.

Adigo works continuously to try to minimize all types of scrap/chemicals through a systematic approach from design to aftermarket, which helps to minimize the impact on the environment and the extraction of resources."



Risk & Opportunities

A part of our everyday business is to try and see how the future will look. This is of course easier said than done but we have some tools at our disposal.

We regularly make different analyses to make sure we are as prepared as we can be, these include but are not limited to:

PESTLE:

A risk analysis focusing on the broader aspects including but not limited to political & social movements

Interested parties Analysis:

Here we analyze who in the world takes an interest in Adigo and what their demands may be for us; this includes everything from employees to customers and our local environment.

SWOT:

This analysis focuses on our perceived strengths and weaknesses as well as opportunities or threats that our business might encounter in the foreseeable future.

These analyses together covers a scope from our own employees to the world at large and hopefully they help us shape our business in a way that will let us succeed.



Product portfolio

Adigo designs and delivers electrification solutions for vehicles and industrial machinery. Our work focuses on replacing or improving fossil-based and less efficient drive systems with electric alternatives that are better suited for modern performance, energy, and environmental requirements.

We develop both hardware, control solutions, and adapt them to each application. This includes our own HMI interfaces as well as engineered motor and drive system configurations. Instead of selecting standard components only, we configure and combine motors, controllers, power electronics, interfaces, and related subsystems so they function correctly together in the customer's real operating environment.

Our typical solution scope covers electric motors, motor controllers, drive electronics, power conversion, battery and charging integration, gearing, and operator interfaces. These elements are engineered and integrated as a coordinated system rather than as separate parts. The purpose is to achieve correct sizing, stable operation, and predictable performance over the product lifecycle.

By working with system-level design and integration, we reduce the need for redesign, lower implementation risk, and support efficient electrification projects. This contributes to more reliable machines, improved energy use, and practical progress toward electrified operation in multiple industry segments.



Segments & Applications area

Adigo operates across several key industries where electrification makes a measurable difference in efficiency, emissions, and lifecycle performance.

Our solutions support mission-critical applications such as:

- Off-highway and industrial machinery, including construction, forestry, and material handling
- Marine and related segments, where durability and reliability are essential
- Medical technology systems, where compliance and precision are key
- Automotive, Transportation and Mobility in demanding environments

Our cross-sector expertise allows us to transfer innovation between industries, creating smarter, more sustainable solutions for each customer.

Partnering with Adigo means working with an engineering-driven electrification integrator that designs complete, application-adapted drive and control solutions — not just individual components. We combine motors, drives, power electronics, and our own HMI systems into coordinated, tested system designs tailored to real operating conditions. This reduces integration risk, shortens development time, and supports reliable, resource-efficient electrification outcomes.

Production

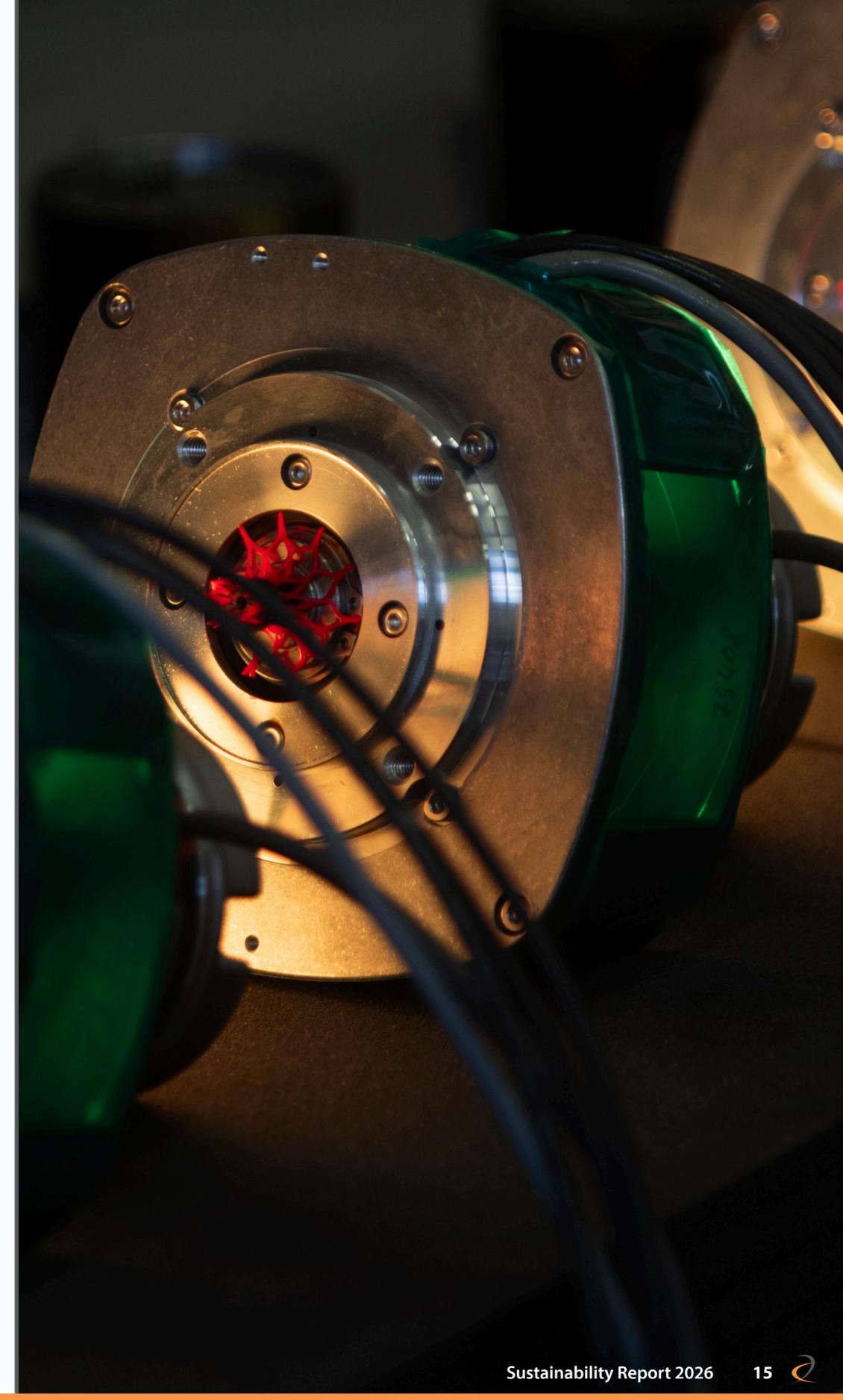
In Adigo's production, sustainability is a central part of daily work. It is not only about reducing environmental impact, but also about ensuring quality, reducing resource waste and creating a safe and responsible working environment.

By working systematically and carefully, we reduce both material waste and unnecessary transport, which contributes to more sustainable production. A fundamental principle at Adigo is the importance of finding any errors as early as possible in the process. The earlier an error is detected, the easier it is to fix without wasting resources.

Most of our products that are sent to customers have undergone a customized final test. This not only ensures functionality, but it only prints barcodes when the unit has passed the test – a receipt for quality.

We strive for zero errors for the customer, which means that each employee takes great responsibility for delivering products that meet the highest standards. This attitude permeates the entire team. Everyone understands the importance of quality, and it goes without saying to ask when you are unsure – to ensure that the work is done right from the start.

This openness creates a sense of security in the team, where people dare to be honest and help each other solve problems. Our view of sustainability is therefore both practical and cultural. By combining technical solutions with a strong quality culture, we contribute every day to more resource-efficient and sustainable production.



Supply chain

SUPPLIER

Adigo has high demands regarding the function & quality of our products. That is why we choose our suppliers and partners with great care. All suppliers and partners are expected to sign our Code of Conduct and participate in our regular supplier evaluation. This is an important part of our quality and sustainability work.

TRANSPORT

We know that transportation has an impact on our climate, which is why we work continuously to minimize our freight from suppliers and to our customers. This is done, among other things, with joint deliveries. We also review our transport flow to streamline our freight constantly. As far as possible, we use modes of transport with the smallest possible climate footprint.

ADIGO DRIVES

Our strong internal processes ensure that the products leaving Adigo meet the stringent requirements of our customers. This is equally true whether it concerns customers in the Automotive or other industries. We continuously review and evaluate our work to ensure that we always maintain the same high level.

TRANSPORT

We always strive in dialogue with the customer to optimize the delivery to the customer and choose joint deliveries if possible. Most often our customers want delivery with their choice of carrier. In cases where this does not happen, we choose a carrier with the least possible climate impact. In dialogue with the customer, joint deliveries are sought to the greatest extent possible.

CUSTOMER

We listen to our customers and take their demands very seriously. We have begun the work of mapping the climate footprint of our products. The aim is to provide our customers with increased transparency and facilitate sustainable choices. The work is carried out in accordance with applicable legal requirements and is part of our long-term sustainability work.



How we travel

At Adigo we recognize that business travel is one of our larger environmental impacts. Hence how and when we travel is of great importance. Since 2022 all company cars are either chargeable Hybrids or pure electric. This has limited our scope 1 to becoming less than 8 % of our total emissions. We also want to encourage all our staff to choose electric vehicles, and in line with this decision have installed 6 charging stations for cars in our building that all our employees can use free of charge.

When it comes to air-travel we need to be able to meet our customers and suppliers wherever they are in the world, and some travel by air is a necessity. We do, however, try to limit them as much as possible, especially when it comes to intercontinental travel. We can see that our emissions from travel decreased by over 60% from 2023-2024 due to less travel by air.

"...emissions from travel decreased by over 60%..."



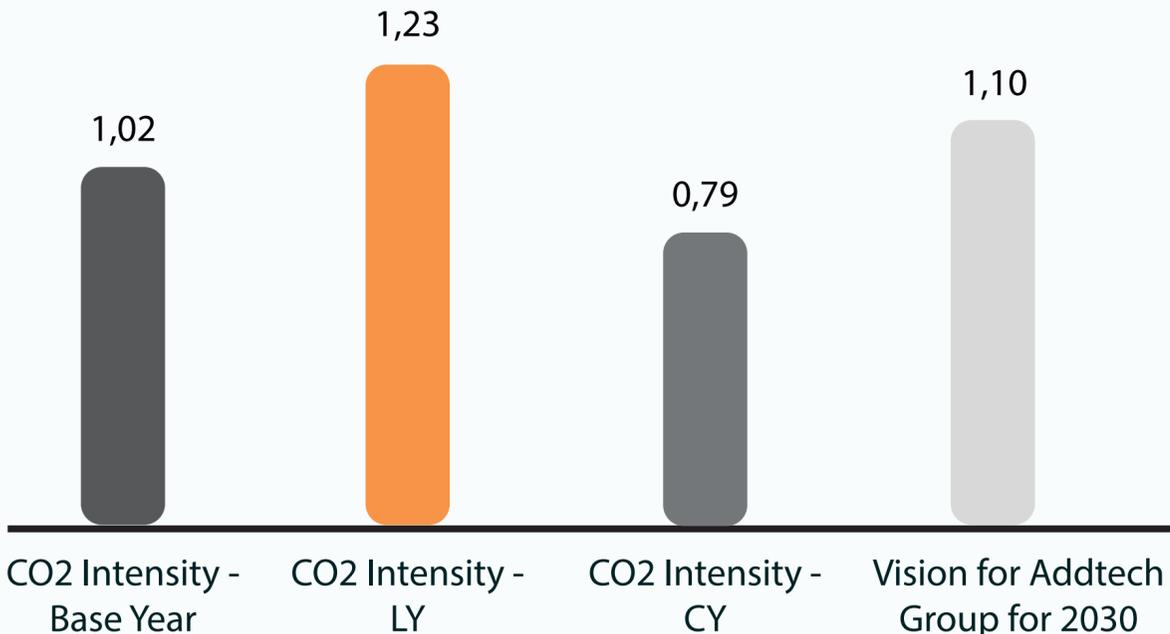
CO2

Our goal is to reduce the amount of CO2E our activities release as much as possible. Even we must admit that having 0 emissions is not feasible today. From what Adigo measures our largest contributor to emissions are transport which alone accounted for roughly 77% of Adigo’s total measured emission during 2024 followed by business travel who accounted for close to 17% of emissions.

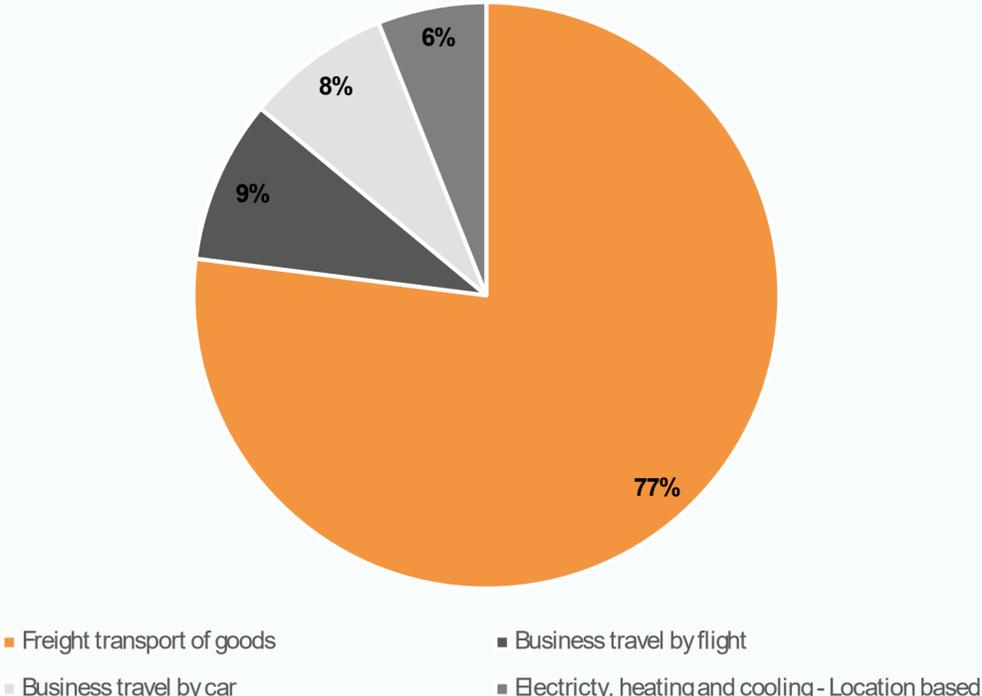
Adigo try to limit the amount of goods that we fly as much as our company can, with careful planning and forecasts from our customers, in the vast majority of cases we are now able to ship buy boat from our suppliers in Asia and North America. When it comes to our own operations in Mölndal our reliance on renewable energy have helped us reduce our emission in our plant to 10 ton CO2E or 8% of our emissions during the whole of 2024 to put in perspective that’s just a little more as one Swede produce during a year (accordning to Naturvårdsverket).

Each year we receive a certificate from our supplier that guarantee that all electricity used at our site is totally renewable and thus limits the negative impact of our operations.

CO2 Intensity:
(CO2 tonnes (excl purchased raw material)/Net Sales in MSEK)



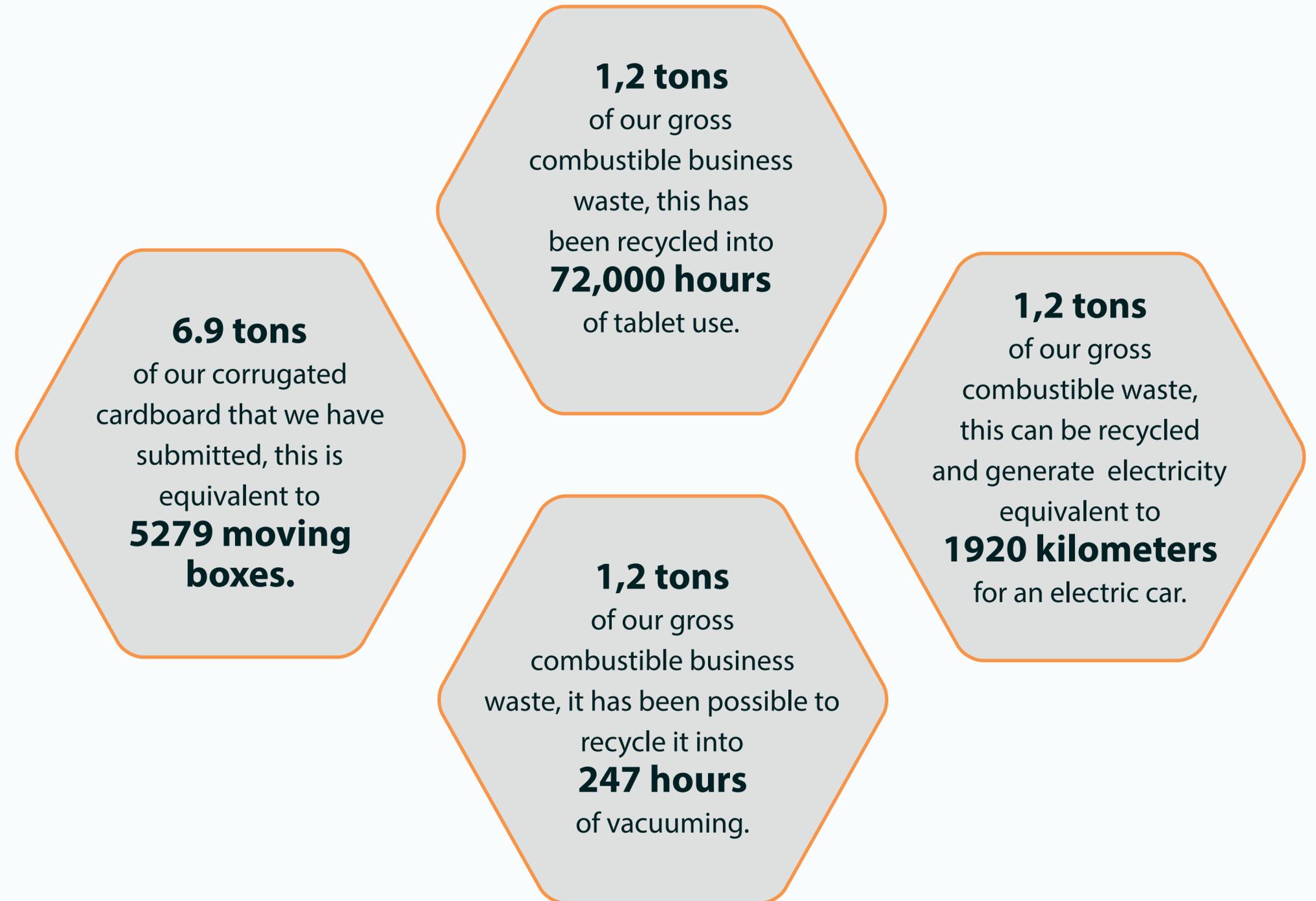
CO2 by area:



Our recycling

At Adigo we believe that so much as possible of the material we consume should be able to be used again in some form. Of the roughly 20 tons of material collected by Renova, our recycling partner, only 32 kg could not be used for any kind of recycling be it energy or for new products.

The recycled material can be used for the following (based on facts from Renova):



Sustainable Development Goals

Adigo is actively working with the Sustainable Development Goals (the global goals) in Agenda 2030 with starting point in Addtech's sustainability model. We work with this in separate ways and always strive to further develop our work.

Today we can directly link 84% of our business to the development goals and our target is for it to be 100% before 2030.

The goals we mainly work towards are:



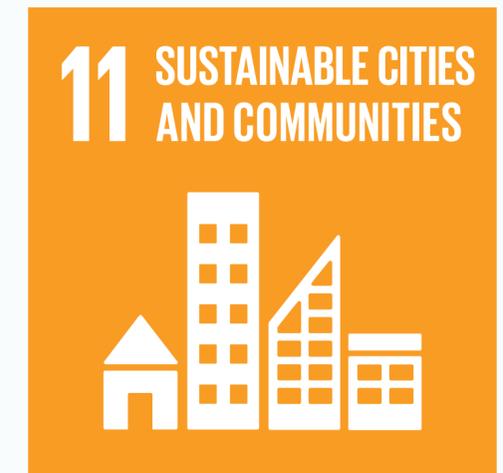
Adigo delivers products both for medical applications as well as HMI-solutions to the automotive industry that help reduce the number of accidents in road traffic.



Adigo is striving to be at the forefront at equality in the workplace, and our formal goal is to have at least 40% women in leading positions 2030.



Adigo is developing solutions to help drive electrification in various industries and let them upgrade and streamline for increased sustainability.

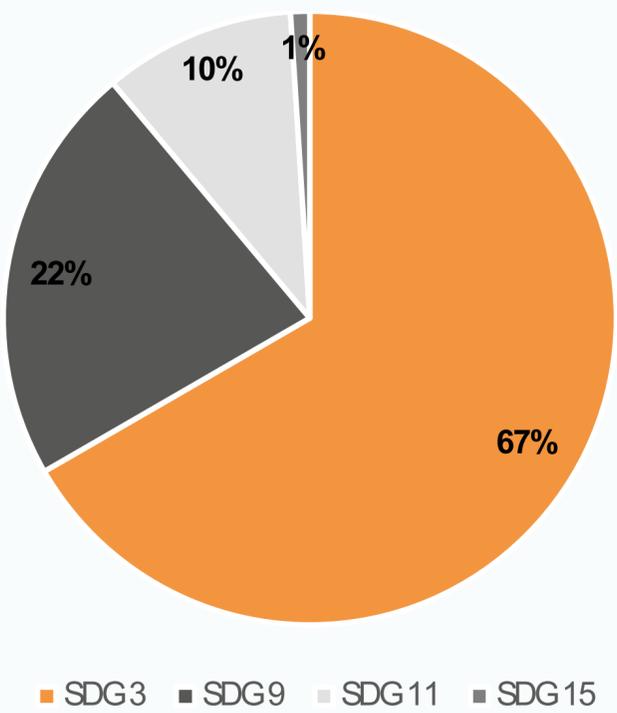


Adigo is a partner to world leading providers of public transport systems as well as supplying electrification solutions that helps worksites in cities become quieter.



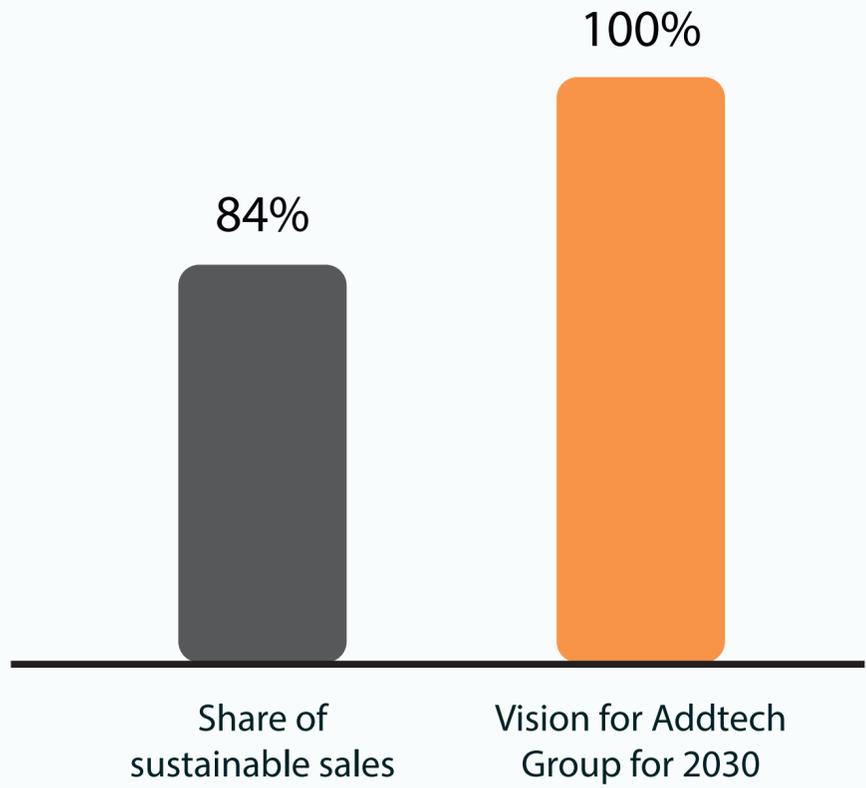
Results from our work

Sales from Sustainable Development



As can be seen most of our contribution in terms of sales is to three goals mentioned on the previous page as well as a small amount of sales in forestry.

Share of Sales Contributing to Sustainable Development



We are continuously working on increasing our share of sustainable business with each new project, and will not be satisfied before we reach our goal of 100%

Contributing initiative

Together we also want to contribute to the social sustainability in society, large and small efforts. To contribute to further development and growth on various levels is something we strongly value at Adigo Drives.

We continuously sponsor the local sports association Grunden Bois. The association currently has approximately 270 active members and welcomes everyone to join from six years old and up, especially individuals with intellectual disabilities (retrieved from Prioritet Serneke Arena's website).

At Christmas time, we have a tradition of donating a gift to Barncancerfonden (Swedish Childhood Cancer Foundation) and their important work to further research into childhood cancer.

We also offer internship opportunities in various parts of our operations, as we believe it is important to provide opportunities for individuals to gain work experience.

In addition to these recurring activities, some initiatives have also taken place on various occasions during the current financial year. During 2024/2025 we have also sponsored the swim-activity Swim Of Hope which was arranged by Mölndals Swim association in favor for Barncancerfonden.



Milestones

2004:

- Became certified according to ISO14001.

2017:

- Made our first Volvo sustainability self-assessment with the result 86%.

2021:

- Started making supplier evaluations through KODIAK.
- Received our first sustainability scorecard from Addtech.
- All Company cars had been replaced with chargeable hybrids or pure electric vehicles.

2023:

- Held our first yearly management review dedicated exclusively to our Sustainability targets.
- All employees took part in Train-the-Trainer sustainability education designed by Addtech.

2016:

- Sent out the Addtech Code Of Conduct for the first time.

2020:

- First fully electrical company car.
- Start to map and report our sustainability data.

2022:

- Designated our first Sustainability responsible.

2024:

- Mounted 6 EV-charger on our facility.
- Surpassed Addtechs goal of having more than 80% of purchased volume assessed by Kodiak.
- Addtechs scope 1 & 2 sustainability goals are accepted by science-based targets.
- Made our first Sustainability policy.

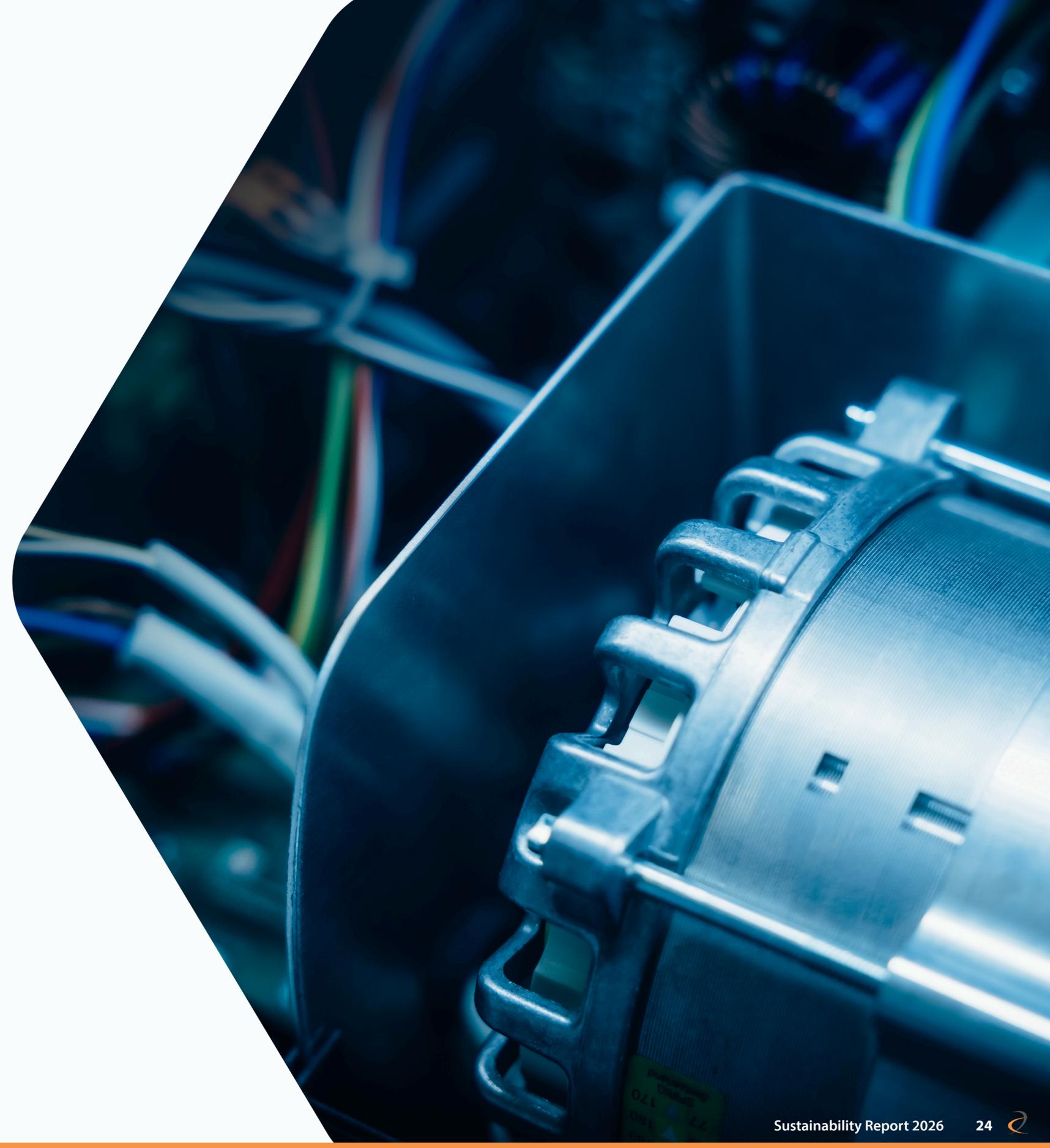


Summary

As we now have entered 2026 we look back on a year where we have a lot to be proud of, in no small part that we have produced our first sustainability report. As we already fulfilled some of the goals set for 2030 with both our Co2-intensity and the share of our supply chain that have been assessed by our CoC. Also activities such as installing EV-chargers at our facility helps us further the transition to electrical vehicles for our own employees. If we look beyond our own building our reductions in emissions due to less flying both in our own travels and in shipped goods.

Looking forward into 2026 we plan to increase our tentative steps to gain knowledge of the Co2 emissions of our products with help from our ERP-system Monitor and their inbuilt sustainability module. We will also exchange our last hybrid car to full electric completing the transition for all company-owned cars.

To summarize, at Adigo we are proud of everything we have done in terms of sustainability, but we are also humble in that there is still a lot to be done. The coming years we hope to continue this journey and do what we can to make the world a sustainable place.





ADIGO
enabling motion

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