

THE SWITCH ESG REPORT



| The Switch is part of the BEMAC Group
whose products are unified under the BEMAC brand.

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1 The Switch company

The Switch is an agile product supplier that provides custom electric machines and power electronics to system integrators (SIs) and original equipment manufacturers (OEMs). The company's products accelerate the switch toward net zero emissions in marine, renewables and industry applications. The Switch is on a mission to electrify the world with game-changing green technologies.

The Switch Engineering Oy, the parent company of The Switch Group, is headquartered in Finland, and its subsidiaries are located in Norway and China. The Switch is fully owned by BEMAC Corporation, which is based in Japan.

2 Purpose of the report

The purpose of this report is to provide a transparent overview of The Switch's sustainability practices and commitments.

The report has not been prepared in accordance with any official sustainability directive, such as the Corporate Sustainability Reporting Directive (CSRD), and its preparation is entirely voluntary for our company. Despite this, the report has been prepared taking inspiration from the European Sustainability Reporting Standards (ESRS) and is therefore structured around the ESG themes: Environment, Social and Governance.



3 Environment

Climate change mitigation
Commitment to combating climate change
Environmental responsibility
Carbon handprint
Carbon footprint
Pollution
Circular economy

***Environmental
responsibility in action***

3.1 CLIMATE CHANGE MITIGATION

*Respect for nature
guides our path*



Our primary focus is on developing multi-megawatt power systems and transformers for the needs of the marine, renewables and industrial sectors. Our products are designed to provide the highest possible power output in drivetrains while maintaining the lowest possible energy consumption.

We are part of the BEMAC Group and work closely with customers to be their premier partner in renewable energy production and efficient energy use. Through our solutions, we aim to help reduce our customers' emissions and contribute to a more sustainable future.

One of our five core company values, "Care for Environment," means that we are constantly aware of the delicate balance between environmental impact and productivity. This awareness challenges us to invest more effort into everything we do.

We are driven by a sense of higher purpose – working toward a goal that requires significant conviction and long-term belief. Genuinely supporting the environment means helping those around us, both at work and beyond, to strive for a future powered by renewable energy.

We provide advanced and eco-friendly technologies because the well-being of the environment is of paramount importance to us. For us, sustainability is both a core conviction and a responsibility. Our goal is to electrify the world with green technologies and accelerate the transition toward zero emissions in marine, renewables and industrial applications.

3.2 COMMITMENT TO COMBATING CLIMATE CHANGE

We are committed to combating climate change and preserving the world's energy resources. This commitment is reflected in our focus on:

- Developing new energy solutions that convert unused energy resources into electricity
- Offering products that help our customers reduce their carbon dioxide (CO₂) emissions
- Minimizing the environmental impact of our operations by:
 - Using resources efficiently
 - Selecting high-quality raw materials
 - Providing guidance on product recycling and responsible end-of-life disposal
- Promoting sustainability throughout our supply chain and ensuring that our suppliers share our environmental values

We strictly comply with legislation and constantly challenge ourselves to make our operations more environmentally responsible. Our commitment to continuous improvement and sustainable development is reflected in our environmental programs, targets, management principles and performance indicators, ensuring responsibility across all operations.

Our company follows the UN 2030 Agenda for Sustainable Development, which aims for peace and prosperity for both people and the planet. This agenda comprises 17 Sustainable Development Goals (SDGs), each representing a global call to action for responsible development. In line with these principles, we promote eco-friendly solutions that support long-term sustainability.

Furthermore, we comply with the ISO 14001 environmental management system standard, which serves as official validation of our responsible values and practices. This certification provides our customers with the assurance that we operate in accordance with international environmental management standards.



3.3 ENVIRONMENTAL RESPONSIBILITY

Environmental aspects

Environmental risks and opportunities

Energy consumption

Mobility

Consumption monitoring

Environmental management is an integral part of our business, and we regularly identify and prioritize the environmental aspects that have the greatest impact on achieving our sustainability goals. We also assess environmental risks and opportunities so that we can effectively manage potential threats and exploit sustainable growth opportunities.

***We harness energy in a
changing environment***

3.3.1 ENVIRONMENTAL ASPECTS

Through our comprehensive assessment system, we analyze the environmental aspects of our operations annually and prioritize actions to achieve our environmental goals. The assessment covers all key areas and is based on the following criteria:

- **Environmental aspect impact:** We evaluate the significance of each environmental aspect in relation to overall operations.
- **Probability and magnitude of impact:** We assess the likelihood of occurrence and the potential severity of the impact associated with each environmental aspect.
- **Actions and current status:** For the most critical areas, we have defined specific actions to manage and reduce environmental impact.

The company's key environmental aspects:

- **Green technologies in the product portfolio:** A key objective in developing our product portfolio is to reduce the carbon footprint of our products by selecting more sustainable technologies. As concrete measures, we monitor the CO₂ footprint of our products and track the development of green technology markets.
- **Efficient use of materials:** In our material choices, we aim to reduce the use of natural resources and optimize material flows. As part of our development efforts, we strive to monitor material usage and reduce waste, which is a continuously evolving part of our operations.
- **Logistics:** CO₂e emissions from logistics represent the most significant environmental impact of our operations. We calculate these emissions annually in Finland and Norway and continuously optimize our transportation activities to reduce emissions over time.

Environmental aspect	Current status	Goals	Actions to achieve the goals
Green technologies in our product portfolio	The development of our product portfolio is already guided by the aim of reducing our customers' carbon footprint. We actively monitor the CO ₂ footprint of our products and the green technology market.	Reducing the carbon footprint of products by increasing the share of environmentally friendly technologies in the portfolio.	Selection of environmentally friendly technologies in product development. Continuous monitoring of the CO ₂ footprint and market development.
Efficient use of materials	Waste reduction is a constantly evolving part of our operations. We already strive to reduce the use of natural resources in our material choices.	Reducing the use of natural resources and comprehensively optimizing material flows.	Monitoring material usage and reducing waste at all stages of the process.
Logistics	Logistics currently has a significant environmental impact in the company.	Continuously reducing CO ₂ e emissions from logistics.	Route and load factor optimization of transportation. Regular annual emission calculations and analysis of results.

Our assessment provides a clear picture of where we have succeeded and where we need to improve. This supports the achievement of our sustainability goals and helps ensure the most environmentally friendly choices in the future.

3.3.2 ENVIRONMENTAL RISKS AND OPPORTUNITIES

The goal of our company's risk and opportunity management is to identify the key threats and opportunities facing our business and to develop measures to manage and exploit them. These are assessed twice a year across all business areas. The most important findings relate to the following areas:

- **Market growth and renewable business opportunities:** The growth of new technology markets utilizing renewable energy opens opportunities to expand our product portfolio and improve our energy efficiency. Leveraging this growth potential is a central part of our strategy and supports the achievement of our sustainable development goals.
- **Financial risks and financing strategies:** The financial stability of our company is critical for the sustainability of the business. In our financial strategy, we focus in particular on strengthening shareholder commitment, which ensures financial stability, continuous development and future investments.
- **Regulation and environmental requirements:** We have identified both risks and opportunities within regulation and environmental requirements. The impact of international regulations, such as the International Maritime Organization (IMO) mandates, guides the development and use of green technologies. This allows us to meet both current and future regulatory needs while supporting our sustainability goals through the development of eco-friendly products.

By regularly assessing environmental risks and opportunities, we ensure that we are able to anticipate and adapt to changes that are significant to our business in accordance with the principles of sustainable development. In this way, our business remains sustainable and competitive in an ever-changing operating environment.



3.3.3 ENERGY CONSUMPTION

We use carbon-neutral electricity and district heating in all our operations. We have lowered our indoor temperatures and increased the efficiency of our heating and air conditioning. We also carry out mandatory energy audits every four years so we can identify and exploit new energy-saving opportunities. We have reduced energy consumption in our production facilities by replacing conventional lighting with LED technology as existing fixtures reach the end of their service life. We also use energy-efficient electric forklifts in our production.

While helping the world use energy more efficiently, we strive to set a good example in our own consumption habits as pioneers. We encourage our employees to turn off devices immediately after use and avoid unnecessary consumption of water, paper and other supplies. Recycling is an essential part of our daily operations, and we strive to recycle as efficiently as possible.

We always choose a more environmentally friendly option whenever possible. We are committed to making decisions that reduce long-term environmental impacts and strictly comply with all environmental laws and regulations. We continuously strive to improve our operations, especially in terms of energy and resource efficiency.



3.3.4 MOBILITY

We encourage environmentally friendly travel and evaluate the necessity of every business trip. We prioritize video meetings over traveling whenever possible. If travel is necessary, we choose the option that is most cost effective overall and best for the environment. The use of private cars is permitted only when it is the most sensible and economical option in its entirety, such as for domestic business trips.

Our company provides charging stations for electric vehicles, supporting more eco-friendly commuting for our employees. Our employees can work remotely for up to three days a week, which increases flexibility and reduces unnecessary travel. This remote work policy supports our employees' well-being while reducing the environmental impact of our operations.

Since the start of 2025, all new company-leased cars must be zero-emission, supporting our strategy to reduce CO₂ emissions caused by business travel. This decision complements our commitment to responsible transportation and emission reduction.



3.3.5 CONSUMPTION MONITORING

We closely monitor our energy consumption and water usage as part of our ongoing development of environmental responsibility. We analyze the energy consumed for electricity and heating on a monthly basis so that we can quickly and efficiently review consumption peaks and the impact of implemented measures on consumption. We also monitor water usage on an annual basis. By monitoring our energy and water consumption, we ensure that our operations are resource-efficient and in line with our environmental goals.

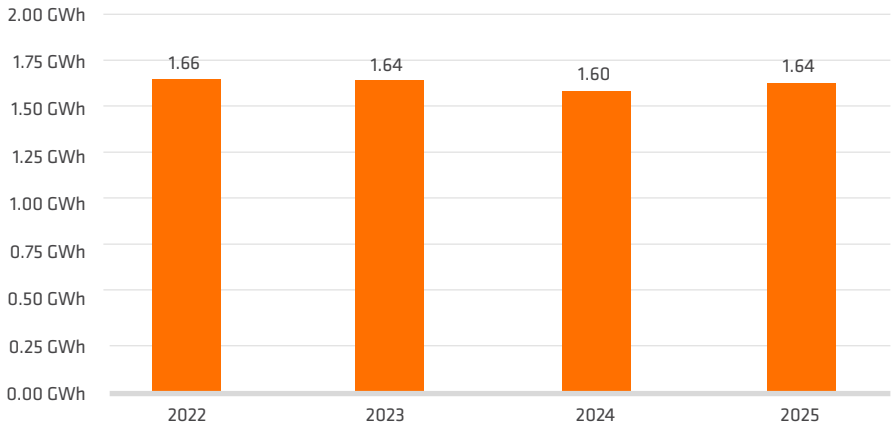


Figure 1. Electricity consumption at The Switch factories in Finland, 2022–2025 (GWh).

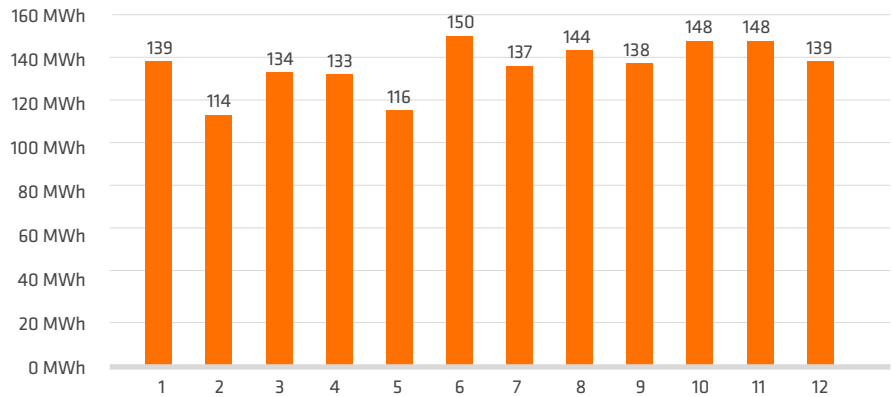


Figure 2. Electricity consumption at The Switch factories in Finland, 2025 (MWh).

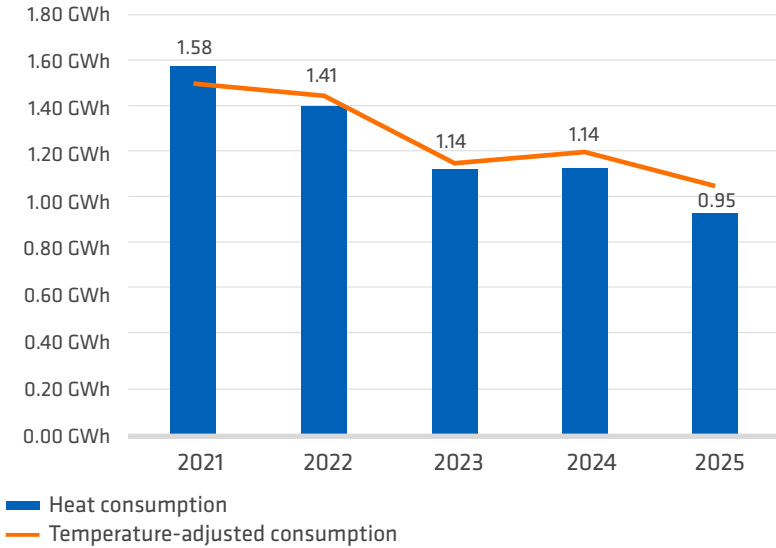


Figure 3. Heat consumption at The Switch factories in Finland, 2021–2025 (GWh).

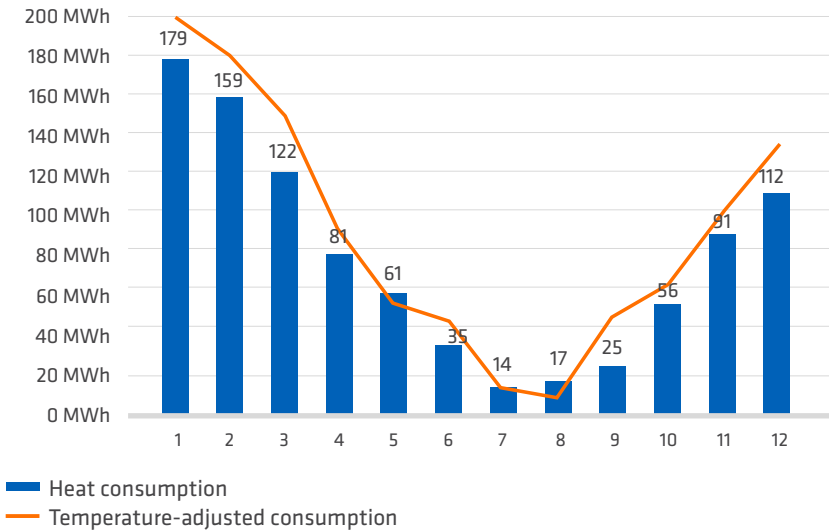


Figure 4. Heat consumption at The Switch factories in Finland, 2025 (MWh).

3.4 CARBON HANDPRINT

The products manufactured by our company help reduce our customers' CO₂ emissions.

We calculate the carbon handprint of our machines and monitor their impact on CO₂ savings compared to the use of fossil fuels. Our carbon handprint calculation method has been verified by a third party, NGS Finland Oy.

The selected data consists of CO₂ emissions avoided for three different machine models. Comparable emissions for the average energy used in the EU have been calculated in accordance with the GHG Protocol. The methodology for calculating CO₂ emissions avoided is as follows:

- **Wind machines:** The CO₂ reduction potential is calculated based on estimated annual energy production, the number of machines delivered and wind-generated energy, rather than using the average EU CO₂ intensity.
- **Marine machines:** The CO₂ emissions avoided result from energy efficiency improvements, and the calculations are based on energy savings and the number of units delivered.
- **Industry machines:** The CO₂ emissions avoided result from energy efficiency improvements, and the calculations are based on energy savings.

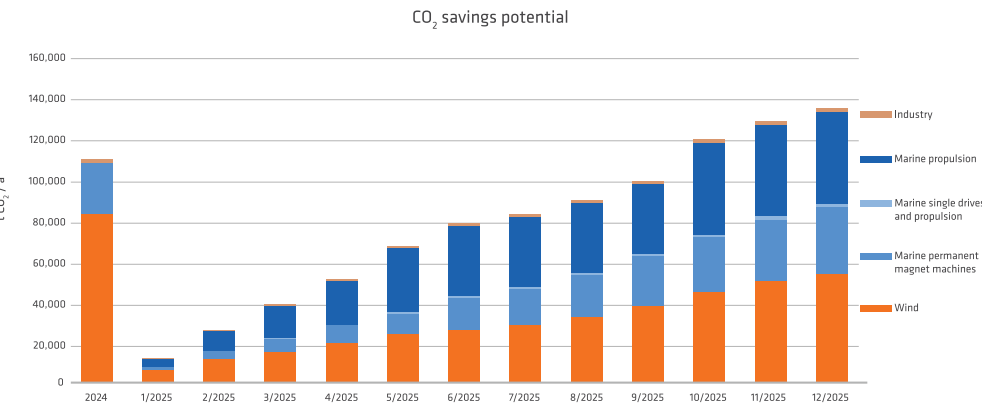
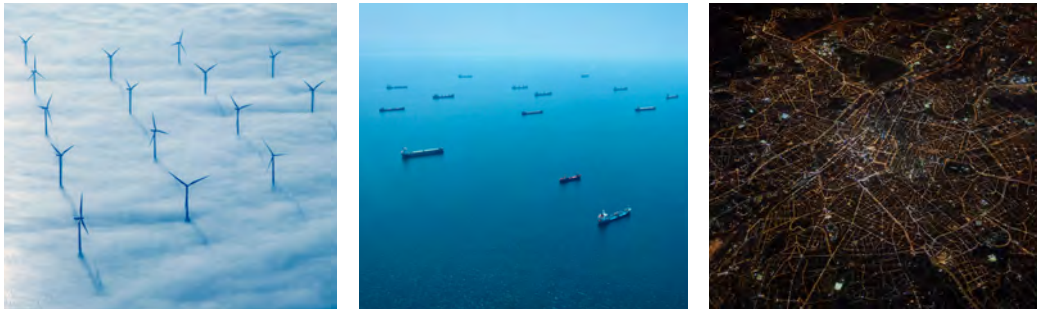


Figure 5. Carbon handprint tracking.



CO₂ saving potential calculation

Date	Wind	Marine permanent magnet machines	Marine single drives and propulsion	Marine propulsion	Industry	Total cumulative (year)
2024	82,080	25,278	-	-	1,462	108,820
1/2025	6,480	1,348	0	4,000	302	12,130
2/2025	11,880	3,537	245	9,500	415	25,577
3/2025	15,120	6,285	429	15,500	550	37,884
4/2025	19,440	8,553	429	21,000	825	50,247
5/2025	23,760	9,824	674	31,500	925	66,683
6/2025	25,920	15,272	1,102	34,000	1,045	77,339
7/2025	28,080	17,662	1,102	34,000	1,100	81,944
8/2025	32,400	19,936	1,102	34,000	1,209	88,647
9/2025	37,800	23,807	1,102	34,000	1,360	98,069
10/2025	44,280	26,392	1,398	44,500	1,672	118,242
11/2025	49,680	29,795	1,606	44,500	1,727	127,308
12/2025	52,920	32,475	1,719	44,500	1,936	133,550

Total CO₂ saving per year (tCO₂/a)

3.5 CARBON FOOTPRINT

We track our carbon footprint on an annual basis. Every year, we conduct a comprehensive carbon footprint calculation covering all our sites in Finland and Norway. The calculation includes direct emissions (Scope 1), indirect emissions related to energy use (Scope 2), as well as other indirect emissions (Scope 3) related to factors such as transport, waste and business travel.

In 2025, our total carbon footprint for Scopes 1–3 was reported as 402 tonnes of CO₂e, distributed as follows:

- **Scope 1** – direct emissions: 2.6 t CO₂e
- **Scope 2** – indirect emissions: 0.5 t CO₂e
- **Scope 3** – other indirect emissions: 399 t CO₂e

In our operations, Scope 1 emissions consist solely of fuel consumption from leased vehicles. Scope 2 emissions include electricity and heat consumption across all three locations. Scope 3 covers waste management, business travel and freight transport, which primarily rely on supplier-specific data.

The calculation has been verified by an independent third party, NGS Finland Oy, which reviewed the accuracy of the calculation and ensured that the methodologies used comply with the GHG Protocol Corporate Standard.

According to the report, the calculation and data collection methods are reliable and consistent, and the verification of the emission calculations confirmed the accuracy of the results. This reinforces the transparency of our carbon footprint calculations and supports the continuous monitoring of our environmental impact.

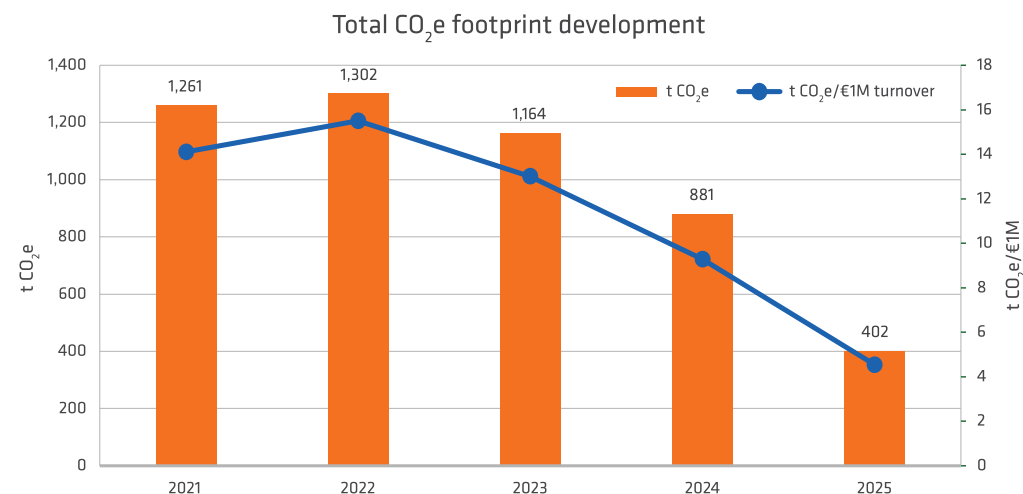


Figure 6. Development of total carbon footprint and its relation to turnover in Finland and Norway, 2021–2025.

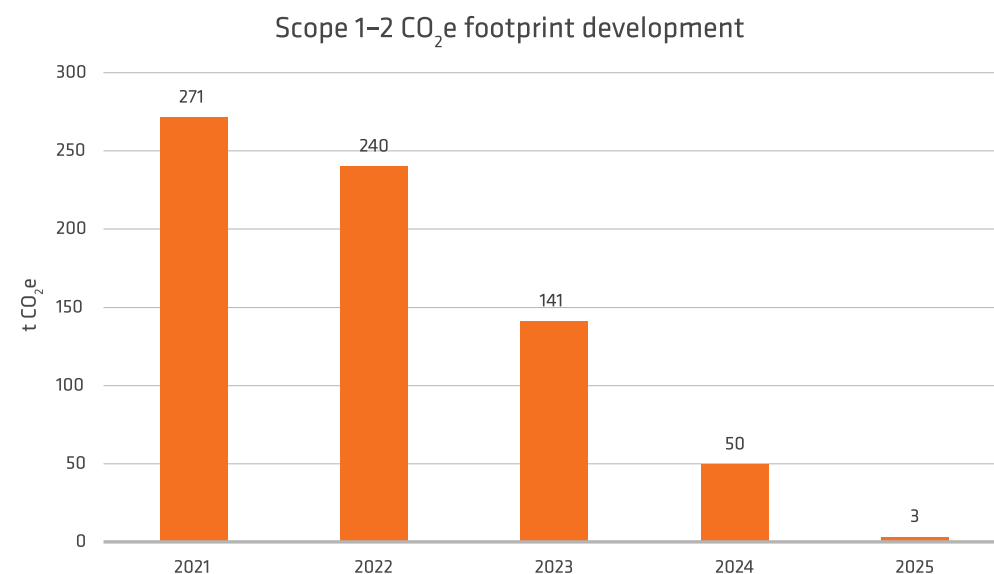


Figure 7. Carbon footprint development in our own operations, 2021–2025.



3.6 POLLUTION

Our operations do not significantly contribute to pollution or cause direct emissions to air, soil or water. Our assembly and testing processes do not generate emissions released into the environment, and the activity itself does not cause a significant environmental impact.

However, we have identified substances of very high concern (SVHC) and substances of concern as relevant aspects of our operations. We use and store only small quantities of hazardous chemicals, such as glycol for cooling, oils, liquefied petroleum gas (LPG) and small amounts of flammable paints and aerosols. We follow strict safety protocols for handling chemicals, and they are primarily stored in dedicated chemical cabinets. Our production facilities are also equipped with special protections to contain any potential glycol leaks.

Additionally, waste management companies are responsible for the recycling and proper treatment of our waste, and we strictly separate waste classified as hazardous. This helps ensure that our operations do not contribute to environmental pollution. For these reasons, this topic is not considered material for reporting within our company.

3.6.1 SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

We closely monitor chemicals of concern and manage their use responsibly as part of our chemical management system. Our company has established guidelines covering the procurement and use of these substances to mitigate risks. We conduct an annual chemical risk assessment, which serves as the basis for updating necessary protective measures.

Additionally, we utilize a blacklist document that specifies prohibitions and restrictions on the use of certain chemicals and materials in our products. This list is based on current EU legislation, international agreements and requirements set by our customers. All our suppliers must comply with the provisions of the blacklist document before any cooperation begins.

In our chemical management, we follow internal guidelines that include the management and updating of Safety Data Sheets (SDS) for all chemicals used in the chemical management system. Furthermore, we conduct chemical inspections (chemical gemba) every two months to ensure that all stored substances are up to date and that expired chemicals are removed from use. Through these measures, we ensure that the use of substances of very high concern is strictly controlled, minimizing potential risks to both our employees and the environment.

3.7 CIRCULAR ECONOMY

The circular economy is a core part of our company's operating principles.

Our products are designed for longevity and ease of maintenance, which extends their lifespan and reduces resource consumption. Additionally, we pay close attention to the end-of-life management of our products.

Our machine recycling instructions are based on the requirements of the EU Waste Directive (2008/98/EC) and include detailed guidance on product disassembly, material reuse and recycling. The instructions emphasize a waste hierarchy that prioritizes repair and reuse opportunities over material recycling. For example, for our wind generators, we offer a refurbishment service where used generators are restored to a condition equivalent to a new machine. In addition, the transport platforms and protective covers used in our wind product deliveries are in continuous reuse, significantly reducing the need for new materials.

Furthermore, our recycling instructions provide best practices for dismantling components, such as the recycling of copper parts, metals and magnets. We provide guidance on how to perform disassembly safely and in a sustainable manner by following strict chemical safety and waste management protocols.

Integrating circular economy principles into our operations also strengthens the sustainability of our business model. Our refurbishment services support customers facing resource scarcity and rising costs. Moreover, designing durable and recyclable products improves our competitiveness, especially among customers who value sustainable and cost-effective solutions. Commitment to EU regulations, such as the Waste Directive, protects us from regulatory risks and reinforces our reputation as a responsible business operator.

Through these measures, we support circular economy principles by reducing waste, promoting the reuse of resources and enabling material recycling. This is closely aligned with our sustainable development goals and supports our long-term targets for reducing environmental impact.

3.7.1 WASTE

We collaborate with local waste management companies to ensure efficient and environmentally responsible waste management.

In addition, we increase recycling opportunities to reduce waste from being sent to landfills. We have also implemented waste sorting systems and trained our staff in proper waste handling.

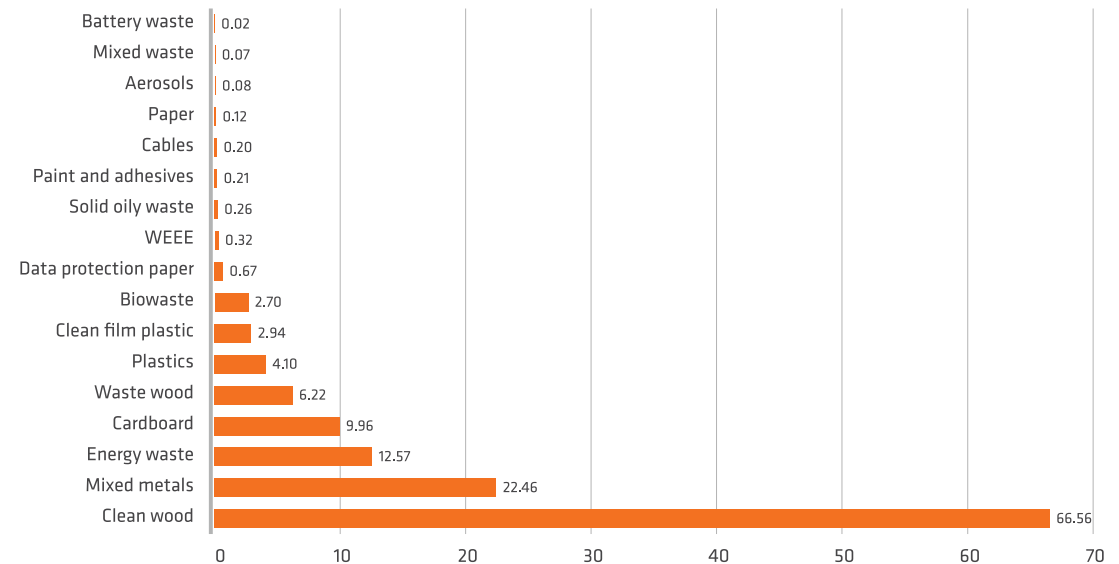


Figure 8. Waste volumes by type at The Switch factories in Finland, 2025 (tonnes).

Recycling data from The Switch factories in Finland, 2025

Recycling rate	33.40%
Utilization rate	99.60%

4 Social

- Personnel policy
- Equality and non-discrimination
- Work community development
- Appropriate pay
- Time tracking and training systems
- Staff training and development discussion
- Temporary agency workers
- Occupational health and safety
- Early support operating model
- Substitute work model
- Cooperation with occupational health care
- Business continuity plan
- Communication

***Responsibility for people
is our guiding light***



4.1 PERSONNEL POLICY



The Switch aims to create added value for its customers. This goal is supported by fostering a flexible, efficiently operating and well-balanced work community defined by innovation as well as the readiness to change and drive change.

A skilled and motivated workforce is essential for The Switch's existence, growth and development. One of management's key responsibilities is to develop, maintain and strengthen the competence of the personnel and support employees' well-being and satisfaction.

Leadership is committed to ensuring that the entire organization understands The Switch's strategy, business guidelines and future direction. At the same time, leadership makes sure all group entities operate in alignment with the shared strategy, business guidelines, objectives and instructions.

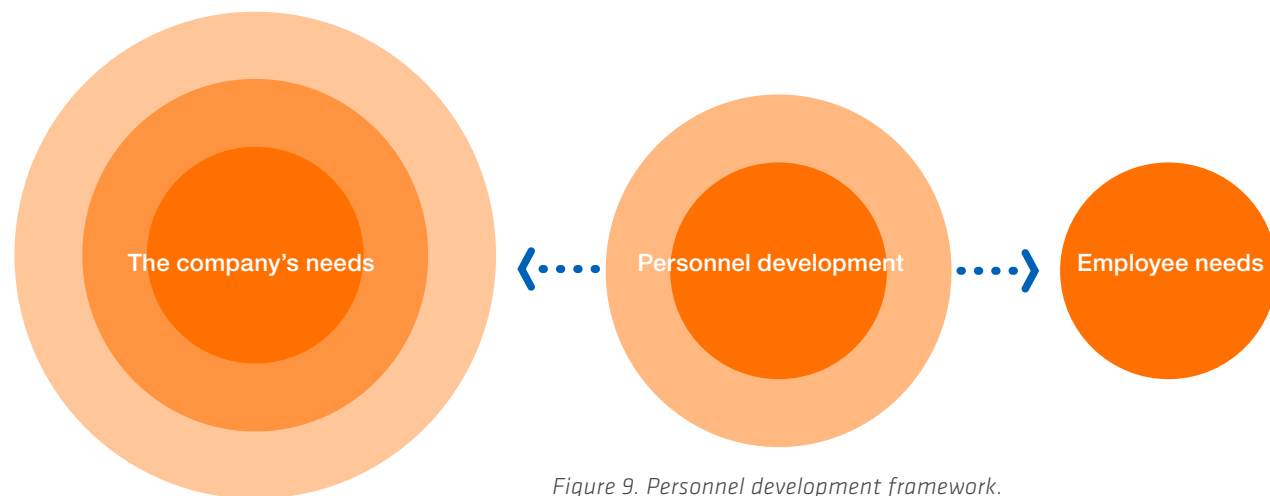


Figure 9. Personnel development framework.

4.2 EQUALITY AND NON-DISCRIMINATION

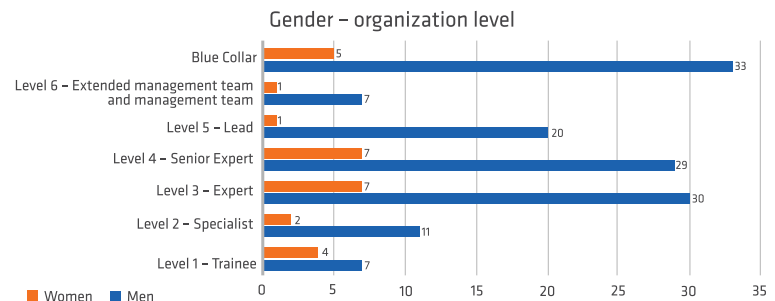
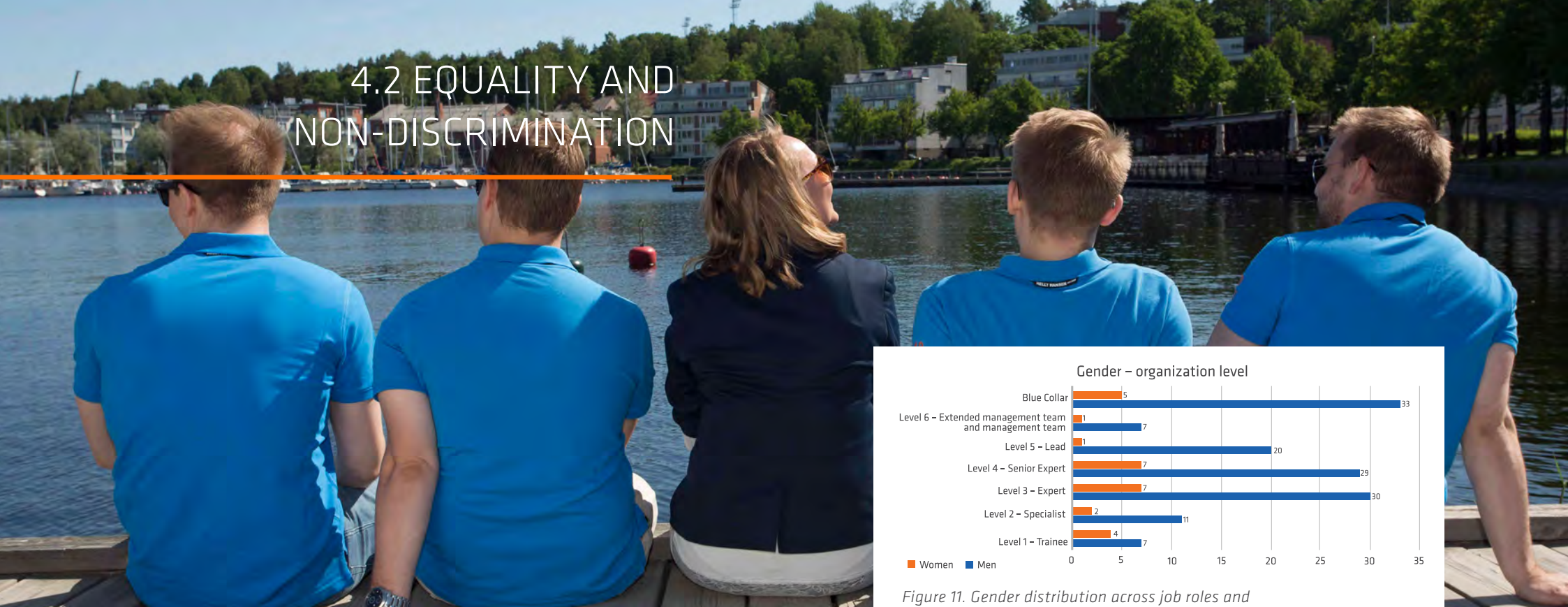


Figure 11. Gender distribution across job roles and organizational levels, 2025.

The Switch is committed to promoting equality and complying with Finnish laws related to human rights, employment relationships, equality and non-discrimination as well as the principles of the Code of Conduct. If local legislative standards outside of Finland prove more favorable, those standards will be applied.

We comply with the Finnish Equality Act, which promotes equality, prevents discrimination and strengthens the legal protection of individuals who have been subjected to discrimination. The law prohibits discrimination based on age, origin, nationality, language, religion, belief, political activity, trade union activity, family relations, state of health, disability, sexual orientation or other personal characteristics.

The Switch has zero tolerance for harassment and inappropriate behavior. Preventing harassment is a shared responsibility of the entire work community, including both the employer and employees.

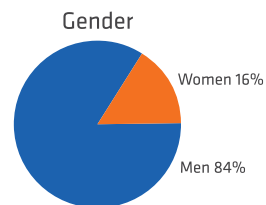


Figure 10. Gender distribution of The Switch employees, 2025.

In 2026, The Switch's Gender Equality Work Group will focus on the following development areas:

1. Clarifying and reforming the Staff Forums
2. Assessing the current state of workload management and family leave practices, identifying opportunities for improvement
3. Promoting cultural diversity in the workplace
4. Expanding the Gender Equality Work Group globally

The Switch's Gender Equality Work Group assesses employees' views and experiences related to equality through the annual pulse survey conducted each spring. Overall, equality is considered to be implemented effectively across the organization, with most feedback focusing on pay equality. Efforts to strengthen pay equality have been undertaken in line with the EU Pay Transparency Directive.

4.3 WORK COMMUNITY DEVELOPMENT



Figure 12. Work community development plan.

The work community development plan has been created to maintain and promote employees' professional competence and well-being at work. It also defines and monitors goals related to well-being as part of work and staff training.

The aim of the plan is to increase transparency for employees.

The work community development plan covers The Switch Engineering Oy's personnel in Finland by law but includes plans that apply to the entire group's personnel. The plan is reviewed and updated in cooperation with the employee representatives and management, when necessary, at least once a year and is valid until further notice.



4.4 APPROPRIATE PAY



The Switch Engineering has three different collective agreements used in Finland. In accordance with the employees' collective agreement, the PARAKE salary system is used. The company's own salary system has been built for salaried employees.

In addition, the company uses a bonus model that is based on both the company's common goals and team/personal goals. These goals are supported through Annual Improvement Projects (AIPs). AIPs are tied to the company's strategy and set annually. Working groups are defined for each project to achieve its goals.

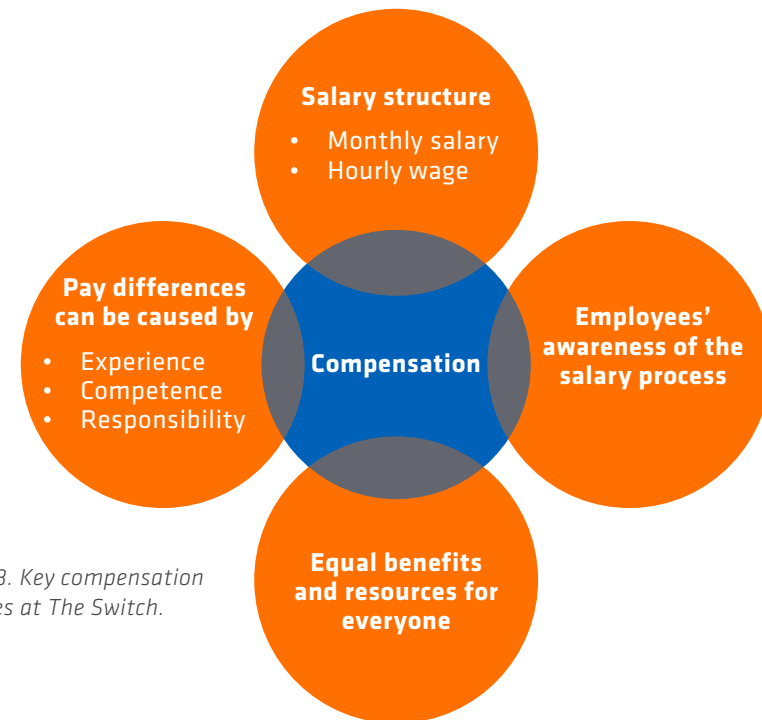


Figure 13. Key compensation principles at The Switch.

4.5 TIME TRACKING AND TRAINING SYSTEMS



We monitor working hours in the Visma Otta work time tracking system, in which employees must record their working hours and absences. Using this system, employees' work time records remain up to date, and the company ensures that working hours and absences are managed efficiently and fairly.

The system also allows us to ensure that we comply with working time legislation and our company's own working time practices. By tracking working hours, we can optimize the use of resources and improve productivity.

The system helps us create a sustainable and fair working environment for all our employees.



The professional competence of personnel is further supported through appropriate basic training during onboarding. Training is monitored in the Mepco HR system, where all training data is stored for reporting purposes.



4.6 STAFF TRAINING AND DEVELOPMENT DISCUSSION



Every new employee at The Switch goes through a general onboarding process, regardless of the role they start with. High-quality and comprehensive onboarding provides the employee with the information, guidance and support needed for the role. In addition to general onboarding, the new employee undergoes task-specific onboarding.

We provide statutory certificates and qualification training for our personnel, such as first-aid courses and Hot Work Safety training. In addition, more comprehensive courses required by specific professions are provided.

In our company, development discussions are held annually. The first discussion with a new employee is held within three months of the person's start date. The information is used to develop employees' competencies in accordance with the company's strategy, as well as to support employee well-being.

The special needs and work ability of employees in later career stages are monitored in development discussions and, if necessary, on a more frequent basis.

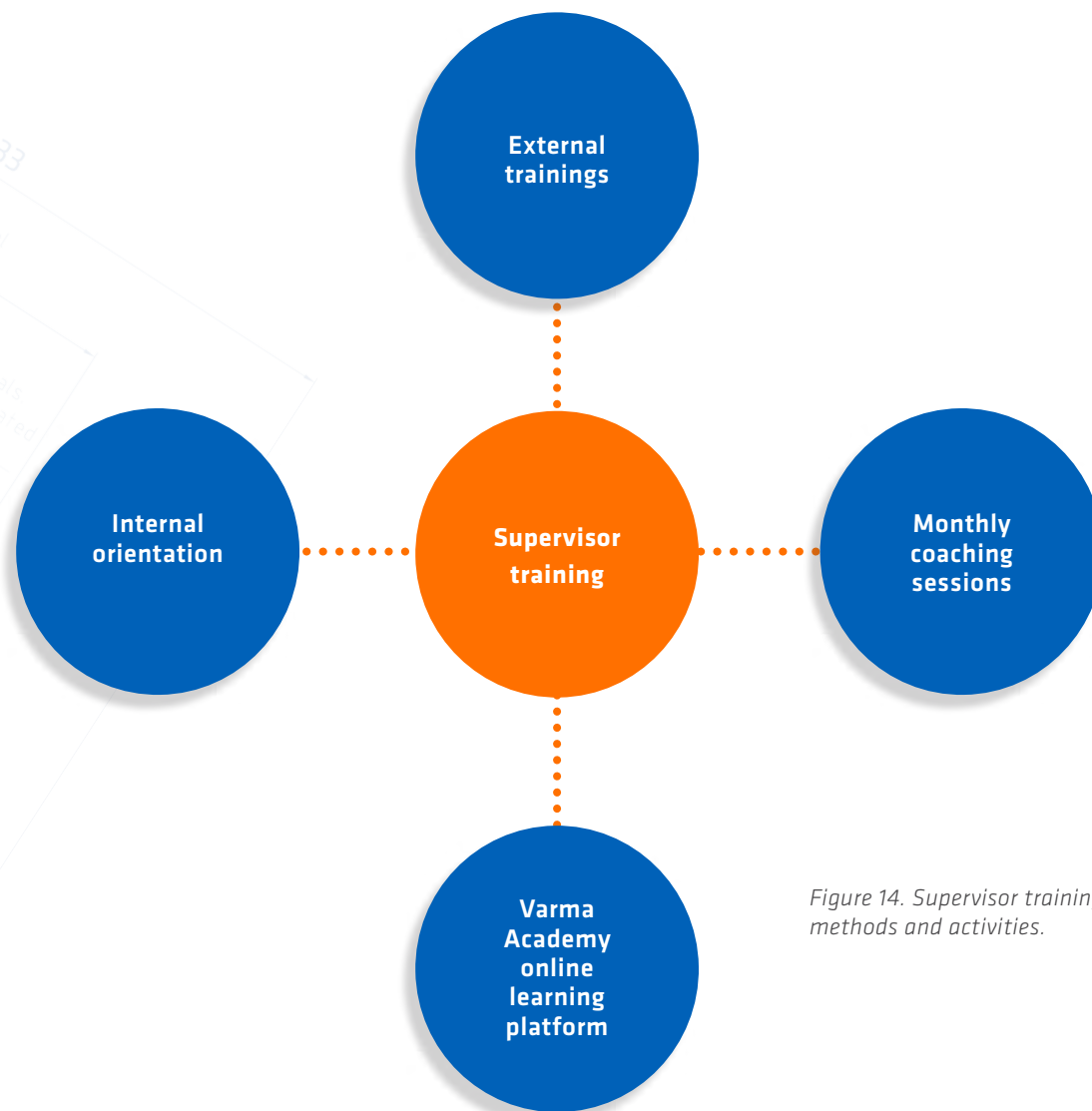


Figure 14. Supervisor training methods and activities.

4.7 TEMPORARY AGENCY WORKERS

The Switch has agreed on temporary staffing arrangements with several companies:

- In Finland, Barona and Visio HR
- In Norway, LOS Elektro

The same employment legislation and collective agreement apply to temporary agency workers as to all other employees of the company. Temporary agency workers must be treated in the same way as other members of our company's staff, but the terms of employment other than those stipulated in the collective agreement may differ.

4.8 OCCUPATIONAL HEALTH AND SAFETY

At The Switch, occupational health and safety are very important issues, and we invest in their continuous development. Our goal is to create a safe working environment where risks can be effectively anticipated and prevented. Regular cooperation with occupational health experts and continuous training help ensure that the well-being and safety of our employees always come first.

The objectives of occupational health care are defined and monitored through an action plan developed together with occupational health care providers and the occupational health and safety committee.

We use the Andon system, which helps us manage and monitor problems, deficiencies, suggestions for improvement and safety findings.



4.9 EARLY SUPPORT OPERATING MODEL

Our company uses an early support operating model, which is a key tool for work ability management. Work ability management involves the company's management, HR, supervisors, occupational safety and health personnel, employees and occupational health care providers. Each of these has its own role in promoting work ability.

The early support model includes various instructions for identifying early work ability problems, referring people with substance abuse problems to treatment and managing prolonged or recurring sick leave.

4.10 SUBSTITUTE WORK MODEL

Our company uses a model of substitute work, which benefits employees, the work community and the employer. The model enables employees to move fully or partially to new tasks in cases where work ability is threatened or weakened, which supports a smooth workflow and ensures business continuity. Its purpose is to promote employee well-being, ensure the smooth functioning of the work community and optimize the management of the employer's resources.

4.11 COOPERATION WITH OCCUPATIONAL HEALTH CARE

We work closely with occupational health care providers to support and promote employee well-being. Our employees have access to extensive occupational health services. We receive quarterly occupational health reports and review them together.

The sickness absence rate in our company is low compared to other companies in the industry.

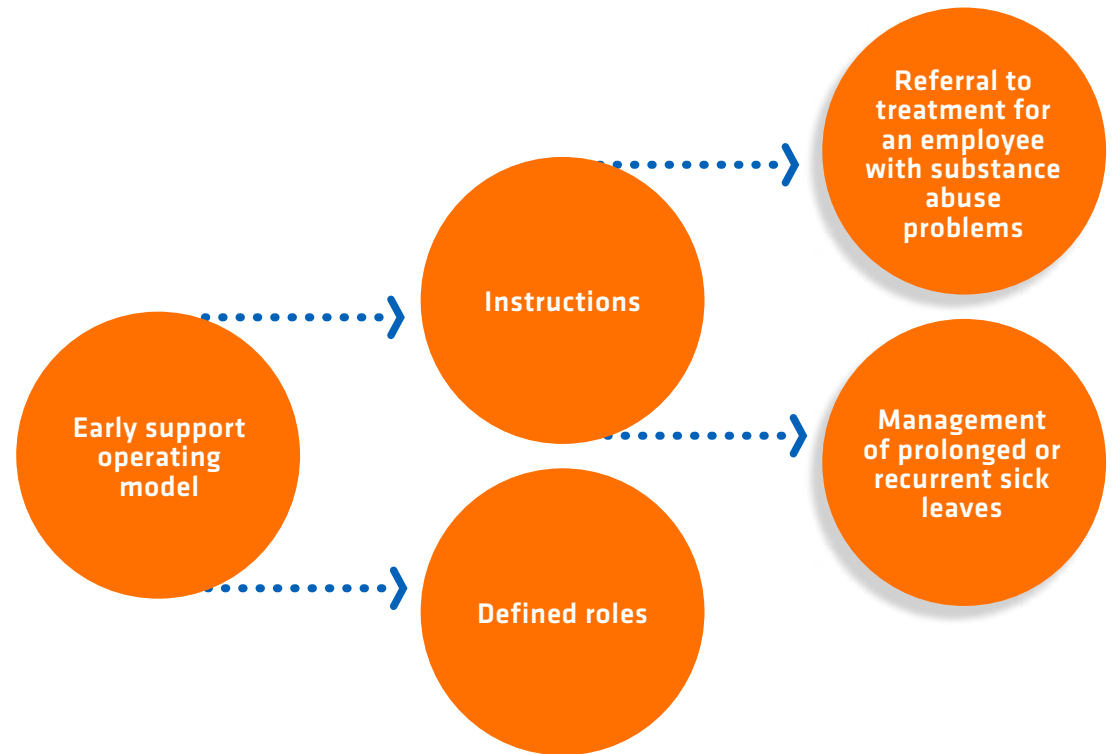


Figure 15. Early support operating model at The Switch.



Figure 16. The Switch occupational health goals.

4.12 BUSINESS CONTINUITY PLAN



Figure 17. The Switch business continuity plan.

4.13 COMMUNICATION

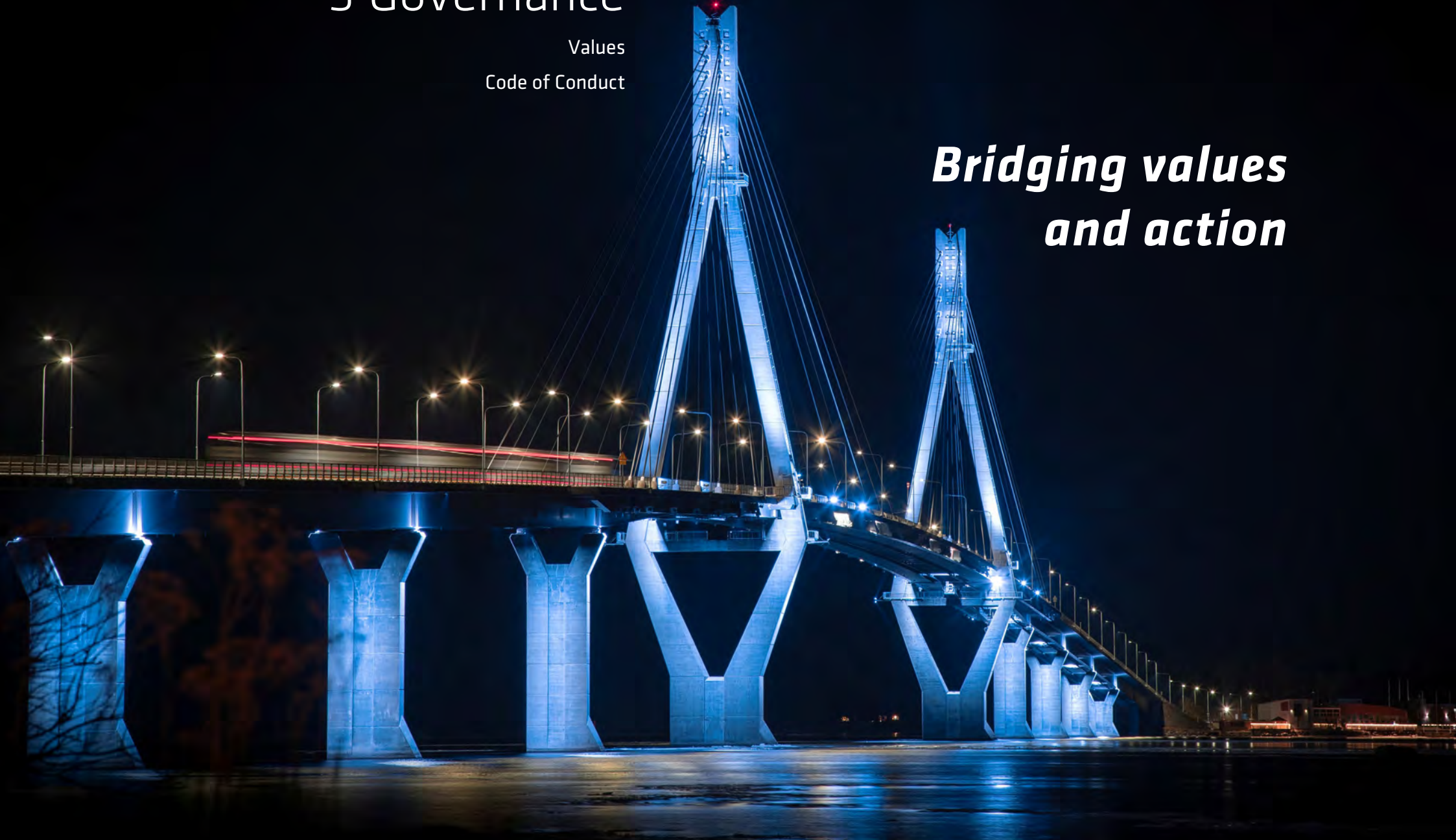


Figure 18. The Switch internal communication channels and practices.

5 Governance

Values
Code of Conduct

***Bridging values
and action***



5.1 VALUES

Leading minds
Dynamically different
Exploring challenges
Care for environment
Seriously relaxed

5.1.1 LEADING MINDS

The Switch is a strong community of individuals who represent forerunners in new energy. We are experts at harnessing state-of-the-art technology, transforming energy and contributing to its efficient use.

The Switch stands for professionals building a masterpiece from scratch to create a lasting legacy for the future. We're professional, highly specialized and have an outstanding reputation from our cumulative experience and know-how. We work to discover solutions not thought achievable before. At The Switch, all leading minds are equal minds.

Rising beyond limits



5.1.2 DYNAMICALLY DIFFERENT

At The Switch, we are eager to be on the move, to stand out from the crowd, to take a fresh stance on what we believe to be the best approach to new energy.

The Switch moves faster and is more dynamic and agile than other players in the industry. We are curious, full of energy and determination. We don't take slow for an answer. We continuously strive to discover and achieve something new and exciting. We actively challenge conventional models, and networking is the resource that enables us to innovate with partners in a connected world.



5.1.3 EXPLORING CHALLENGES

The Switch has a common passion to make a difference, and we plan to stay that way. We've got an unshakable belief in the future.

We're proud of our jobs – our professions at The Switch – and of being a preferred supplier by our customers. Connectedness with each other gives us a sense of working in a professional family. And like all families, we support and inspire one another. Together, we boldly go where no man, or engineer, has gone before.



5.1.4 CARE FOR ENVIRONMENT

We are constantly mindful of the fragile balance between ecology and productivity. This challenges us to put more effort into everything we do.

We have a keen sense of a higher purpose – to work toward something that needs a lot of faith and long-term belief. Giving back to the environment in an authentic way means giving back to others, also within our everyday working environment, for a truly renewable future based on new energy.



5.1.5 SERIOUSLY RELAXED

We take our work, our professions and the outcomes for our customers seriously. We know what we're doing. We have an active and precise approach to work, and an easy-going and respectful approach toward each other. And we take pride in knowing that we can keep everything under control and have fun while getting things done.

The Switch is a relaxed, nice place to be. It's a company filled with the spirit of respect for all. Having fun gives us staying power, extends our reach and adds more power to our ideas. Being seriously relaxed creates our attitude of calm confidence.



5.2 CODE OF CONDUCT

- Compliance
- Respect
- Safety and information security
- Acting responsibly
- Prioritizing promises
- Environmental responsibility
- Reporting concerns
- Cultural diversity
- Respectful work environment

The Switch Code of Conduct is our compass for doing business with the highest integrity and fairness. It guides us in making the right decisions, interacting closely with our customers and navigating any challenges along the way.

Every year, The Switch employees take an online training program to review the principles in the Code of Conduct and confirm their commitment to following it.

***Navigating the way
with integrity***

5.2.1 COMPLIANCE

We are aware of our role as members of the international community and comply with all applicable laws and regulations of every country and region where we do business. This includes laws and regulations regarding antitrust and fair competition. We compete fairly and freely at all times.

We abide by contracts with our employees, all applicable labor laws and regulations, and applicable international standards, including human rights.

We comply with export control and international trade regulations to maintain international peace and security.

5.2.2 RESPECT

We respect human rights and do not engage in discrimination of any kind.

We do our part to prevent human rights violations. We do not use forced or child labor, and we collaborate only with suppliers and business partners who uphold the same standards.

We fully comply with all relevant employment laws and provide equal employment opportunities, as set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact Principles and the International Labour Organization (ILO) standards.

We aim to gain a thorough understanding of the culture and customs of every country and region where we operate to ensure respect for local differences.



5.2.3 SAFETY AND INFORMATION SECURITY

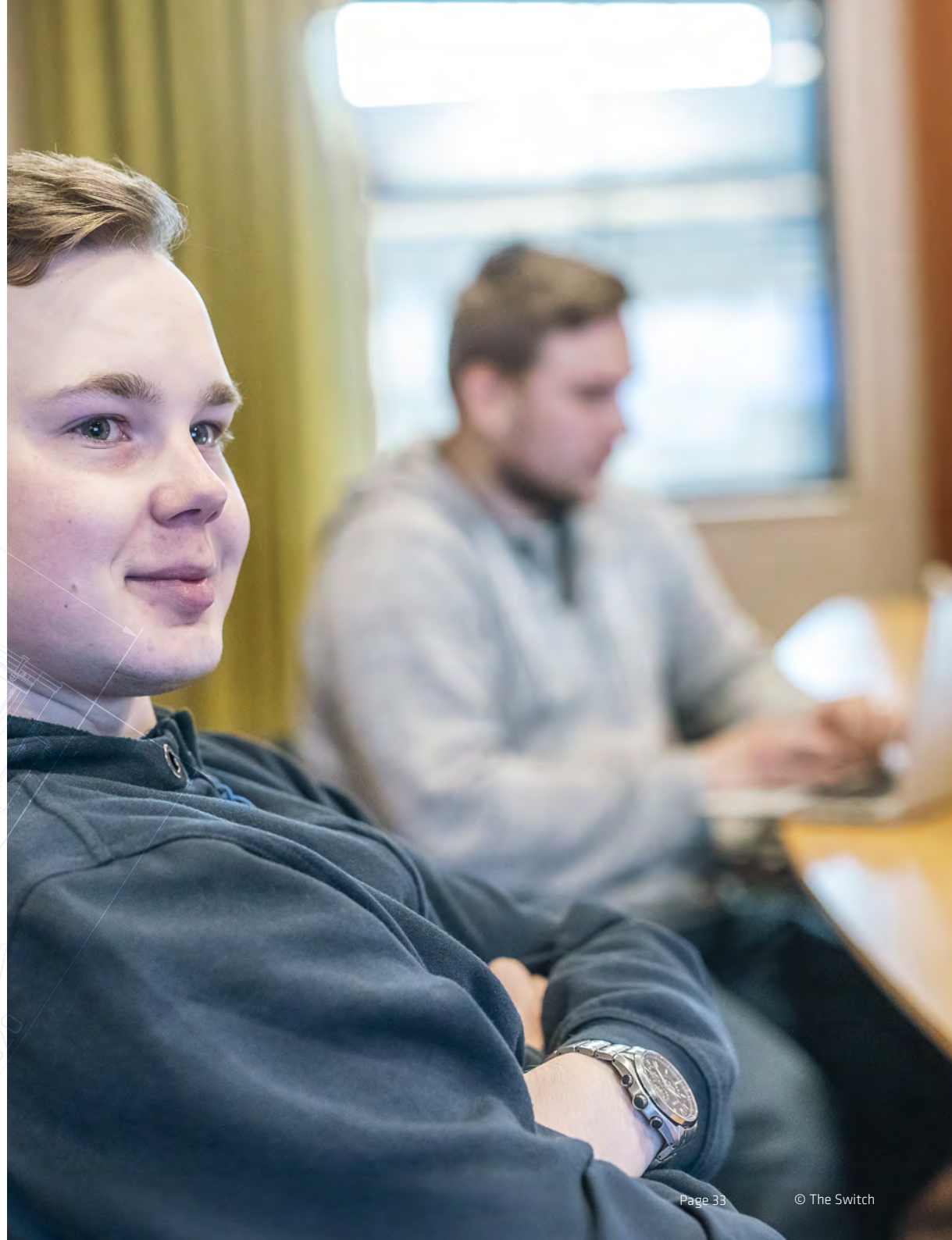


We keep our customers in mind when developing our quality control systems, technologies and technical platforms. We comply with internal rules to ensure the quality, reliability and safety of our products.

We continuously strive to improve product description documents, so that everyone working with our equipment can do so safely.

We recognize that all information created or received during operations is the property and responsibility of our company, and we ensure its proper management and effective security. We strictly control the handling of confidential information and use it solely for the company's business operations.

We respect the confidential information and intellectual property rights of third parties. We do not post any confidential information or any information that could cause misunderstandings when using social media.



5.2.4 ACTING RESPONSIBLY



Partners and stakeholders

We endeavor to sustain harmony with local communities and the international community as a good corporate citizen and strive to build relationships of trust with our stakeholders.

Conflicts of interest

We do not engage in activities that conflict with the interests of the company, such as engaging in self-dealing or giving priority to another company's interests. We use the company's assets and information systems for business purposes only.

Insider trading

Insider trading is forbidden. We do not trade in shares or other securities using material non-public information related to the BEMAC Group or its business partners.

Gifts and bribery

We comply with laws and regulations concerning corruption and bribery. We do not provide or accept inappropriate gifts, entertainment or other economic benefits that exceed socially appropriate levels.

Donations and contributions

We clearly define the purpose and social significance of any donations or contributions to organizations. These comply with the relevant laws and regulations in the countries where we operate and follow all official procedures to ensure transparency.

Preventing involvement with organized crime

We maintain a resolute stance against organized crime groups and do not engage in any form of transactions with organized crime groups or business partners associated with them. We do not engage in any criminal activity, such as terrorism or money laundering.

Financial integrity and compliance

We use the company's funds and assets only for legitimate business purposes and manage them appropriately.

We report accounting information appropriately and in a timely manner. Improper accounting practices, such as fictitious sales, premature or delayed recording or overstating/understating revenue, are strictly prohibited.

We comply with our tax obligations in a fair manner.

All laws, regulations and procedures governing the import and export of goods are fully complied with.

We carry out thorough credit assessments of customers, including reviews of payment behavior and outstanding balance confirmations.

Four-eyes principle

The four-eyes principle, also known as the two-person principle, is used to ensure that key decisions or critical activities are reviewed by a second person to minimize the risk of errors or oversight. This is especially important when actions or decisions affect others on a wider scale or involve company assets and resources.

5.2.5 PRIORITIZING PROMISES

We fulfill orders based on actual orders and planned order information from customers. We document the agreed terms and conditions through the exchange of contracts, quotations, order confirmations and other relevant documents.

We record sales based on shipment/delivery or completion of service.

5.2.6 ENVIRONMENTAL RESPONSIBILITY

We support the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015. This provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At the heart are 17 Sustainable Development Goals – an urgent call for action by all countries in a global partnership.

We observe environmental laws and regulations across our operations. We work actively to conserve the environment and promote the efficient use of resources and energy.

We fully comply with the material and chemical blacklist based on relevant EU legislation, international agreements or both. This list restricts or prohibits the use of blacklisted materials and chemicals in final products. Compliance with the materials and chemicals blacklist concerns both our internal operations and our supply chain that contributes to final production.

We are committed to substituting blacklisted substances with compliant alternatives that meet international legislation.



5.2.7 REPORTING CONCERNS

We are committed to fostering a culture of compliance and integrity with this Code of Conduct. Our whistleblowing system provides a safe platform for anyone to report suspected illegal or unethical actions.

5.2.8 CULTURAL DIVERSITY

The Switch is made up of people from different backgrounds by design. This allows us to be more diverse in our way of thinking and approaching global challenges. It is one of the cornerstones that make us inherently different. We see issues from more angles. We are open to the power of networking and solve problems using multifaceted cultural perspectives.

5.2.9 RESPECTFUL WORK ENVIRONMENT

We do not act in any way that causes harm to character or makes others feel uncomfortable, for example, through behavior such as sexual harassment, power harassment or moral harassment. We respect everyone's human rights, diversity and individuality based on the International Labour Organization (ILO) standards.

At The Switch, we support work-life balance actively to promote employee well-being and sustainable performance.

We do not discriminate or tolerate discrimination in recruitment, personnel evaluation, promotion, assignment or other on the grounds of national or ethnic origin, race, religion, gender, views, age, disability, sexual orientation or any other characteristic.

Employee privacy is protected at all times. We strictly manage all personal information and do not disclose it without a legitimate reason.



BEMAC



The Switch is part of the BEMAC Group
whose products are unified under the BEMAC brand.