# Environmental Management Inonom AB

**Company registration number:** 559369-2816 | **Version:** 1.0 | **Adopted:** 7 September 2026

**Adopted by:** Mikael Wällstedt, CEO and responsible for environmental work

**Next review:** December 2027, annually thereafter. The environmental review is revisited every three years.

*This is a translation of the Swedish original, Miljöledning Inonom AB. In the event of a discrepancy, the Swedish version prevails.*

This document describes how Inonom AB conducts systematic and documented environmental work: policy, environmental review, objectives and action plan, and procedures for follow-up and for environmental requirements in the supply chain.

## 1. Environmental policy

Inonom AB helps companies develop and introduce AI-supported ways of working in their commercial operations. The business is delivered as a service, predominantly digitally. Environmental impact is therefore limited but not absent, and is essentially linked to travel, digital infrastructure and IT equipment.

Inonom AB undertakes to:

- **Consider the environment in every business decision.** Choices of working method, travel, suppliers and equipment are made with regard to climate and resource impact.
- **Comply with applicable legislation.** The company stays informed of and complies with the environmental legislation affecting the business, including waste regulations and producer responsibility for electronics.
- **Work towards continuous improvement.** Environmental work is followed up annually, objectives are reassessed and new measures decided.
- **Set requirements upstream.** Environmental requirements are passed on to subcontractors and weighed in when selecting cloud, AI and IT suppliers.
- **Contribute to clients' transition.** Advisory work is designed so that digital ways of working and resource-efficient processes become the first choice for the client.

The policy is adopted by company management, applies to the entire business, and is published openly.

## 2. Environmental review: significant environmental aspects and risks

The review was carried out on 7 September 2026 and covers the 2026 financial year. Inonom AB is a service company with no manufacturing, no inventory and no fixed office premises with its own energy consumption. The aspects below are ranked by assessed significance.

### 2.1 Significant environmental aspects

| # | Aspect | Description | Significance |
|---|---|---|---|
| 1 | **Business travel** | Travel to client meetings, workshops and training sessions. Car and rail within Sweden, air travel in exceptional cases. The single largest direct climate impact. | High |
| 2 | **Digital infrastructure and AI use** | Energy consumption in data centres for cloud services, storage and running AI models. The impact is indirect but grows with business volume, and is particularly relevant for a company that builds AI-supported ways of working. | High |
| 3 | **IT equipment** | Purchase, use and disposal of computer, phone, monitor and peripherals. Resource extraction in manufacturing, and the risk of incorrectly handled electronic waste. | Medium |
| 4 | **Purchasing and supply chain** | Cloud services, AI platforms, software, printed material and office supplies. | Medium |
| 5 | **Indirect impact through client engagements** | Advisory work affects how clients operate. Digital meetings, automated flows and fewer paper-based processes reduce their impact. At the same time, increased AI use may raise energy consumption at the client. | Medium, in both a positive and a negative direction |

### 2.2 Environmental risks

| # | Risk | Consequence | Management |
|---|---|---|---|
| R1 | Travel increases as more client engagements are delivered on site | Higher emissions per engagement | Objective 1 below. Digital meeting as first choice, rail before car and air |
| R2 | Increased AI and cloud use drives energy consumption upwards | Higher indirect climate impact | Objective 2 below. Model choice matched to the task, suppliers with climate commitments selected |
| R3 | End-of-life IT equipment falls outside a certified recycling flow | Hazardous waste going astray, breach of producer responsibility | Objective 3 below. Documented hand-over |
| R4 | Environmental claims in marketing lack substantiation | Misleading communication, loss of trust | All environmental claims must be verifiable against this document and its follow-up |
| R5 | A subcontractor fails to meet the environmental | Breach of contract towards the client | Requirements passed on in writing before work begins, see |

| | | | |
|---|---|---|---|
| | requirements set | | section 5 |

The business handles no chemicals, generates no hazardous waste beyond electronics, and is not subject to permit or notification requirements under the Swedish Environmental Code.

## 3. Objectives and action plan

Three objectives are set for the contract period. The base year is 2027, the first full year of measurement. Mikael Wällstedt, CEO, is responsible for all objectives and activities.

### Objective 1: At least 80 per cent of client meetings are held digitally

**Activities**

- A digital meeting is proposed as the first choice at every booking. From 1 January 2027.
- For travel within Sweden, rail is chosen when the rail journey takes five hours or less. From 1 January 2027.
- Physical visits are coordinated so that several meetings in the same location are held on the same day. Ongoing.

**Measurement:** number of client meetings held, split between digital and physical, and number of journeys split between rail, car and air. Recorded continuously in the calendar and compiled at the annual review.

### Objective 2: All primary cloud and AI suppliers have a published climate commitment by 31 December 2028

**Activities**

- Establish a list of primary cloud, AI and software suppliers. By 31 March 2027.
- Check each supplier's published climate targets and share of renewable energy. Annually from 2027.
- Choose an EU-based operating region where the service offers one. Ongoing at each new selection.
- Match model choice to the task, so that heavier models are used where they add real value. Ongoing.

**Measurement:** share of primary suppliers with a published climate commitment, and share of services running in an EU region.

### Objective 3: All IT equipment is used for at least five years and handed over for certified recycling or reuse

**Activities**

- Record purchase dates for computer, phone and monitor in a simple equipment log. By 31 January 2027, then at each purchase.
- Repair or upgrade before replacing, where possible. Ongoing.
- Hand over end-of-life equipment for certified recycling or reuse, and keep the receipt or hand-over certificate. At each disposal.

**Measurement:** average lifespan in the equipment log, and share of disposed equipment with documented hand-over.

## 4. Follow-up and continuous improvement

**Annual environmental review.** Carried out in December each year, starting December 2027. The review covers the following:

1. The outcome for each objective is compiled and compared with the previous year.
2. Deviations are analysed and measures decided, with an owner and a deadline.
3. Environmental aspects and risks are reviewed against how the business actually operates.
4. Compliance with relevant environmental legislation is checked.
5. Objectives for the coming year are decided or tightened.

The result is documented in a dated follow-up appendix, kept with this document and available for inspection throughout the contract period.

**The environmental review** in section 2 is revisited every three years, and additionally on every material change to the business. It is therefore always less than five years old.

**Deviations during the year** are handled when discovered. The deviation is recorded, the cause investigated, action decided, and the effect verified at the next review.

## 5. Procedure for environmental requirements in the supply chain

This procedure describes how a client's product-specific environmental requirements are met and passed on. Inonom AB delivers services, not goods. The procedure nonetheless applies, as follows:

- **Step 1. At every call-off**, check whether the order contains product-specific environmental requirements or other environmental conditions. The check is made before the engagement is confirmed.
- **Step 2. If requirements exist**, they are recorded in the engagement log together with how they are to be met.
- **Step 3. If a subcontractor is engaged**, the requirements are passed on in writing before work begins. The subcontractor confirms acceptance in writing. A subcontractor is engaged only after written approval from the client.

- **Step 4. When purchasing material** that forms part of the delivery, for example printed training material, an eco-labelled alternative is chosen where one exists.
- **Step 5. Fulfilment is reported** to the client on request, and reviewed at the annual environmental review.

## 6. Certification

Inonom AB is not certified to ISO 14001, EMAS or FR2000, and is not accredited under Svensk Miljöbas. This document, together with its follow-up appendices, constitutes the company's documented environmental work, produced to meet clause 1.1.27 of agreement 26RS834-20 (26RS329) with Region Kronoberg, Sweden. Environmental contact: Mikael Wällstedt, CEO, mikael.wallstedt@inonom.com, +46 70 548 05 08.