



# GARO GROUP

## Business travel policy

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

Originally adopted October 18, 2024.

Issued by Andreas Olsson, Sustainability Manager

Approved by Joseph Ree, CEO GARO Group





## **1. INTRODUCTION**

GARO Group is dedicated to developing, manufacturing and supplying innovative products and solutions for the electrical installations industry under its own brand, within the product areas E-mobility and Electrification. We are committed to working towards a sustainable future. The purpose of this policy is to make employees aware of the importance of planning their meetings and travels in a way that:

2. Ensures the safety of the employee,
3. Is cost-effective,
4. Encourages remote meetings whenever feasible,
5. Minimizes climate impact through prioritization.

## **6. SCOPE**

GARO Group commits to reducing its carbon emissions associated with business travel in line with our overall climate target. Employees are encouraged to actively participate in achieving these goals.

When booking travel, employees must, to the greatest extent possible, avoid booking air travel that includes stopovers. Employees are encouraged to consider remote meetings as a sustainable alternative to in-person meetings whenever possible.

## **7. POLICY COMPLIANCE AND REVIEW**

This document will undergo an annual review conducted by the Sustainability Committee, ensuring its alignment with our sustainability initiatives, evolving regulations, and best practices.

## **8. CONTACT INFORMATION**

For any questions or comments regarding this policy or GARO Group's sustainability efforts, please reach out to our Sustainability Manager, Andreas Olsson, at [Andreas.olsson@garo.se](mailto:Andreas.olsson@garo.se) or call +46 370 332 800.