

ASETEK ENVIRONMENT AND CLIMATE POLICY

Introduction

In Asetek, we recognize the global environmental and climate agenda, and the fact that tech industries have a shared responsibility to ensure a sustainable development. Our impact on the environment and climate can generally be attributed to our product use and life cycles, our operations and material use, the actions of our employees and the indirect impacts in our value chain.

We believe that sustainable behavior is important for building better products and stronger relationships with customers, employees, and contributing to positive development in society. Therefore, environmental and climate considerations are natural aspects of sustainable development and a healthy business in Asetek.

Our Commitment

We commit to promote and support environmentally sustainable practices. We will continuously work to reduce our own adverse environmental impacts by applying and developing climate and environmentally friendly services, solutions, and technologies in our operations and product range.

Main Objectives of the Policy

As the global leader in high performance liquid cooling solutions for gamers, enthusiasts, and data center operators, etc., Asetek is committed to providing cutting edge technology that responds to the challenges of the world and promotes sustainable development.

- We will integrate environmental and climate considerations into our business model, risk assessments, and product offerings to support the transition towards a green and low-carbon economy.
- We will work towards mitigating adverse environmental impacts of our business operations across our value chain, for example by improving our resource efficiency, preventing pollution, and minimizing emissions and waste through regular assessments and maintenance.

Core Principles of Conduct

To support and guide our commitment, objectives and actions, we have implemented a number of core principles of conduct:

- Our commitment to environmentally responsible conduct is founded on respect for internationally recognized core principles on the environment (including climate) as reflected in the OECD Guidelines for Multinational Enterprises, the Rio Declaration on Environmental Development, and the UN Global Compact Ten Principles.
- We respect the rule of law and comply with our binding obligations as well as national and international regulations in all countries in which we operate. When our own requirements are more stringent, we will operate to these higher standards.
- We have established and continue to improve a systematic approach to our environmental management, and we conduct impact assessments to identify, prevent or mitigate actual and potential adverse environmental impacts in our business practices and value chain.
- We will address adverse impacts that we may cause or contribute to, or to which we are directly linked through our business relations.
- If we become aware of an adverse impact, we will seek to ensure access to remedy for the affected persons or stakeholders or notify the appropriate authorities.
- We will provide timely, regular, and reliable information on our business practices, our impact assessments and how we manage adverse impacts to all relevant shareholders.
- We will set ambitious qualitative and quantitative improvement goals.

- We continuously involve and train our employees to ensure knowledge, commitment, and positive results creation in terms of environmental and climate matters.
- We will establish partnerships that help to ensure and promote environmental responsibility in our industry.
- We have procedures for responsible purchasing and responsible supplier management.

How We Measure Progress

We apply and report on these Key Performance Indicators (KPIs) with underlying data points that we consider particularly important for our business activities:

- Carbon emissions
- Energy consumption
- Renewable energy share
- Waste, hazardous and non-hazardous
- Waste recycling
- Hazardous substances
- Rare metals and 3TG
- Packaging
- Plastic
- Water-use

The results obtained within the policy scope are calculated or assessed once a year at a minimum and necessary corrective action is taken when deemed appropriate.

Perspectives on Risk

Being a fast-growing technology company that sources, develops, manufactures, and distributes high-tech solutions globally, we are inevitably associated with the risk of causing or contributing to adverse impacts on the environment or climate.

Consequently, we are especially focused on maintaining and developing an agile organization that adheres to sound practices and strengthens its resilience to avoid adverse impacts on our business, our customers and society at large. We aim to hedge risks through strategy, policy commitments and practices that align with globally recognized principles for responsible business conduct and industry standards. Particularly in the areas of resource consumption, waste and emissions associated with our facilities, services and product lifecycle.

Scope

Our commitments apply to all of Asetek's operations and employees. Supplemental guidelines, requirements, and policies may be published as needed to address specific environmental and climate issues and activities.

Asetek expects business relationships to work similarly to avoid adverse impacts on the environment and climate. Our expectations are detailed further in our Code of Conduct for Responsible Business Relations.

Roles and Responsibilities

The executive management of Asetek is responsible for ensuring that the policy is implemented and complied with.

The executive management reports at least once a year to the Board of Directors of Asetek on the implementation and compliance.

Lack of compliance with the policy can lead to reprimands and in serious cases have consequences for the employment status.

The policy is assessed at least bi-annually by the Board of Directors and updated as needed.

Reporting and Communication

We will provide timely, regular, and reliable information on our business practices, our impact assessments and how we manage adverse impacts to all relevant shareholders.

Reference to other Policies

- Asetek's Commitment to Sustainable Development
- Asetek's Responsible Business Relationships Code of Conduct

Aalborg, February 13, 2021

[Board of Directors]