



OUR SUSTAINABILITY JOURNEY

Commitment for a greener future

C R A M O



For Cramo, sustainability is about building strong relationships and taking responsibility as a company. It encompasses our employees, customers, the environment, and the society in which we operate and live.

Together with our customers and other stakeholders, we work systematically on sustainability throughout the value chain.

A long-term sustainable rental industry requires a focus on clear and agreed-upon values regarding how the industry can improve. Our aspiration is to be at the forefront of promoting sustainability in the rental sector and meeting the demands set by our stakeholders and internationally recognized standards.

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OUR VISION

Shared Resources Simplified

OUR MISSION

To lead our markets by being the customers' rental partner of choice, offering the best quality equipment and the highest levels of service from our team of passionate people. We are focused on being the most climate and resource efficient rental solutions company. We aspire to lead the way in advancing sustainability in the rental industry and mitigate our environmental impact throughout our value chain. We lead our company with high business ethics, and continuously improve risk management in all business aspects.



OUR SUSTAINABILITY POLICY

CUSTOMER CARE

Priority will always be given to our customers' key concerns. Our goal is to contribute to our customers' sustainable productivity by enabling them safe working environment at construction sites, providing digitalizing solutions and high-quality rental equipment and services. We help our customers to minimize their climate impact by increasing circularity and offering resource efficient and fossil free alternatives. Our focus is to invest in the most modern, durable technologies. We aim to phase out or limit hazardous substances in our products and operations. We engage and set requirements in our procurement process to lead the way in advancing sustainability. We expect all suppliers and business partners to demonstrate the same high ethical standards as ours.

EMPLOYEE CARE

We offer safe and healthy workplaces for all our employees. Our ultimate goal is zero accidents in all our operations. We are committed to treating our employees in an open, honest and equal way. We promise a diverse and inclusive culture, where all employees of different ages, gender and backgrounds have the same opportunities for development. Our workforce should reflect the diversities of the communities where we operate so we are focused on an unbiased recruiting process, a commitment to fair pay and promotional opportunities. We value competency-based training and support career growth to encourage employees to achieve their full potential.

ENVIRONMENTAL CARE

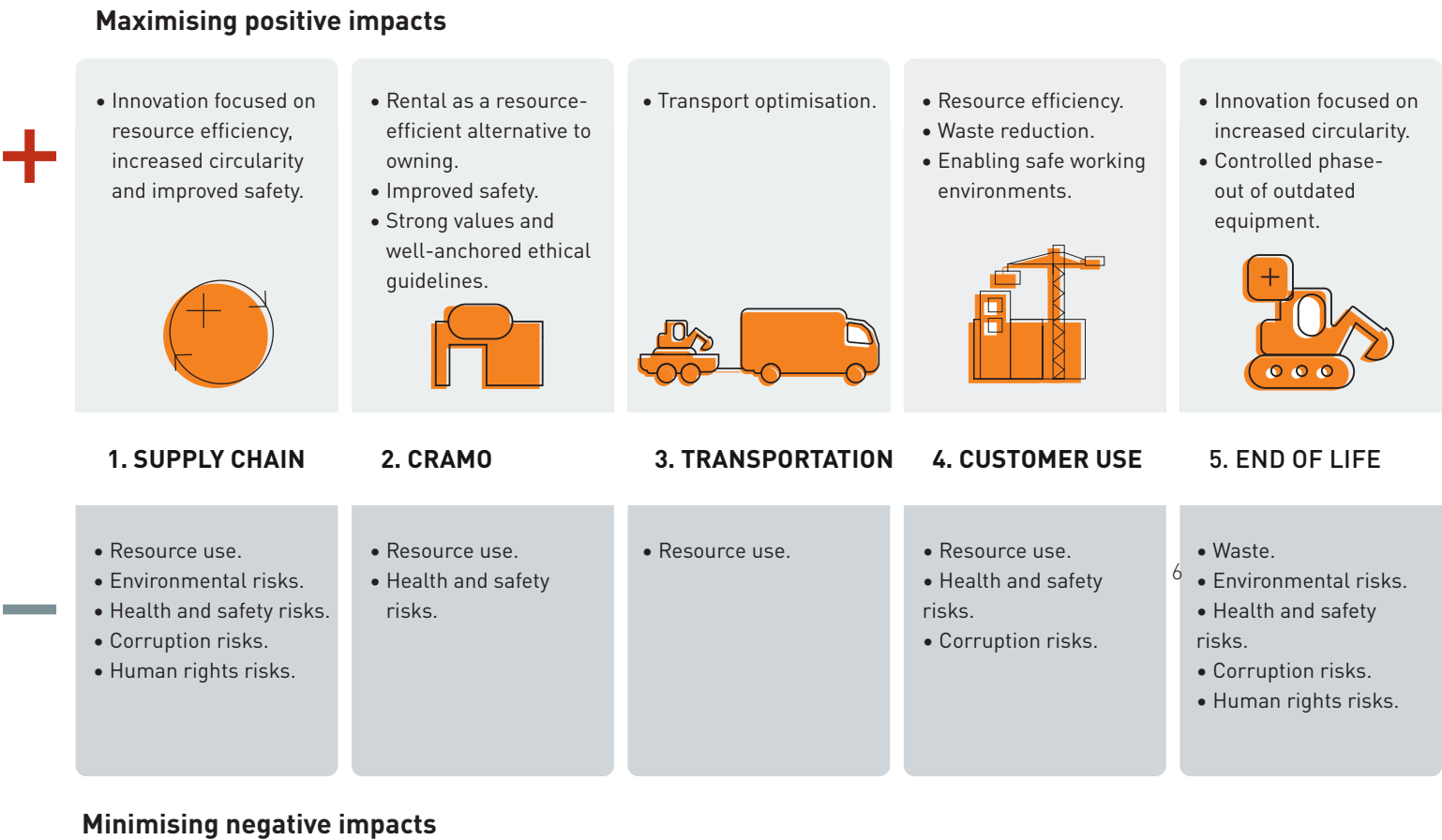
We continuously work to mitigate our climate impact by reducing energy consumption, increasing the use of renewable energy and increasing circularity of our products and in operations. We continuously improve the efficiency of logistics and transport. We reduce, reuse or recycle materials, reduce waste and handle hazardous waste properly. For facilities, installations and vehicle fleet we invest in energy efficient products, services and design for energy performance improvement.

SOCIAL CARE

We respect human rights throughout the value chain. We support the Ten Principles of the United Nations Global Compact in respect to human rights, labor, environment, and anti-corruption. These principles are incorporated into our business and processes. We ensure compliance with laws and regulations within our organization. An active collaboration with our customers, suppliers and other stakeholders is the key to the further development of sustainable rental solutions. Where possible we endeavor to take an active role in the communities we operate in and encourage our employees to contribute to local charity projects.

OUR VALUE CHAIN IMPACTS

Our value chain perspective on sustainability helps us identify how we can optimally manage our impact and create maximum value. This makes it easier to identify opportunities and minimise or enhance impact. It also helps us understand how our actions and impact are interrelated. We aim to reduce our impact across the value chain and meet our customers' increasing interest in shared solutions, as well as their expectations and demands for circularity. We strive to apply a life cycle perspective. In doing so, we can minimise major negative impact (do no harm) and maximise positive impact (do good).



OUR SUSTAINABILITY TARGETS AND KPIs

Focus area	Strategic target	KPI
CUSTOMER CARE	Most modern and sustainable fleet in the industry	<ul style="list-style-type: none"> Share of units powered by electricity within the energy powered fleet Share of CAPEX in “Zero emission evolution” fleet
	Most satisfied customers	<ul style="list-style-type: none"> Customer Satisfaction Index
	Zero accidents related to equipment from Cramo	<ul style="list-style-type: none"> Number of individuals participating in external safety training provided to customers, subcontractors, suppliers and other ex parties Share of operations having Ecovadis rating silver or higher (relative to sales)
EMPLOYEE CARE	Zero accidents	<ul style="list-style-type: none"> LTIR (Number of work-related accidents with at least one full day absence/million working hours)
	Most satisfied employees	<ul style="list-style-type: none"> Employee Satisfaction Index Turnover Rate Absentee Rate
	Zero discrimination	<ul style="list-style-type: none"> Wellbeing & Diversity score Share of female employees in operations Share of female managers (direct reports) Share of women in Board / Senior Management Level (direct reports + job grading >=15) Number of Nationalities
ENVIRONMENT CARE	Zero emission	<ul style="list-style-type: none"> tCO₂ emissions, scope 1 and 2 (relative to sales) Energy use, scope 1 and 2 (relative to sales) Share of mixed waste Air travel (scope 3) Share of renewable electricity
SOCIAL CARE	Zero legal proceedings	<ul style="list-style-type: none"> Number of legal proceedings (human rights, discrimination and sexual harassment, environment and anti-corruption)
	Responsible suppliers, zero violations of Suppliers code of conduct	<ul style="list-style-type: none"> Share of total fleet CAPEX spend covered by Supplier Code of Conduct Share of critical suppliers managed by group sourcing that has been subject to anti-corruption, human rights, H&S and environmental risk assessment
	No violation against human rights, corruption etc.	<ul style="list-style-type: none"> Share of employees trained for the Code of Conduct



CUSTOMER CARE

CUSTOMER CARE

PERFORMANCE

Priority will always be given to our customer's key concerns. Our goal is to contribute to our customers' sustainability productivity by enabling them a safe working environment at construction sites, providing digitalised solutions and high-quality rental equipment and services. We help our customers minimise their climate impact by increasing circularity and offering resource efficient and fossil free alternatives. Our focus is to invest in the most modern, durable technologies. We aim to phase out or limit hazardous substances in our products and operations. We engage and set requirements in our procurement process to lead the way in advancing sustainability. We expect all suppliers and business partners to demonstrate ethical standards as high as ours.

ECO LABEL

Eco label (also called Eco Choice) machines are ecological alternative to commonly available fuel powered machines. They can be electric/battery driven or strongly reduce fuel consumption and emissions.



CERTIFICATE

Certificate: ISO 9001 "Quality management systems" is implemented in SE, NO, FI, LT, EE.

Strategic target	KPI	Cramo Baseline 2021	Cramo Outcome 2022	Boels Group Target 2025 ¹
Most modern and sustainable fleet in the industry	Share of units powered by electricity within the energy powered fleet	86%	85%	85%
	Share of CAPEX in "Zero emission evolution" fleet	n.a. ²	0.74%	4.7%
Most satisfied customers	Customer Satisfaction Index	75 ³	76	Group project starts 2023
Zero accidents related to equipment from Cramo	Number of individuals participating in external safety training provided to customers, subcontractors, suppliers and other ex parties	6,026	7,183	10% increase/year
	Share of operations having Ecovadis rating silver or higher (relative to sales)	59%	57%	75%

1) Boels Group target for 2025 is the collected target for Boels-Cramo. 2) Baseline for this target is 2022 since no data was available at this point. 3) Weighted average. Latvia is for statistical reasons excluded from the survey

PROGRESS 2022

In 2022 we made progress on the following elements:

- Met the demand from customers regarding energy efficient and sustainable (fossil-free) construction sites.
- Expanded our offer to attract more customers to our safety trainings provided by the Cramo School.
- Implemented the ISO 9001 "Quality management system" certificate in all Cramo markets.

HIGHLIGHTS CUSTOMER CARE

HIGH-TECH CLIMATE MEASUREMENT TOOLS

In Finland we introduced new high-tech climate measurement tools:

An innovative eGate system: a tool for measuring circumstances such as humidity, temperature at construction sites and real-time forecasts for the drying and coating of structures.

U-value measurements: to study the thermal conductivity of external walls, e.g., before façade repairs, with the aim of improving energy efficiency in addition to quality control measurements.

SMART CONTROL

As the first part of Cramo's Smart Control dashboard we are now piloting our energy consumption monitoring module at AF Gruppen's project Nye Tøyenbadet in Norway. Through smart sensors mounted directly in the distribution boxes we can measure and monitor the kWh consumption for the build site. In the Smart Control dashboard, the readings from the sensors are analysed and shown to the customers to see the total kWh consumption, as well as the consumption for specific parts of the build site such as site huts, charging stations, and construction cranes.

PLATINUM RATING BY ECOVADIS

In 2022, Cramo in Sweden was again – just like in 2021 – awarded with a platinum medal by Ecovadis, which is the highest rating level according to its methodology. Only 1% of 75,000 Ecovadis-rated companies receive this platinum rating. In 2022, Cramo again received a CDP (Carbon Disclosure Project) score B.





EMPLOYEE CARE

EMPLOYEE CARE

PERFORMANCE

We offer safe and healthy workplaces for all our employees. Our ultimate goal is zero accidents in all our operations. We are committed to treating our employees in an open, honest and equal way. We promise a diverse and inclusive culture, where all employees of different ages, gender and background have the same opportunities for development. Our workforce should reflect the diversities of the communities in which we operate; we are focused on an unbiased recruiting process, a commitment to fair pay and promotional opportunities. We value competence-based training and support career growth to encourage employees to achieve their full potential.

CERTIFICATE

ISO 45001 "Occupational health & safety" implemented in SE, NO, FI, LT, EE.

Strategic target	KPI	Cramo Baseline 2021	Cramo Outcome 2022	Boels Group Target 2025 ¹
Zero accidents	LTIR (Number of work-related accidents with at least one full day absence/million working hours)	9.4	6.7	10.4
Most satisfied employees	Employee Satisfaction index	80%	82%	84%
	Turnover rate	14.7%	15.4%	<10%
	Absentee rate	4.5%	4.7%	4%
Zero discrimination ²	Wellbeing & diversity score	76%	79%	80%
	Share of female employees in operations	14%	16%	17%
	Share of female managers (direct reports)	18%	17%	25%
	Share of women in Board/Senior Management level	10%	10%	20%
				75

1) Boels Group target for 2025 is the collected target for Boels-Cramo. 2) Due to the local legislation the data on Number of Nationalities is unavailable to collect in the majority of Cramo markets.

PROGRESS 2022

In 2022 we made progress on the following elements:

- Fostered a safety culture throughout the entire organisation.
- Focused on skills development (trainings) and onboarding.

HIGHLIGHTS EMPLOYEE CARE

EMPLOYEE CARE IN LITHUANIA AND LATVIA

We constantly encourage our employees to take part in sports activities by forming teams that regularly train together. The importance of rest and health care is constantly communicated, and employees are encouraged to have periodic health check. Occupational health and safety rules and controls are organised at workplaces and strengthened annually. Employees are educated to report minor incidents in the workplace in order to avoid serious incidents in the future. We organised first aid training for staff, prepared by the Red Cross.

WIDE RANGE OF TRAINING PROGRAMS IN FINLAND

Short training sessions about our products were organised (30-40 min) and staff was trained through Teams. New employees will also be able to view the online training at a later stage. Good teamwork also needs continuous attention – Team Skills Training (Cramo's 'most important common skills as work community' building blocks and 'what is a good feedback culture') was designed and implemented. To support managers (foremen), different supervisor and coaching programs were rolled out.

SAFETY FIRST IN SWEDEN

We believe that a safe, healthy and inclusive working environment is essential for a sustainable business. Two safety push events, focusing on safe behaviour were completed at all depots during 2022. to further increase the awareness, training was rolled out in areas such as risk management, diversity and HBQI. We implemented a new year miss and accident handling flow with an HTO (Human, Technology and Organisation) perspective part of the investigation step. New collaboration forums have also been implemented; a safety committee at the Jordbro site and a safety forum for our workshops. We have expanded our offer to attract more customers to our safety trainings provided by the Cramo School.





ENVIRONMENT CARE

ENVIRONMENT CARE

PERFORMANCE

We continuously work to mitigate our climate impact by reducing energy consumption, increasing the use of renewable energy and increasing circularity of our products and in operations. We continuously improve the efficiency of logistics and transport. We reduce, reuse or recycle materials, reduce waste and handle hazardous waste properly. For facilities, installations and vehicle fleet we invest in energy efficient products, services and design for energy performance improvement.

CERTIFICATE

ISO 14001 "Environmental management" is implemented in SE, NO, FI, LT, EE.

Strategic target	KPI	Cramo Baseline 2021	Cramo Outcome 2022	Boels Group Target 2025 ¹
Zero emission	tCO ₂ e emissions, scope 1 and 2 (relative to sales) ²	12.1 tCO ₂ /EUR min	10.9 tCO ₂ /EUR min	20% reduction (24.5 tCO ₂ /EUR min)
	Energy use, scope 1 and 2 (relative to sales)	103.4 MWh/EUR min	91.0 MWh/EUR min	15% reduction (117 MWh/EUR min)
	Share of mixed waste	12%	10%	<12%
	Air travel (scope 3)	69.8 tCO ₂	247.8 tCO ₂	TBD
	Share of renewable electricity	88%	87%	>92%

1) Boels Group target for 2025 is the collected target for Boels-Cramo. 2) A market-based method is used to calculate CO₂e emissions from electricity

PROGRESS 2022

In 2022 we made progress on the following elements:

- Increased our energy efficiency and emission reduction through investments in buildings, such as sustainable technologies and services, LED lighting, solar panels, better insulation etc.
- Purchasing more renewable energy.
- Improving logistics planning.
- Updating car policies.

HIGHLIGHTS ENVIRONMENT CARE

ENERGY SAVING BEHAVIOR

We believe that energy behaviour and awareness of our employees plays huge role in energy reduction. Therefore, we focus on continuous internal communication in different channels. We have carried out campaigns, training and energy audits, and we actively use social intranet pages for sharing best practices and energy saving tips.

PRESERVING OF FORESTS IN ESTONIA

We started a collaboration with a start-up called Single Earth. Cramo made a nature-positive financial contribution to preserve 13.82 hectares of forest in Estonia. These hectares are part of the Temperate Broadleaf and Mixed Forests and act as an important carbon sink that removes 100 tons of CO₂ annually.

REDUCTION OF ENERGY USAGE IN SWEDEN

Throughout the year we further increased our actions to decrease the use of energy at our own facilities as well as at our customer's sites. We conducted an internal energy mapping at two of our largest sites in Sweden in addition to the annual energy review we carry out locally at each sites. Together with customers, we participated in projects for fossil-free construction sites and development methods for energy monitoring.





SOCIAL CARE

SOCIAL CARE

PROGRESS

We respect human rights throughout the value chain. We support the ten Principles of the United Nations Global Compact. These principles are incorporated into our business and processes. We ensure compliance with laws and regulations within our organisation. An active collaboration with our customers, suppliers and other stakeholders is the key to the further development of sustainable rental solutions. Where possible we endeavour to take an active role in the communities we operate in and encourage our employees to contribute to local charity projects.

Strategic target	KPI	Cramo Baseline 2021	Cramo Outcome 2022	Boels Group Target 2025 ¹
Zero legal proceedings	Number of legal proceedings ²	0	0	0
Responsible suppliers, zero violations of Supplier COC	Share of total fleet CAPEX spend covered by Supplier Code of Conduct	n.a. ³	81%	86%
	Share of critical suppliers managed by group sourcing that has been subject to anti-corruption, human rights, H&S and environmental risk assessment	n.a. ³	Pilot in Norway	TBD
No violation against human rights, corruption etc.	Share of employees trained for the Code of Conduct	93%	85%	100%

1) Boels Group target for 2025 is the collected target for Boels-Cramo. 2) Human rights, discrimination and sexual harassment, environment and anti-corruption]. 3) Baseline for this target is 2022 since no data was available 2021.

PROGRESS 2022

In 2022 we made progress on the following elements:

- Developing a new Code of Conduct for employees.
- Upgrading our Code of Conduct for suppliers.
- Dozens of charity initiatives.

HIGHLIGHTS SOCIAL CARE

SPEAK-OUT MECHANISM IN THE NORDICS

Our whistleblowing channel is an early warning system to reduce risks, and it serves as an important tool for safeguarding high corporate governance standards and maintaining a high level of confidence in our operations. It is important that our employees know about its existence and how and when to use it. Any concern or issue reported by a whistle-blower is treated seriously, fairly and promptly. Possible investigations are carried out in a discreet, confidential manner and do not affect a whistleblower's employment status. The number of cases reported through our whistle blowing system decreased, from eight cases in 2021 to seven cases in 2022. The change is not significant compared to last year but could potentially be related to our new intranet that was released in 2022 and that our employees were still getting familiar with during the year. One case was reported in Finland and six of the cases in Sweden; the majority of them were related to leadership. All cases were investigated, and appropriate actions were taken in each case.



DRIVING PROGRESS THROUGH THE UN SUSTAINABLE DEVELOPMENT GOALS

At Cramo, we are unwavering in our commitment to creating a sustainable future. To achieve this, we align our effort with six specific Sustainable Development Goals (SDGs) that reflect our dedication to making a positive impact on our planet and society. These goals guide us toward a more sustainable and equitable work. Join us as we explore the SDGs that drive our mission and shape our actions!

CRAMO'S POSITIVE IMPACT IN OUR CORE BUSINESS



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DECENT WORK
AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Cramo's impact: We are offering increased opportunities for customers to use sustainable rental equipment. We reduce negative impact in the supply chain by prioritising the importance of human rights, equality and diversity.



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RESPONSIBLE
CONSUMPTION AND
PRODUCTION

Ensure sustainable consumption and production patterns.

Cramo's impact: We aspire to lead the way in advancing sustainability in the rental industry and mitigate our environmental impact throughout our value chain. We support our customers in meeting their sustainability goals.



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PARTNERSHIP FOR
THE GOALS

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Cramo's impact: We lead our company with high business ethics, and continuously improve risk management in all business aspects. An active collaboration with our customers, suppliers and other stakeholders is the key to the further development of sustainable rental solutions.

CRAMO'S POSITIVE IMPACT THROUGH RESOURCES



3

GOOD HEALTH
AND WELL-BEING

Ensure healthy lives and promote well-being for all, at all ages.

Cramo's impact: Ensuring safe working environments and good working conditions in our operations and safety services (training, equipment) for customers.



5

GENDER
EQUALITY

Achieve gender equality and empower all women and girls.

Cramo's impact: We provide a diverse and inclusive working culture.



13

CLIMATE
ACTION

Take urgent action to combat climate change and its impacts.

Cramo's impact: Our goal is to become the most climate and resource efficient rental solutions company.

C R A M O

