

# RESPONSIBILITY REPORT 2025

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# THE PURPOSE

# 1.0

# A WORD FROM OUR CEO

2025 was a year that, in many ways, clarified both the urgency of and the opportunities within sustainability. In an uncertain global environment, where progress at times slowed, expectations around responsibility, transparency, and long-term thinking continued to rise and are the key to staying relevant as a brand for years to come.

## **Innovation & Opportunity**

At the same time, I see strong momentum. The pace of innovation is high, and the opportunities to combine functionality, design, and reduced environmental impact continue to grow. That gives us both energy and confidence, advancing our vision to become the most relevant mobile accessory brand for our smart and aware audience. Being responsible starts with policies, routines, actions, and follow-ups that are integrated throughout our value chain.

Then, it's in the details and everyday operations, for example: keeping the number of components to a minimum in the materials we use, using the highest possible level of recycled material, and lightweight, FSC-certified paper for the packaging. Above all, assuring quality and professional supply, to keep the risk of unnecessary stock to a minimum.

## **Shared Responsibility**

To maintain and ensure our efforts, responsibility initiatives are managed by a cross-functional sustainability workgroup that meets every two weeks in Varberg. Hence, the general knowledge of our opportunities and challenges is widespread in the company. Among the everyday tasks, the work group arranges the twice-a-year Sustainability Theme days, which in 2025 were headlined by sustainability communication and "Made in China", and the value chain linked to the UN Sustainable Development Goals.



CEO - Anna Fahle

## **AI & Human Connection**

Lastly, in 2025, the AI development and adaptation took further leaps. The opportunities to use AI for efficient product tracing and data collection are vast. Our take is to be at the forefront, yet adapting wisely and efficiently. And, above all, acknowledging that as AI development escalates, so does the need for human interaction and engagement in dialogue with the audience and our end-users.

# WE ARE HOLDIT

the organization and vision

# 2.0

# CORE VALUE

Holdit AB was founded in 1992 and is owned by Proove Holding AB, a privately held enterprise based in Falkenberg, Sweden. We are a close-knit organization responsible for design, sourcing, and distribution; the company is deeply rooted in and possesses extensive knowledge of retail business conditions. A local branch office in Shenzhen, China, was established in 2007, operating onsite close to the suppliers and maintaining daily connections with the Holdit head office in Varberg, Sweden.

Decision paths are short, the leadership mindset is inclusive, and "Dedication" is a core value.

## **Dedicated**

*...to details, quality & smart choices*

*...to each other & the world around us*

*...to an honest & seamless brand experience*

# ORGANIZATION CHART





# VISION

We will be the first choice for the lifestyle-conscious seeking sustainable and stylish mobile accessories.

# MISSION

Rooted in Swedish aesthetics and a global mindset, we design with purpose, where precision and quality come together. Our products are smart, accessible choices—easy to find, easy to use, and consistently providing great value.

Sustainability is woven into every detail as we evolve to make better choices and reduce our footprint.

We empower you to express your style—where individuality, modern design, and intelligent functionality come together.

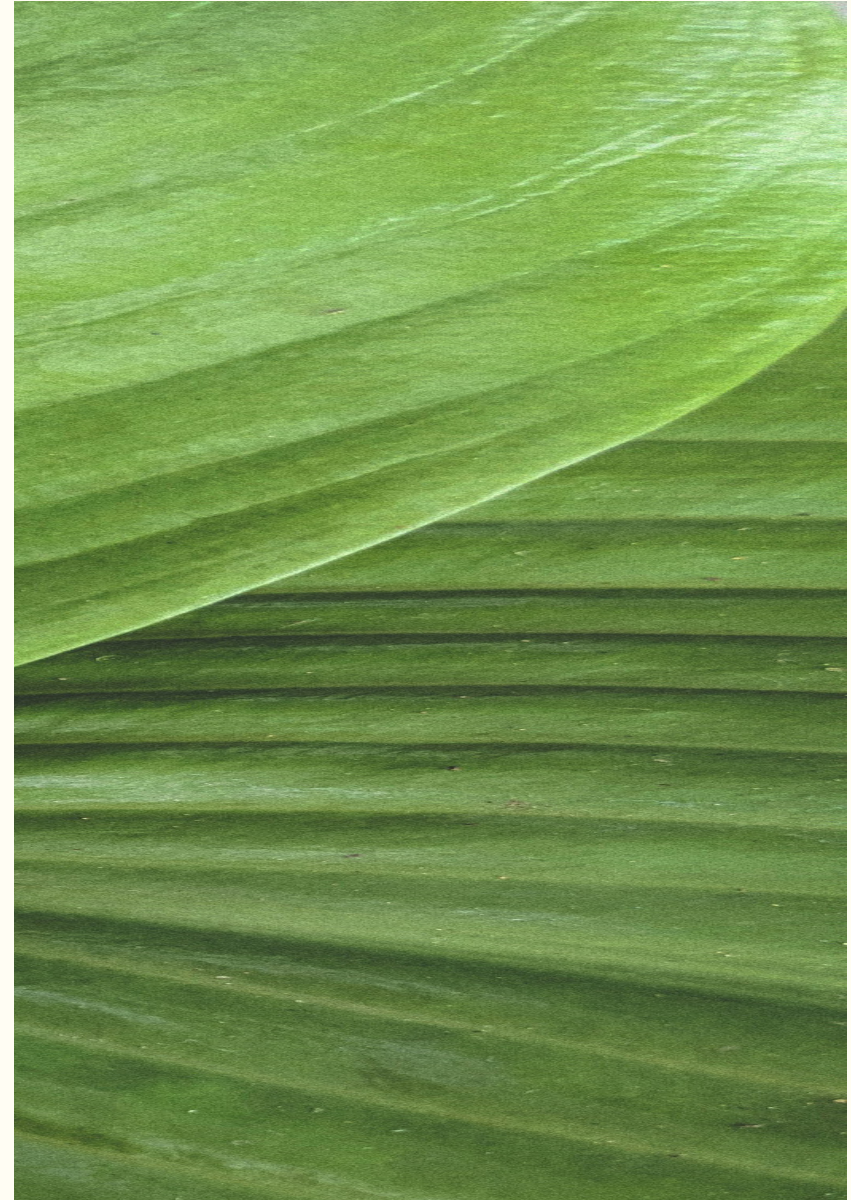
# THE SUSTAINABILITY VISION

# 3.0

**“Holdit shall be experienced as a forward-leaning brand in responsibility, transparency, and sustainability awareness within our industry.”**

– Anna Fahle, CEO

As a merger of the traditional electronic device and apparel accessory industries, we identify our key sustainability topics at the intersection of these two fields: product materials (including chemical restrictions and the use of recycled materials), packaging, and energy efficiency. We begin with our value chain, focusing on product features and quality by accurately measuring and taking responsibility. From a social perspective, strict policy compliance is crucial, and we value our staff’s social engagement.



## 3.2 THE SUSTAINABILITY STRATEGY

Apart from the fact that acting responsibly is the core reason for a company's long-term existence, the Corporate Sustainability Reporting Directive is the ultimate common navigation tool for all actors within our value chain. Hence, a step-by-step CSRD alignment is the foundation for our sustainability strategy:

- Valuechain mapping & SWOT analysis
- Identification of the UN's Sustainable Development Goals (SDGs) relevant to the Holdit value chain
- Stakeholder description and materiality analysis

Gradually, this becomes the foundation for committing to an ISO 26000 validation, the international standard that provides guidance on social responsibility for organizations, and which taps into the CSRD compliance.

"Although we are a relatively small supplier and not yet formally covered by the EU Corporate Sustainability Reporting Directive, we are committed to aligning with our larger accounts and their reporting responsibilities. Furthermore, we see transparency and determination, supported by policies, routines, actions, and measurements, as part of our business case and our brand's future relevance," says Anna Fahle, CEO.

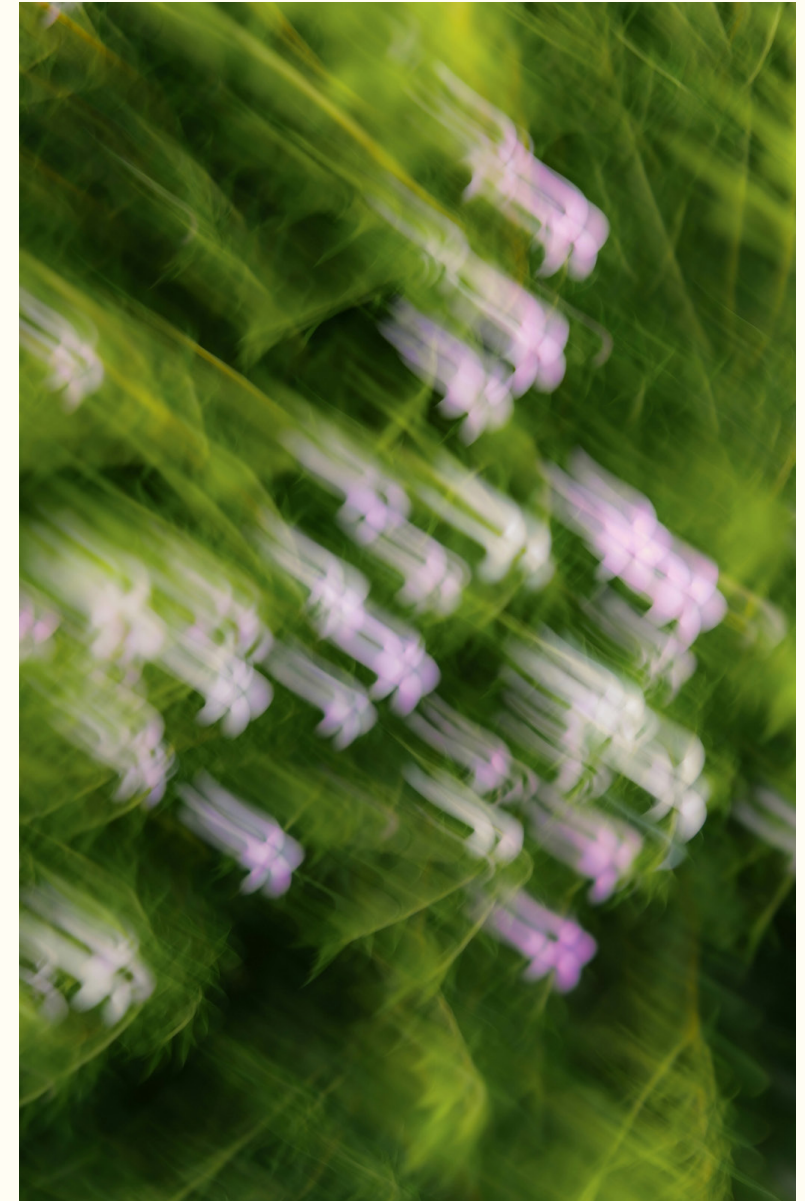
## 3.3 GOVERNANCE

Our governance procedure is guided by

- Accountability
- Transparency
- Ethics
- Stakeholder interests
- Decision integration

The golden rule is that important decisions are made using our 4-eye principle, meaning more than one person is involved in all business-critical decisions where there is a possible sustainability and/or ethical risk that conflicts with the business, such as air shipment or the introduction of a new product or supplier.

The Management Group, containing all department managers, provides a transparent and collaborative decision forum with bi-weekly meetings, and the Sustainability group holds meetings with members of each department every third week. External validation tools used for climate mapping and sustainability performance include ZeroMission for carbon accounting and EcoVadis for sustainability assessments.



## 3.3.1 ECOVADIS

During 2025, work continued to strengthen sustainability performance through the EcoVadis assessment framework. EcoVadis is a globally recognized sustainability rating platform that evaluates companies across four key areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. The assessment is based on international sustainability standards and provides companies with a structured framework for measuring, monitoring, and improving their sustainability efforts. The latest assessment showed an improvement compared to the previous evaluation.

The increased score reflects the implementation of additional policies, sustainability measures, and expanded sustainability reporting during the year. We were awarded an EcoVadis Committed Badge, demonstrating our ongoing commitment to responsible business practices and continuous improvement.

The assessment also highlighted several areas for further development, providing valuable guidance in identifying priority areas and strengthening internal sustainability processes.

Looking ahead, the long-term ambition is to progress from the current Committed Badge level to achieving an EcoVadis Silver Medal. To support this ambition, the company will continue to focus on developing certifications, employee training, measurable sustainability targets, and improved follow-up processes to demonstrate concrete results and continuous improvement over time.

# OUR STAKEHOLDERS

In any business ecosystem, stakeholders play a crucial role in ensuring the smooth operation and success of the organization. Understanding the needs and contributions of each stakeholder group is essential for effective management and strategic planning.

Below is a detailed description of Holdit's key stakeholders: suppliers, clients, owners, and end users.

# 4.0



#### **4.1 Suppliers: Factories, Forwarders**

Holdit's supplying factories are located in Shenzhen, China's leading global technology hub. The city's entrepreneurial, innovative, and competitive culture is complemented by a local remote team representing Holdit for environmental and social compliance, quality, and innovation. Forwarding is another key operation, managed and monitored from the head office in Sweden – always balancing modes of transport for maximum emissions efficiency.

#### **4.2 Clients: Physical Stores & Online**

Holdit has its roots in physical retail, a sector that we highly value in our daily business decisions. As we expand into other channels, we strive for synergy: all market activations must consistently align with and support physical retail, online retail, and our own e-commerce. The brand experience, flexibility, and accessibility guide our efforts.

#### **4.3 Owners: Transparency & Governance**

As a privately owned company, we operate seamlessly while prioritizing transparency, governance, and inclusivity. The owners' mindset embraces a "trial and error" approach, encouraging all coworkers to engage in the company's journey. Among the owners' expectations are ethical standards, accountability, and sustainable practices.

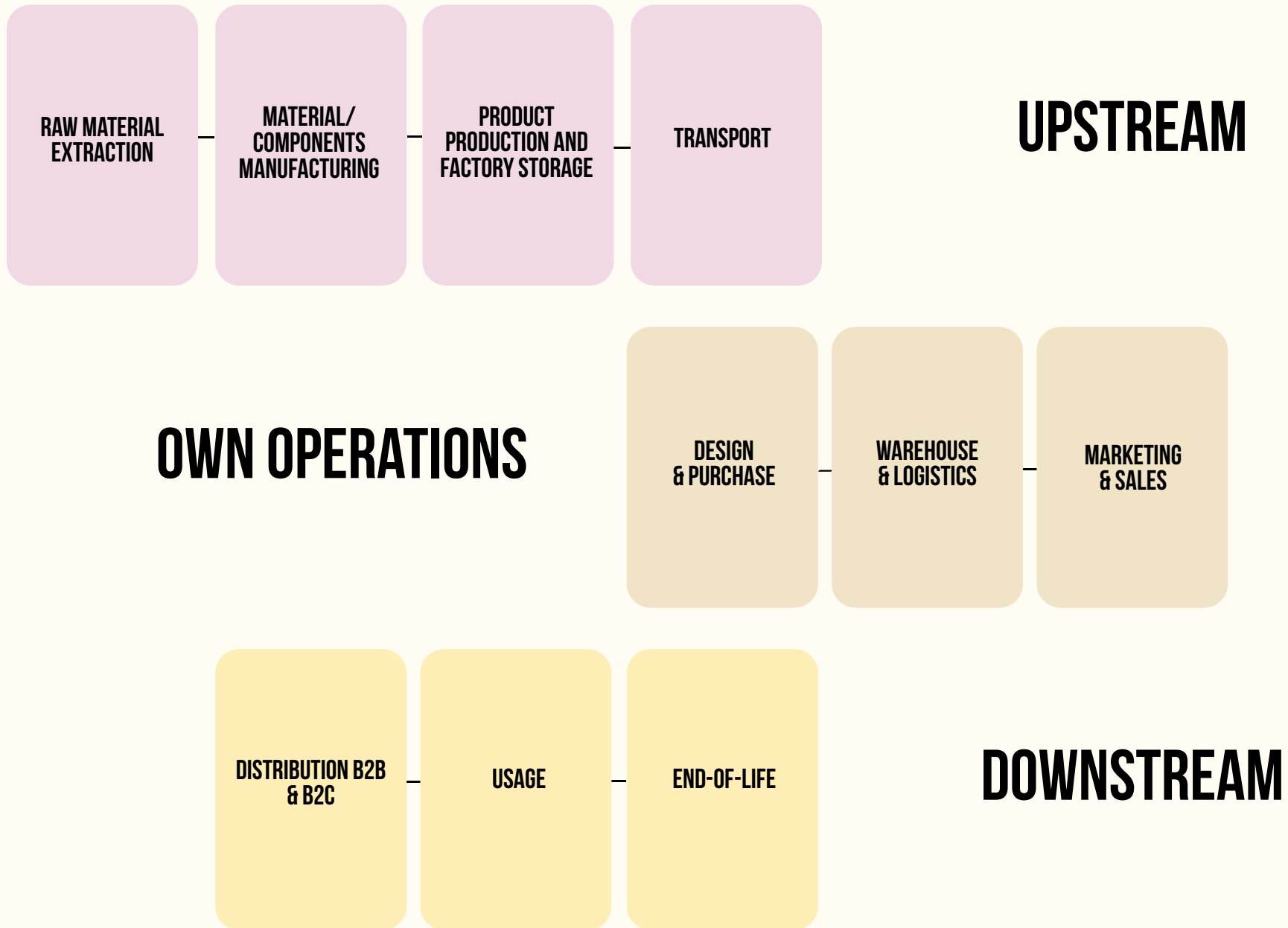
#### **4.4 End-users: Compliance & Product Education**

The end user expects a reliable and affordable product that aligns with a contemporary lifestyle—both in material choice and as a stylish accessory, protecting and enhancing their most frequently used device every day. Our mission is to inspire while also providing the highest level of product education regarding extended use and maintenance of the product.

For relevance, we engage our loyalty program, Holdit Society, inviting our end users to participate in product development.

# OUR VALUE CHAIN

# 5.0



During 2025, we extended the mapping of our value chain to include upstream activities, own operations, and downstream activities. For each part, we connect the relevant SDGs followed by goals, actions, and what's ahead.

**General goals:**

Transparency: enrich all products, step by step, with all relevant data concerning contents, origin, and environmental impact.

Map traceability: include sub-suppliers in Audit program and testing.

Emission footprint: reduce CO2 emissions per sold unit.

The policies applied throughout our value chain include:



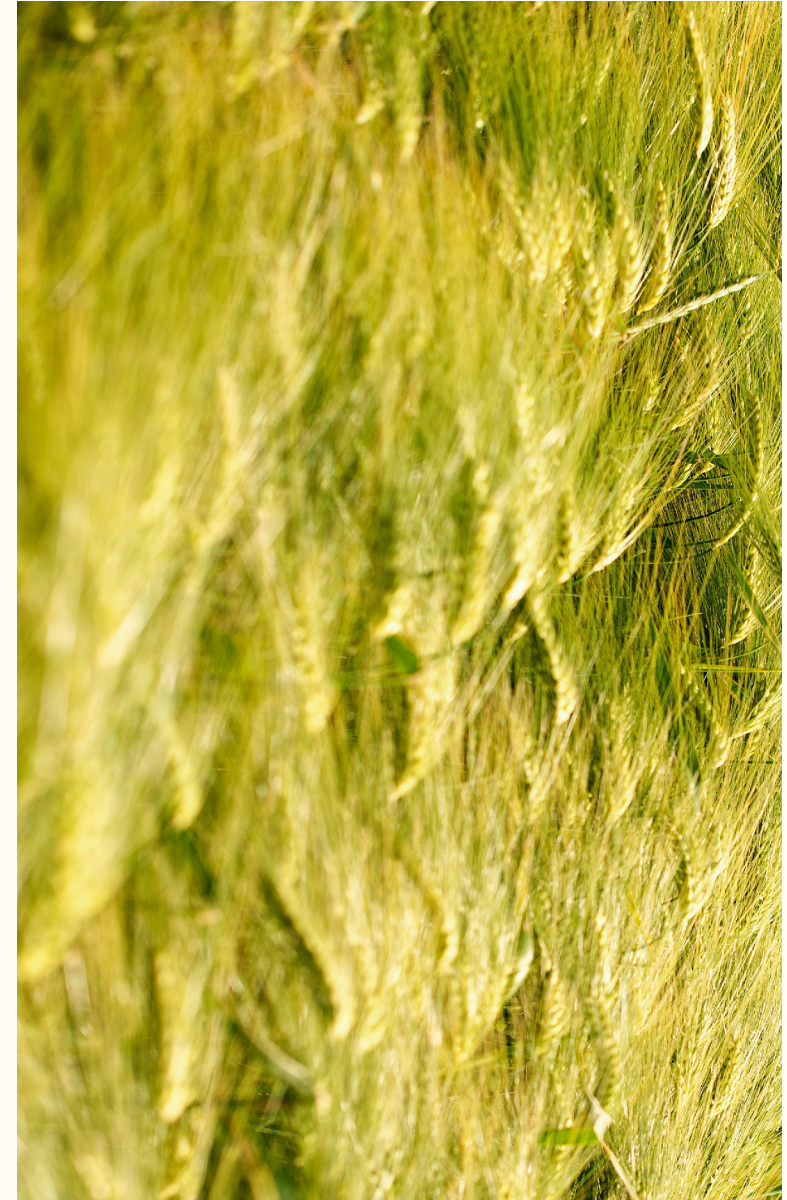
# 5.3 RAW MATERIAL EXTRACTION

SDG's:

The start of our value chain includes both raw material extraction for oil and gas and refining & polymer production.

While we do not directly engage in raw material extraction, our use of virgin plastic does contribute to demand for fossil-based feedstocks, linking our products to various environmental impacts.

Undoubtedly, plastic materials are the most flexible and resilient materials for protecting sensitive devices. However, we are committed to a) source GRS-certified recycled plastic to the greatest extent, and b) regularly test replacement materials, such as cellulose-based materials.



# 5.4 MATERIAL/ COMPONENTS MANUFACTURING

Although we have a narrow span of suppliers, with whom we work closely, the network of sub-suppliers is broader and mainly stays in contact with the supplier themselves. Hence, our focus is to map and to include the most relevant ones into our monitoring system.

<b>GOAL</b>	The remaining goal is to offer 100% non-animal-derived products and ensure that 50% of our materials are recycled. Our goals also include including the main sub-suppliers in our audit program.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• Product components &amp; contents: recycled material and better options</li><li>• Focus on new mono-material products</li><li>• Packaging FSC and reduction of all unnecessary packaging components</li><li>• Updated REACH compliance list</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Sub-suppliers added to the auditing program</li></ul>

## 5.4.1 OUR MATERIALS

The material used in our product has a significant impact on the environment. Hence, we focus on GRS-certified\* recycled materials for our products. Although municipal recycling options for our type of product are not yet in place, we know that keeping components few and pure is the first step toward higher recyclability following the stricter producer responsibility for product and packaging waste.

*\*GRS (The Global Recycled Standard) is a voluntary, third-party certification that tracks recycled content (minimum 20%-50%) across products, ensuring environmental and social compliance. It covers materials like textiles, plastics, and metals throughout the entire supply chain, focusing on traceability, chemical restrictions, and worker rights.*

The other aspect is Chemical restrictions, and we work with strict compliance with REACH\*\* regulations. Having a strict chemical policy based on REACH compliance, for everyday use products like ours, is not only a non-negotiable factor for the consumer, but also key for earning your spot as a reliable brand on the market.

*\*\*REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) is the EU regulation governing the manufacture and import of chemical substances. It aims to protect human health and the environment by ensuring greater safety in the production and use of chemical substances.*

# 5.5 PRODUCTION AND FACTORY STORAGE

Our sustainability efforts and responsibilities within production are based on our Code of Conduct, Environmental Policy, and policies covering working conditions and human rights at our factories. Within our own staff we have one person responsible for Audits, which is always conducted before we start working with a new supplier. Long-term relationships with a limited number of suppliers are key for all our local staff, and regularly visiting Swedish staff, to maintain a good compliance over time.

Environmentally, there is also a challenge with the energy-intensive production of our phone cases. Based on this, the ability to use or invest in green energy for the factories is one of the evaluation points for new factories. Although our main production country China is in the forefront for green energy development, still very few factories invest in solar panels as the premises are

<b>GOAL</b>	The general goal is a commitment of a 7% yearly reduction of CO2 Emissions to air in Scope 3, according to our set Science Based Target Initiative (SBTi). Prioritize suppliers using green energy.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• Stricter compliance checks through improved routines</li><li>• CO2 Calculation updates for comparability &amp; accuracy</li><li>• PIM system for structured sustainability data</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Create a report system for the reduction of CO2 emissions in Scope 3</li><li>• Investigate final finishing/packing of products to avoid building stock and reduce volume in shipping</li></ul>

# 5.6 DESIGN & SOURCING (PURCHASE)

## — THE OFFICE

The head office of Holdit sits in a Green Building\* office on the west coast of Sweden, keeping the environmental impact at low levels.

*\*A Green Building is a building that minimizes environmental impact through energy efficiency, sustainable materials, reduced emissions, efficient water use, and healthy indoor environments.*

We are guided not only by energy economic travel policies and hybrid company cars, but also ethical policies, working environment and engagement around mental health, equality and an inclusive mindset – where “Dedication” is our core value.

We use both internal and external tools to support our sustainability governance, which is coordinated by our Sustainability Workgroup.

<b>GOAL</b>	Publicly report on and reduce emission to air, and to have our environmental and social impacts validated and evaluated by third parties such as ISO 26000, EcoVadis and the Science Based Targets Initiative. Furthermore, we aim to educate widely among the staff to gather around our highest materiality risks and actions.
<b>ACTIONS</b>	<ul style="list-style-type: none"> <li>• 2 sustainability theme days: focus on sustainability messages, UN Sustainable Development Goals, and material education</li> <li>• “Musikhjälpen”, joint staff engagement</li> <li>• Start of PIM system development to prepare for extended product data</li> <li>• Sustainability reporting to third parties such as EcoVadis and ZeroMission was improved</li> </ul>
<b>AHEAD</b>	<ul style="list-style-type: none"> <li>• Full product pass adaptation</li> <li>• Adapting to VSME* sustainability reporting and ISO 26000* validation to prepare for CSRD compliance</li> </ul>

\*VSME reporting is a voluntary sustainability reporting framework for SMEs, intended to provide transparent and standardized ESG information with lower complexity than full CSRD reporting.

\*\*ISO 26000 is an international guidance standard on social responsibility that helps organizations operate in an ethical, transparent, and sustainable way.

# 5.7 WAREHOUSE & LOGISTICS

Emissions to air from inbound freight and the working environment are key topics for our warehouse and logistics function. Our purchasing know-how and routine are strongly rooted in extensive in-house expertise for the wholesale sector, seasonal variations, and awareness of sound stock levels and proactive action taken thereon.

<b>GOAL</b>	The general goal is sea shipment by default, and stay at a max 50/50 between sea and air.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• Sea/Air shipping trials</li><li>• Warehouse work environment improvement by a new ventilation and heating/cooling system with less energy</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Investigating bulk-purchasing combined with customized local packaging</li></ul>

# 5.8 MARKETING & SALES – THE OFFICE

Marketing & Sales are shifting towards digital communication, yet prioritizing physical brand exposure and meeting customers in real life. Hence, within traveling and ordering prints and interiors for tradeshows and pop-ups, there must be an awareness for sustainable travels and re-use of furniture etc.

From the social point of view, we aim for inclusiveness with our partners and shared values, and an eye for fashion and expression rather than short-term commercial values.

<b>GOAL</b>	Transparency in our brand presentation, which includes production and sustainability actions.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• Project “Made in China”</li><li>• Sustainability USP’s clearly on product presentation</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Further development on sustainability communication in all channels</li></ul>

# 5.9 DISTRIBUTION B2B & B2C

As with the warehouse and logistics function, here we work with outbound freight using the same principles as inbound. Yet, in this function, we are responsive to the different wants and needs of the customers.

<b>GOAL</b>	Always aim for the most efficient volume per shipment and prioritize the most sustainable transport option from an emissions perspective.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• Analyzing and comparing CO2 emissions (different forwarders)</li><li>• Reducing waste by disposing of the freight document</li><li>• Streamlined packaging materials</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Further developing customized packaging for efficiency and less volume shipped</li></ul>

# 5.10 END-USER / 5.11 END-OF-LIFE

Staying relevant over time as a brand and product means attention and care for the entire life-cycle. While our loyalty platform, "Holdit Society," enables regular, valuable dialogue about product appearance, we still have a lot of room for improvement in usage and end-of-life, and are committed to doing so in a transparent and inclusive manner.

<b>GOAL</b>	<ul style="list-style-type: none"><li>• Introduce maintenance to prolong life</li><li>• Clear material information for the best compatibility to style and lifestyle</li></ul>
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• "Made in China" – the story behind the making of our products</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Product passport</li></ul>

### **Natural sources extraction**

The primary material of our products is plastic, selected for its protective qualities.

Impacts/risks: Extracting oil for virgin plastic production puts pressure on the planet, as this is a non-renewable resource.

Action: We are dedicated to actively seeking out and sourcing the highest possible ratio of recycled plastic available in the sourcing market.

### **Material suppliers**

Our materials are sourced from our suppliers based on our product specifications.

Impacts/risks: The refinement of plastic granulates for use in our products requires chemicals and is energy-intensive.

Actions: We use only GRS-certified recycled plastic and strictly adhere to REACH compliance during the material sourcing process in collaboration with our suppliers. Our Code of Conduct and audit setup also covers material suppliers.

### **Component suppliers**

Our accessories typically contain other components like zippers or metal pieces sourced from independent suppliers.

Impacts/risks: Refining plastic granulates, metals, fibers, etc., for use in our products requires additives and chemicals, and is energy-intensive.

Actions: Facing challenges with complete transparency and traceability, we require Code of Conduct compliance and conduct audits for larger component suppliers.

### **Factories**

Our leading suppliers are independent factories located in China's Shenzhen area, recognized for their extensive expertise in digital devices.

Impacts/risks: Production is energy-intensive and involves chemical additives. Business transparency and human rights compliance in the Code of Conduct are other significant risks associated with the area.

Actions: Since 2009, we have our own staff in China who maintain close connections with the supplier from start

to finish during product production. This includes regular physical visits for quality checks and involvement in the production process. Additionally, we are committed to the Code of Conduct, conducting audits and follow-up assessments.

### **Warehousing**

Our warehouse is located in Falkenberg, Sweden, and handles all inbound and outbound shipping for both B2B and B2C. Our five-person staff is also involved in store replenishment for larger accounts and events.

Impacts/risks: We hire all employees and cover them under collective bargaining contracts with the union. The heating and cooling system is currently an inefficient direct-acting electric setup, which is easily disrupted by temperature shifts.

Actions: We are actively planning investments in either air heat pumps or geothermal energy for the sake of a better working environment and energy efficiency.

**Own office**

Our head office is located in Varberg, Sweden, and encompasses all functions: Design & Product Development, Sourcing & Logistics, Sales, Finance & IT, Online, and Marketing. This 25-person staff is involved in every step of the value chain.

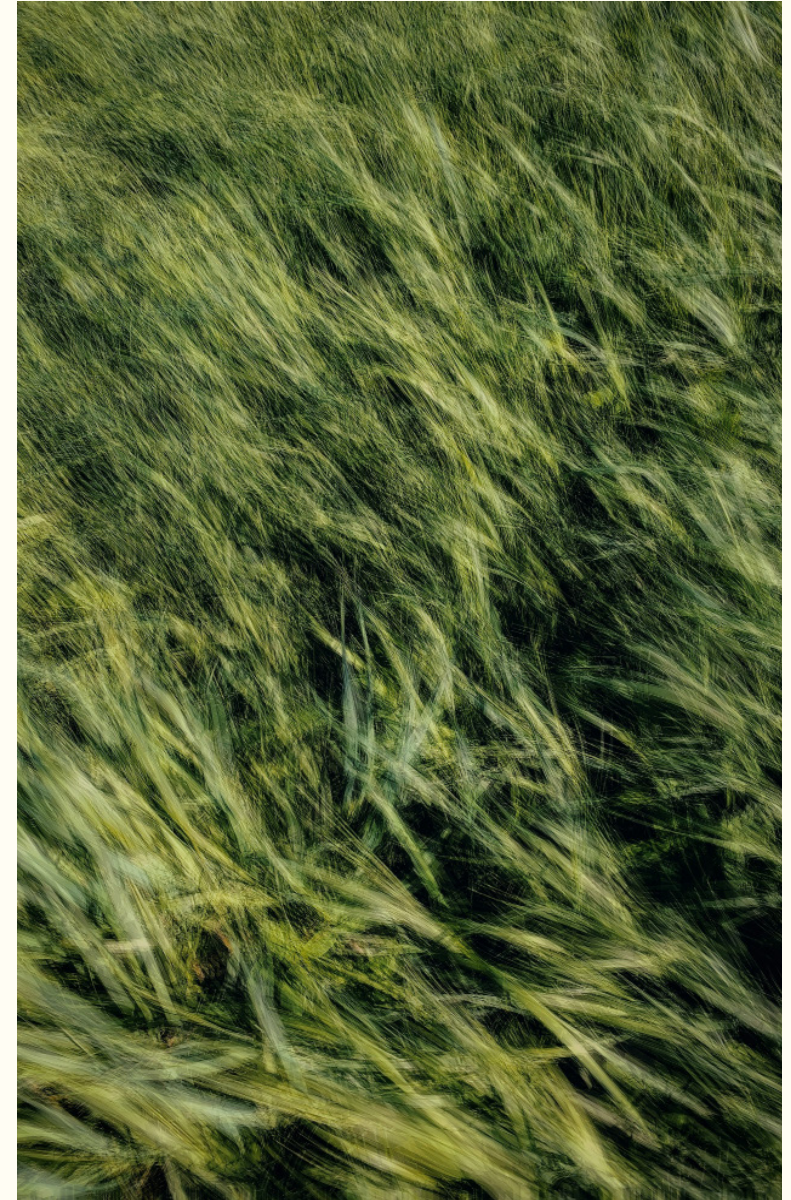
Impact/Risks: We hire all employees and cover them under collective bargaining contracts with the union. The office is situated in a green-building company hotel.

**User phase**

Our users are style- and sustainability-conscious customers.

Impact/risk: Our products are made from a mix of materials, making them challenging to recycle completely.

Actions: We provide information on how to care for your product to ensure a long life and the best recycling practices. We engage with customer feedback and questions through our loyalty program, "Holdit Society," and focus groups.



## General goals

Our key focus areas include transparency, CO2 emissions, and circularity. We utilize our vast experience and local manufacturing capabilities to initiate and drive change, with staff engagement at the center. The cross-functional Sustainability Workgroup is establishing and monitoring all targets, showcasing them through policies, sourcing data, and communication channels.

- *Initiate a LCA for our key products before the end of 2025*
- *Map traceability, including sub-suppliers in a step-by-step program, and reach full traceability by the end of 2026*
- *Build an organizational structure for circular design by 2026*
- *Reduce CO2 emissions to air by 10% per sold unit from year to year.*
- *Showcase CO2 emissions to air for each product category during 2025*

The key activities in the value chain are where we have the most significant positive or negative impacts. Therefore, the primary responsibilities fall to The Office, The Material, The Production, and The Warehousing & Distribution.

The policies applied to our value chain include the Policy for Secure Handling of Third-Party Data, Code of Ethics, Policy on Fraud and Conflicts of Interest, Due Diligence Process for Third Parties, Whistleblowing Policy and Procedure, Sustainable Procurement Policy, Supplier Code of Conduct, Own Office Code of Conduct, Environmental Policy, and GHG Report (Scope 3).



**Material 1** - PC , fibre, nylon, metal, glue



**Material 2** - Wood fibre, metal, stitching, EVA, glue



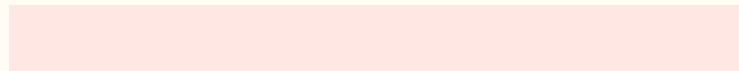
**Material 3** - PU (Polyurethane)



**Material 4** - TPE (Thermoplastic elastomer)



**Material 5** - Polyester (Terylene)



**Material 6** - Magnet



**Material 7** - Silicone rubber



**Material 8** - Minor components /additives



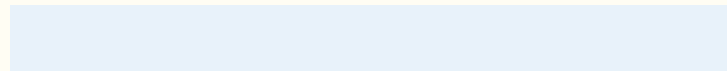
**Material 9** - TPU (Thermoplastic Polyurethane)



**Material 10** - Synthetic polymeric materials



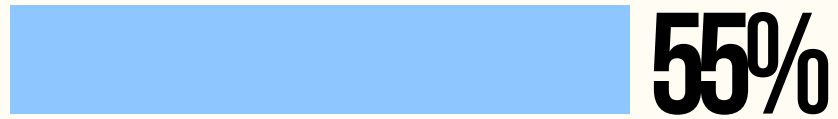
**Material 11** - PC (Polycarbonate)



**Material 12** - Glass

# MATERIAL MAP

**SILICONE CASE**



**Material 1** - PC (Polycarbonate)  
of which 100% recycled



**Material 2** - Silicone rubber  
of which 60% recycled



**Material 3** - Minor components /additives

**SEETHRU CASE**



**Material 1** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled



**Material 2** - TPE (Thermoplastic elastomer)  
of which 100% recycled

*Version 2*

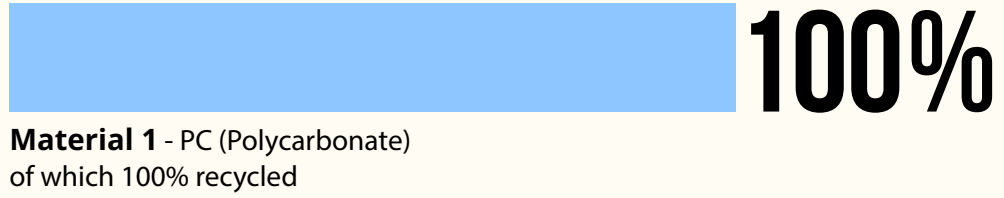


**Material 1** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled



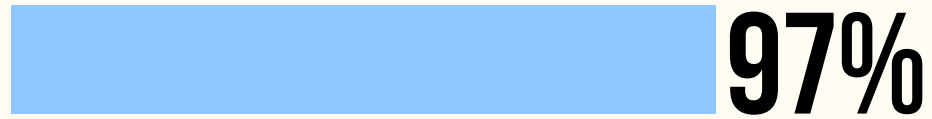
**Material 2** - TPE (Thermoplastic elastomer)  
of which 100% recycled

**SLIM CASE**  
PC



**Material 1** - PC (Polycarbonate)  
of which 100% recycled

**SLIM CASE**  
Seethru

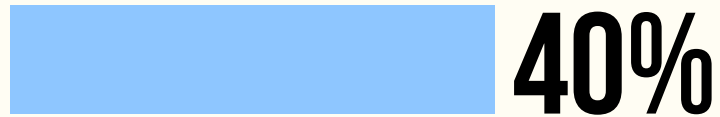


**Material 1** - PC (Polycarbonate)  
of which 100% recycled



**Material 2** - Minor components /additives

**WAVY CASE**  
Full cover



**Material 1** - PC (Polycarbonate)  
of which 100% recycled

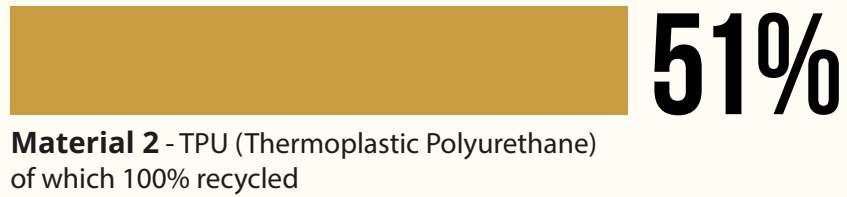
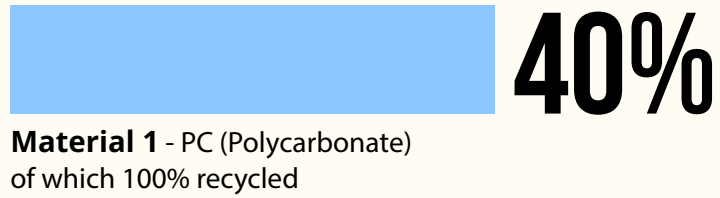


**Material 2** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled

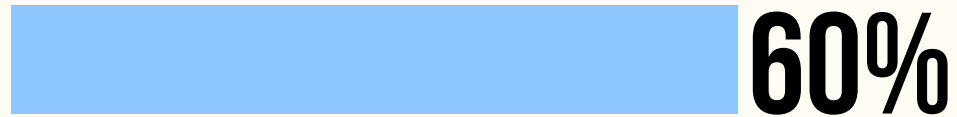


**Material 3** - Minor components /additives

**WAVY CASE**  
Transparent



**CORE CASE**  
MagSafe Compatible



**Material 1** - PC (Polycarbonate)  
of which 100% recycled



**Material 2** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled

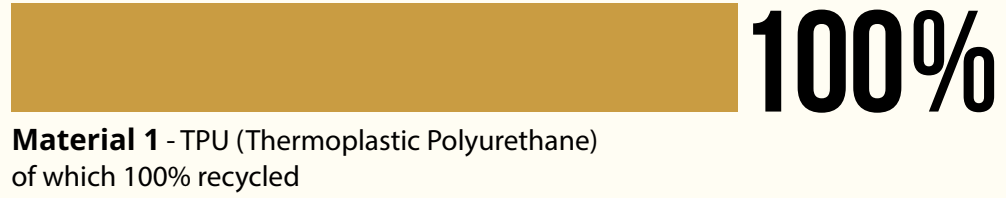


**Material 3** - PET & Additives

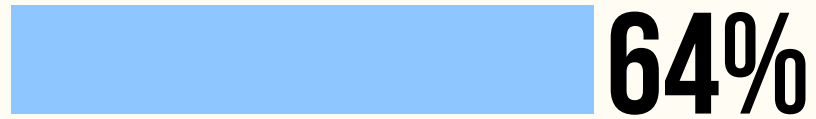


**Material 3** - Magnet

**SOFT CASE**  
TPU



**GLITTER CASE**



**Material 1** - PC (Polycarbonate)  
of which 100% recycled



**Material 2** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled



**Material 3** - Minor components /additives

**WALLET CASE**  
Magnet & MagSafe Compatible



**Material 1** - PU (Polyurethane)  
of which 35% recycled



**Material 2** - Wood fibre  
of which 100% recycled



**Material 3** - PC , fibre, nylon, metal  
of which 100% recycled



**Material 3** - Magnet

**AIRPODS CASE SILICONE**



**Material 1** - Silicone  
of which 70% recycled



**Material 2** - Minor components /additives

**AIRPODS CASE SEETHRU**



**Material 1** - TPU (Thermoplastic Polyurethane)  
of which 100% recycled



**Material 2** - Minor components /additives

LAPTOP SLEEVE



**Material 1** - PU (Polyurethane)  
of which 40% recycled



**Material 2** - Polyester



**Material 3** - Wood fibre, metal, stitching

LAPTOP CASE PADDED



**Material 1** - Polyester (Terylene)  
of which 51% recycled

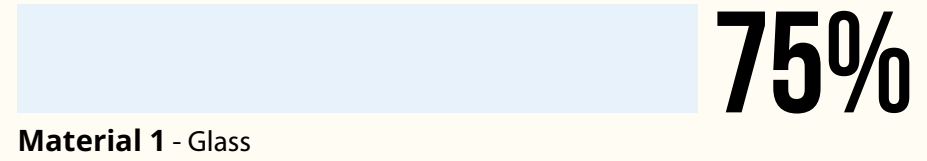


**Material 2** - Synthetic polymeric materials



**Material 3** - EVA, stitching, metal

**SCREEN PROTECTOR**  
3D Full cover & Transparent



**CARD HOLDER**



**Material 1** - PU (Polyurethane)  
of which 35% recycled



**Material 2** - Wood fibre

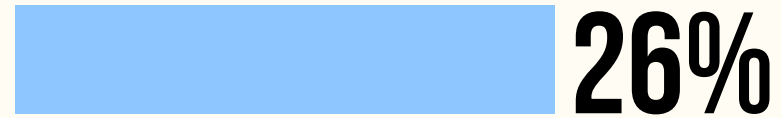


**Material 3** - Nylon, glue

**CARD HOLDER MAGNET**



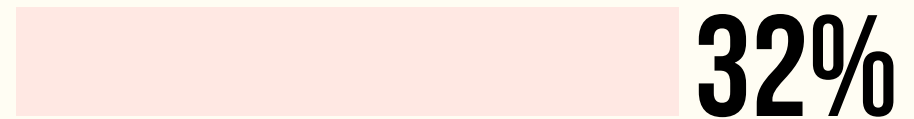
**Material 1** - PU (Polyurethane)  
of which 35% recycled



**Material 2** - Polycarbonate



**Material 3** - Metal, wood fibre, glue



**Material 3** - Magnet

# 5.33 THE PRODUCTION

<b>GOAL</b>	The general goal for Production 2024 is a commitment of a 7% yearly reduction of our CO2 emissions to air in Scope 3, according to our set Science Based Targets Initiative (SBTi). 25% of all sub-suppliers are to be included and approved in the audit routine.
<b>ACTIONS</b>	<ul style="list-style-type: none"><li>• 36% of all sub-suppliers were audited and approved</li><li>• Policy updates</li><li>• CO2 emission footprint calculations using the Zeromission tool and membership</li></ul>
<b>AHEAD</b>	<ul style="list-style-type: none"><li>• Stricter policy compliance checks</li><li>• Involving our own Quality Controllers for working environment policy compliance during the manufacturing of our products</li><li>• Initiate discussions regarding the use of energy and CO2 emissions connected to this with our suppliers</li><li>• Create a report system for the reduction of CO2 emissions in Scope 3</li><li>• Initiate production in Sweden</li></ul>

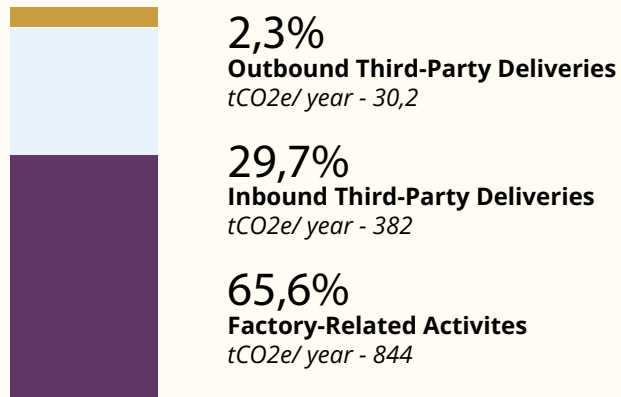
The obvious challenge in production is the amount of electricity required for the typical moulding of our mobile cases, as high temperature and high pressure are the two mechanisms involved in the process.

For the other parts of the product range, such as phone cases, laptop sleeves, and other accessories, energy is primarily used for sewing, mounting, and finishing processes – all of which are powered by electricity.

We are about to test production in Sweden for two main reasons: to utilize a green energy mix, reduce CO2 emissions

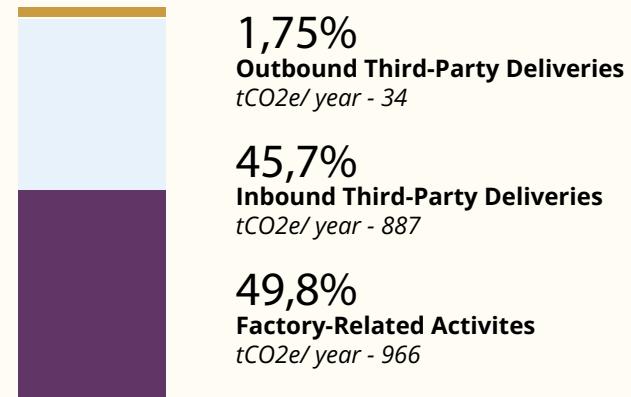
from transportation, and maintain proximity to the production process, which enhances the development of materials and production technologies. That said, we are also committed to continuing the development of our operations in Shenzhen, China, as this region possesses some of the most extensive knowledge of the electronic device industry. Our responsibility is to expedite the sourcing of recycled materials, adhere to REACH legislation, and uphold our company policies in general.

### Summary by Activity 2024 (Location-Based, tCO2e)



Total - tCO2e/ year: 1,286 = 100%

### Summary by Activity 2025 (Location-Based, tCO2e)



Total - tCO2e/ year: 1,940

For 2020, 2021, and 2023, we have made climate compensations corresponding to 1.878 tons of CO<sub>2</sub>e. While these actions offset past or current emissions by investing in carbon-reducing projects elsewhere, we intend to focus on long-term climate balance through sustainable practices guided by a decision-making framework that considers transport modes based on volume and emission data. We will prioritize using energy-efficient vessels and airplanes, as well as utilizing renewable energy.

Additionally, we aim to support external initiatives to reduce the reliance on non-renewable energy sources. Reducing environmental impacts across the value chain typically emphasizes sourcing and production. However, many activities can gradually shift to warehousing and distribution, where buying in bulk allows for greater coherence and adaptation to customer packaging and special labeling requests to suit in-store and digital sales channels.

### **The Sustainability Workgroup**

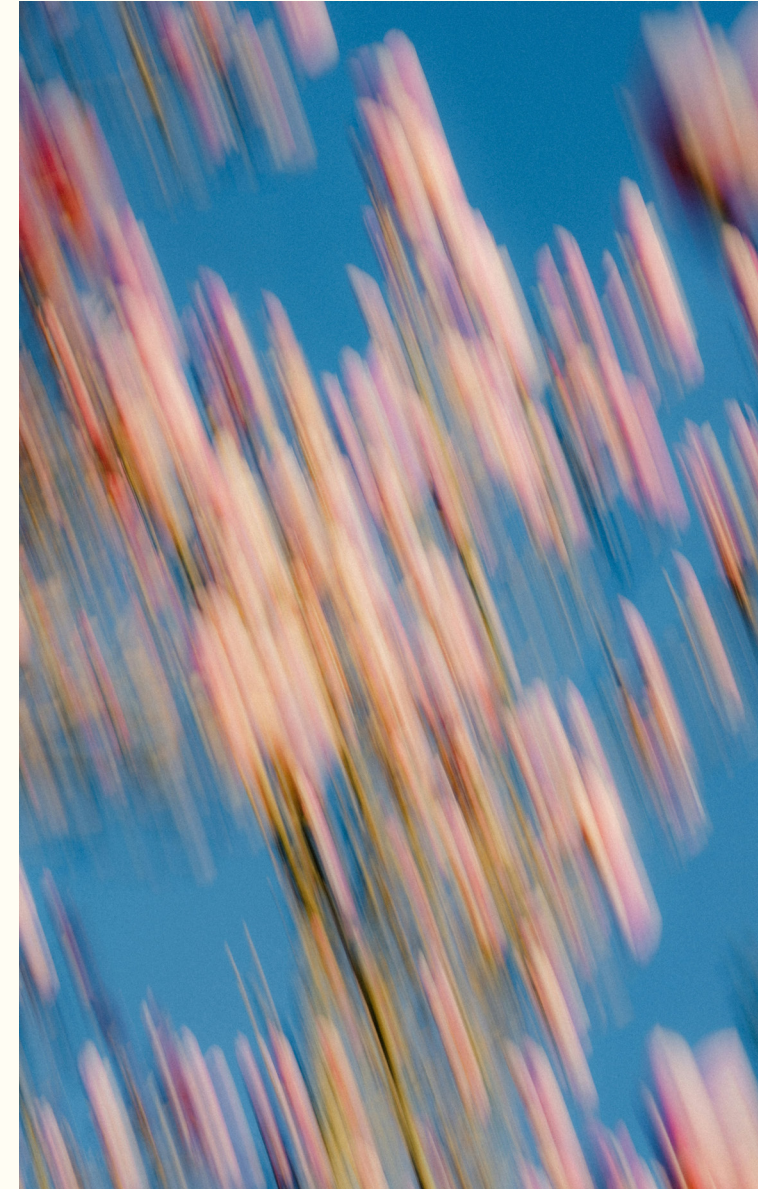
Which includes sourcing, sales, marketing, and management, drives the development of a system for responsible business conduct. Meetings are held biweekly, with sustainability goals, actions, and follow-ups as the standard agenda. Actions range from encouraging individual engagement in waste management and social involvement to monitoring emission KPIs and ensuring policy compliance.

### **Social**

Key areas for social engagement are mental health, equality (gender identity), and engagement in organizations for the planet. There is a built-in engagement for individual health, where we use one working hour per week for exercise, often in groups.

### **Environment**

Key environmental issues include initiatives for reducing CO2 emissions from company cars, managing office energy consumption, and handling office waste.



# ZERO MISSION 2025/2024

# 6.0

# DATA QUALITY AND AVAILABILITY

*In order to provide the most accurate estimate of an organisation's GHG emissions, primary (actual) data should be used where it is available, up to date and geographically relevant. Secondary data in the form of estimates, extrapolations and industry averages may be used when primary data is not available. Table 2 details the quality of data submitted for this assessment with the key assumptions used stated below.*

## DATA QUALITY OVERVIEW

100%

### Location-based

Accuracy Overview	tCO2 e/year	%
Actual	1.940	100
Total	1.940	100

100%

### Market-based

Accuracy Overview	tCO2 e/year	%
Actual	1.940	100
Total	1.940	100

**TABLE 2. DATA QUALITY AND AVAILABILITY**

Source of emissions	Data quality	Source of emissions	Data quality
<b>Business Travel</b>		<b>Outbound third-party deliveries</b>	
Air travel	Actual	Air freight (with RFI of 2)	Actual
Bus and coach	Actual	Rail freight	Actual
Employee owned cars	Unknown	Road freight, shared vehicle (tonne.km factors)	Actual
Ferry	Actual	Sea freight	Actual
Hired cars	Actual		
Hotel night stays	Actual		
Rail (train, tram, light rail, underground)	Actual		
Taxi	Actual		
<b>Inbound third-party deliveries</b>		<b>Company-Owned/Leased Vehicles</b>	
Air freight (with RFI of 2)	Actual	Cars	Actual
Cars	Actual	Trucks	Unknown
Rail freight	Actual	Vans	Unknown
Road freight, shared vehicle (tonne.km factors)	Actual		
Sea freight	Actual		

Source of emissions	Data quality	Source of emissions	Data quality
<b>Electricity and Heating</b>		<b>Purchased Goods and Services</b>	
Bioenergy	Actual	IT Equipment	Actual
District cooling	Actual		
District heating	Actual		
Electricity consumption	Actual		
Natural gas	Actual		
Other fuel(s)	Actual		
<b>Factory-Related Activities</b>			
Electricity consumption	Actual		
Natural gas	Actual		
Other fuel(s)	Actual		
Purchased materials	Actual		

## **ASSESSMENT SUMMARY FOR HOLDIT 2025**

*Gross Overall Emissions (location-based): 1,940 tCO<sub>2</sub>e*

*Gross Overall Emissions (market-based): 1,940 tCO<sub>2</sub>e*

### **Data**

21,24 Full Time Equivalent Employees

136,700 Turnover (KSEK)

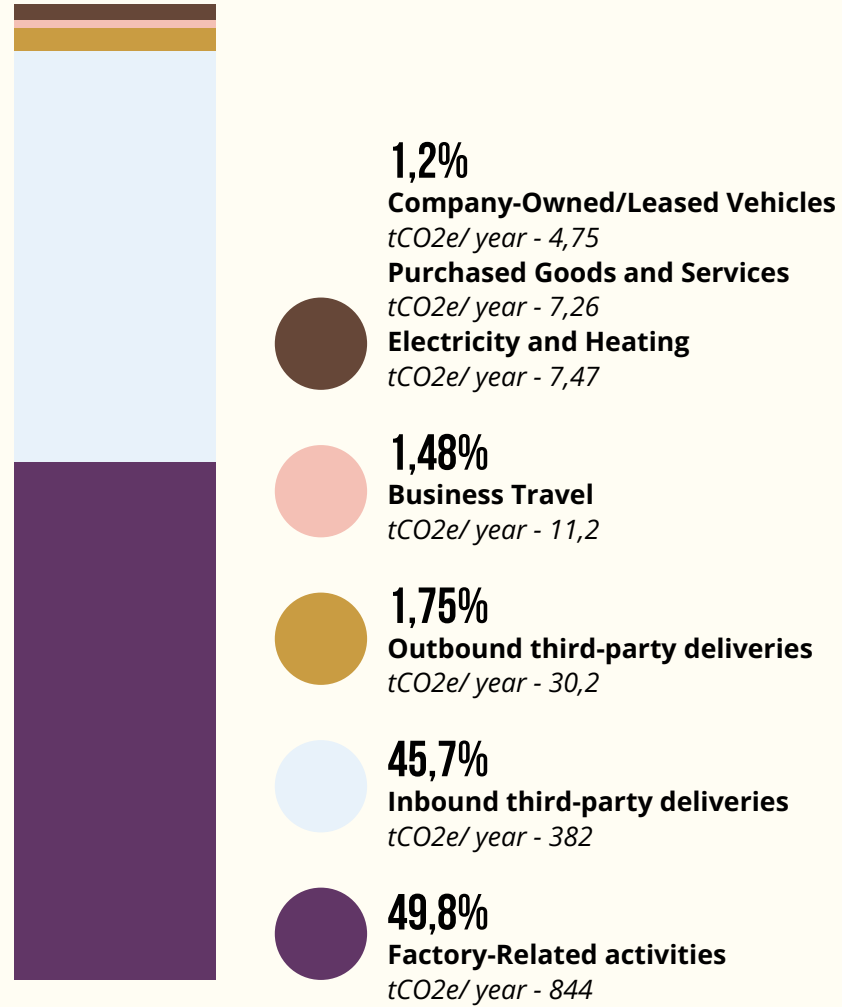
### **KPI**

91,3 tCO<sub>2</sub>e per Full Time Equivalent Employee (Location-Based)

0,01419 tCO<sub>2</sub>e per Turnover (KSEK) (Location-Based) 2

## SUMMARY BY ACTIVITY 2025

(Location-Based, tCO<sub>2</sub>e)



Total - tCO<sub>2</sub>e/ year 1,286 = 100%

# THE HOLDIT WAY FORWARD

# 7.0

To us, thinking “outside the box” means filling our “box” with the maximum possible value. In this, we look at both an expansion of categories and products, while connecting and enriching each new product with USPs where social and environmental compliance are at the core.

We are also committed to preparing ourselves for further growth by setting the framework and structure. The leading star is CSRD Compliance. Although full CSRD compliance remains a long-term objective for the company, several of our key customers are already there.

Therefore, steps are being taken to align with the CSRD reporting requirements of key customers. This is done through a materiality and risk analysis, combined with an ISO 26000 validation and reporting by the VSME standard. Furthermore, our own routines and policies are applied throughout the value chain to ensure responsible and transparent business practices.

