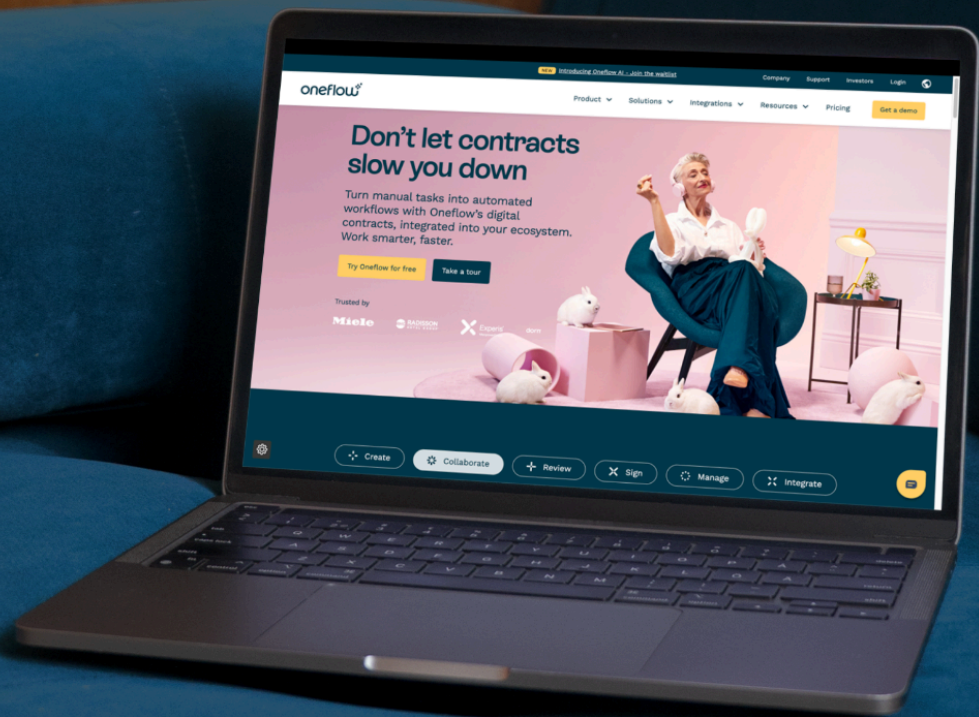




Sustainability Report 2025



Contents

Welcome to Oneflow	2
Oneflow in brief	4
Sustainability at Oneflow	7
Highlights 2025	7
Environmental responsibility at Oneflow	8
ISO 14001 certification and our commitment to the environment	8
Resource efficient operations	9
Sustainable business travel	10
Greenhouse gas emissions in accordance with the GHG protocol	10
Social responsibility	12
An Engaging and Inclusive Work Environment	12
Continuous development and a learning culture	13
Diversity, equity and inclusion – In practice	13
Our gender equality target	14
Fair, transparent and sustainable compensation	16
Governance	18
Security and compliance: Our highest priority	18
Governance of sustainability	18
Regulatory compliance	19
Information Security	19
Customers' privacy	19
Anti-Corruption and business ethics	20
Sustainable supply chain	20
Whistleblowing	20



Welcome to Oneflow

Oneflow turns contracts into an operating system that drives revenue, compliance, and operational efficiency. Contracts are at the heart of every business, yet they are often disconnected from the processes and systems that govern how money moves and obligations are met. This disconnect creates blind spots where value leaks, risks grow, and execution slows down.

We imagined a smarter way to work with contracts. One that is focused on what contracts make happen, and not on the contract itself. With Oneflow, contracts become living assets that surface insights, reveal opportunities, and drive execution across the entire contract lifecycle.

The value of contract data

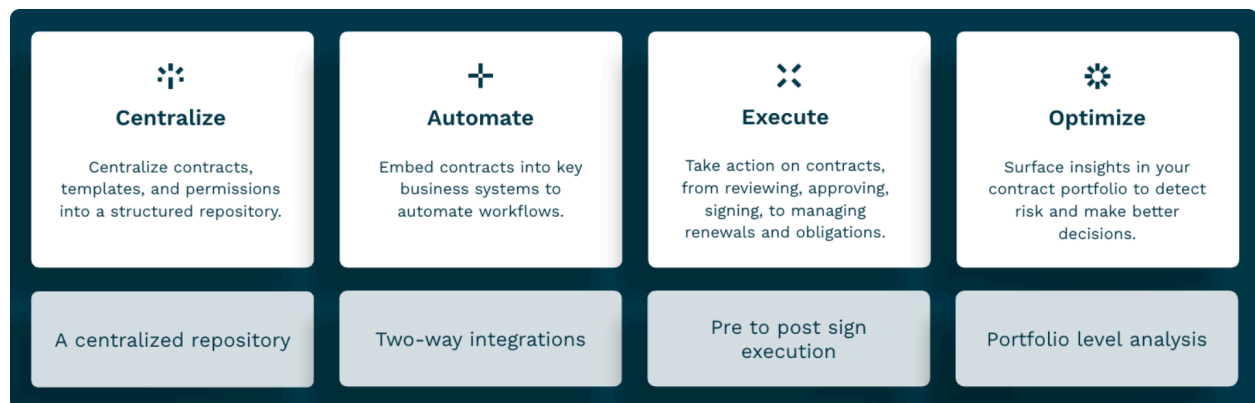
When contract data is fragmented across documents and systems, organizations lack the visibility needed to manage revenue, obligations, and risk effectively. This fragmentation creates operational inefficiencies, increases compliance exposure, and slows decision-making across core business functions.

By transforming contracts into structured, interactive, and connected data, Oneflow closes this gap. Contracts flow seamlessly into your existing business systems, giving teams real-time visibility into revenue, costs, obligations, and risk. The result is faster execution, better alignment across teams, and smarter decisions without the added complexity.

Overview of the Oneflow concept

Oneflow delivers business value through offering:

- An end-to-end platform covering the entire contract lifecycle
- Contracts built on structured, actionable data that integrates into your ecosystem
- A highly scalable platform supporting growing teams to global enterprises



Security, quality, and trust at scale

Oneflow holds key ISO certifications in three critical areas: security (ISO 27001), quality (ISO 9001) and environment (ISO 14001). When partnering with Oneflow, you can have peace of mind knowing that your data is protected by a certified, world-class information security system and be confident in our platform quality while maintaining sustainable practices.

Thousands of businesses already trust Oneflow to run their agreements, gaining clarity, reducing manual work, and operating with confidence.

Turning contracts into business impact

Everything Oneflow does is built around a simple idea: contracts should actively drive your business forward. By transforming static documents into automated, connected workflows, teams become smarter, faster, and more aligned using Oneflow's horizontal CLM platform.



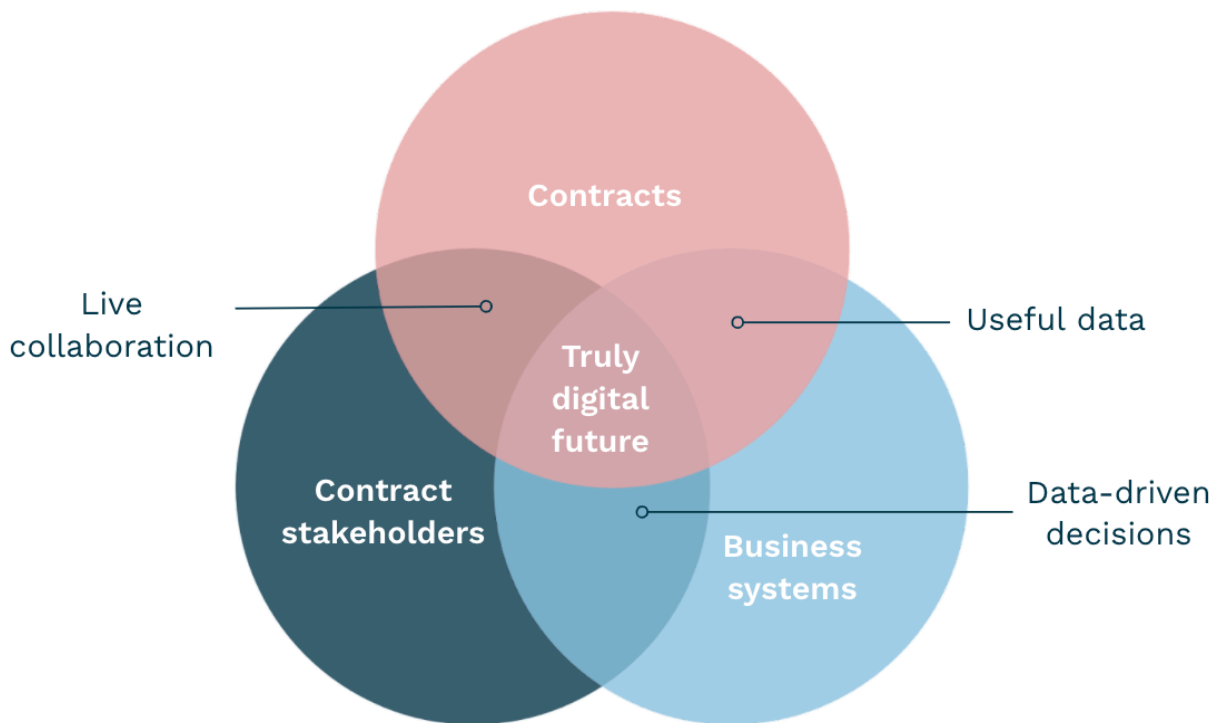
Oneflow in brief

Contract experts

Oneflow is one of the leading SaaS contract automation providers on the Nordic market. We help organizations grow faster with less risks, better workflows, smarter decisions that lead to quicker deals.

transforming static documents into automated, connected workflows, teams become smarter, faster, and more aligned.

We aspire to take the pain out of working with contracts - and make it secure and delightful. In addition to making significant



Oneflow develops, sells and implements an end-to-end contract lifecycle management platform for all contracts with a simple, easy-to-use tool with broad data usage capabilities. The platform is equally loved and trusted by enterprise teams and startups for its ability to keep work flowing, overcoming everyday's friction and the complexity of a contract process.

savings, Oneflow users have experienced more creative freedom at work.

Our sustainable business model

Oneflow offers a SaaS application with a subscription-based pricing model. Pricing plans are based on the value of the platform and value-added services.

Everything that Oneflow does is guided by our value proposition: contracts should actively drive your business forward. By

Oneflow's go-to-market strategy is a combination of direct sales, inbound sales, partner sales, self-service sales and viral



sales (product led growth). A large chunk of revenue comes from upselling and cross-selling because Oneflow can be used in all departments. The platform has features that help businesses to structure their contracts and workspaces according to their departments, entities, and so on.

This means that for every new customer, we have the potential to increase user volume. Our customers often find additional use cases for Oneflow once they start using the platform.

Our mission and vision

Oneflow's mission is to “move business from friction to flow, creating a world where people can be their best”. Our vision is to become synonymous with contracts, hence “Say contract, think Oneflow”.

Go-to-market strategies

Continued innovation and self-service growth

Since inception, Oneflow set out to transform the way that contracts are written, signed, and managed by reinventing the workflow rather than simply recreating the analog process in a digital space. It was never our intention to create an e-signing tool. E-signing is a commodity.

We believe that contracts contain information that defines a business. Contracts are assets, liabilities and obligations. Our goal is to build a superior end-to-end product that leads the innovation to define the future of contracts.

Self-service product led growth is a key aspect to our organic growth plan. Contracts are at the heart of any business and we believe that anyone across the globe should

be able to easily buy Oneflow within a few steps on their own.

Marketing and network sales

Say contract, think Oneflow! Oneflow believes that brand drives demand. We believe in creating positive experiences with contracts for the users to increase the word-of-mouth and generating referrals for our brand and product.

We constantly improve the counterparty experience, enabling counterparties to instantly sign up to Oneflow and showcasing our unique value proposition to guests during their brief visit. Both strategies have high virality potential contributing to what we call “network sales”.

While we increase growth from our organic channels, we will continue to scale growth through performance marketing and paid media as long it returns a positive ROI.

Sales and partnerships

Our sales strategy is to land, expand and extend. Oneflow is not only a sales or HR tool. It's designed for contracts, for the entire organization. Our primary strategy is to “get in early”, then expand usage in volume and in other departments or entities.

With partnerships, our goal is to increase partner sales. Our strategy is to focus and penetrate into our strategic commercial and technical partners organizations as well as ecosystems while building a strong and highly engaged partner community.

New market expansion

In order to meet the increasing global demand for cloud-based applications that support automation of essential tasks such as the contracting process, Oneflow will enter into new markets through a mix of partnerships and marketing strategies. Offices will be set up with local sales teams



combined with Nordic staff to help establish the Oneflow culture.

From static documents to living assets

Every business runs on contracts. They define how money moves, obligations are met, and relationships are built.

Yet for most organizations, contracts are disconnected from the processes that run their business, causing an intelligence gap where revenue and costs leak quietly, obligations slip, and teams operate without the visibility they need.

It's not about contracts...

It's not about managing contracts better. Because contracts, at the end of the day, are just vessels of data. That data, however, is crucial to be able to execute and deliver on contractual commitments across your business.

... it's about what they make happen

At Oneflow, we treat contracts as the operating system of your business. They orchestrate the flow of money, services, and decisions across sales, procurement, finance, HR, and legal.

Our platform transforms contracts from static documents into structured, searchable, actionable data that flows seamlessly into the systems you work in. Every contract becomes a signal, surfacing insights, detecting risks, and driving execution across the entire contract lifecycle.

A new world of actionable contracts

In this world, contracts connect every function of your business to reveal how money moves, where delays happen, and where opportunities and risks are hidden. Every team works from one source of truth,

and approvals that once took weeks become instant. Compliance stops being a bottleneck and starts being built into every workflow. Instead of managing documents, teams use contracts to actually move work forward.

Trusted by the world's most demanding organizations

Thousands of companies already run their agreements in Oneflow, connecting sales, finance, procurement, HR, and legal. They move faster, reduce admin work, and gain true visibility into revenue, costs, obligations, and risk.



Sustainability at Oneflow

At Oneflow, sustainability is an integrated and long-term part of our business strategy. We view responsible business conduct as a prerequisite for creating lasting value — for our customers, employees, shareholders, and society at large.

Throughout 2025, we have continued to work systematically with environmental, social, and governance (ESG) matters. The year has been characterized by stability, follow-up, and further development of the processes and structures established in previous years. Our focus has been to consolidate and strengthen our sustainability efforts through clearer monitoring, stronger internal anchoring, and continuous improvement.

For us, sustainability is not a standalone initiative, it is a natural part of our operations and our digital business model.

Highlights 2025

During 2025, we have continued to operate in accordance with our ISO certifications:

- ISO 27001 – Information Security Management System
- ISO 9001 – Quality Management System
- ISO 14001 – Environmental Management System

Our focus during the year has included:

- Internal reviews and improvement measures
- Enhanced risk management
- Systematic monitoring of sustainability-related key performance indicators
- Increased internal awareness of environmental and security practices

These certifications form an important part of our framework for continuous improvement and operational excellence.



Environmental responsibility at Oneflow

Digitalization as a Structural Sustainability Driver

Oneflow's business model is built on digitizing and optimizing one of the most resource-intensive administrative processes in the corporate world — contract management. In traditional organizations, the contract lifecycle is often fragmented, manual, and dependent on physical workflows, generating unnecessary resource consumption and indirect emissions.

By replacing the entire contract lifecycle with an integrated digital infrastructure, we contribute to a structural shift from linear, material-intensive processes to circular, data-efficient workflows.

The impact extends beyond reduced paper usage. Digitalization enables:

- Elimination of physical archiving and storage space
- Reduced energy consumption related to printers, copiers, and on-premise server operations
- Lower travel requirements associated with negotiation and signing
- Fewer errors and rework through version control and full traceability

The most significant sustainability impact, however, lies in scalability. When thousands of contracts are managed digitally rather than physically, the cumulative effect over time results in a measurable reduction in resource consumption across the value chain.

We therefore view our platform as an enabler of our customers' Scope 3 emission reductions. By digitizing administrative workflows, organizations can reduce indirect emissions linked to procurement, HR processes, and sales operations.

Sustainability is not an ancillary function within our business, it is an inherent outcome of our technological architecture.

ISO 14001 certification and our commitment to the environment

Our environmental management system, certified under ISO 14001, forms the foundation for how we identify, prioritize, and manage our environmental impact. The certification ensures that our work is not driven by isolated initiatives, but by a structured and risk-based methodology where accountability, monitoring, and continuous improvement are core principles.

During 2025, we continued to strengthen our environmental efforts by further integrating environmental considerations into our overall corporate governance framework. This means that environmental matters are addressed with the same level of discipline, oversight, and follow-up as financial and operational issues.



During the year, we have:

- Conducted internal audits to ensure that the environmental management system functions effectively in practice and that established procedures are consistently followed across the organization.
- Updated and deepened our environmental risk assessments, with particular focus on indirect impacts related to the supply chain, energy use, and business travel.
- Monitored established environmental objectives at management level, analyzing performance in relation to both internal ambitions and external regulatory requirements.
- Ensured compliance with applicable environmental legislation in the jurisdictions where we operate.

A central element of our approach is the principle of continuous improvement. ISO 14001 is not a static framework, but an ongoing process requiring regular evaluation and refinement. During 2025, we therefore also focused on improving the quality of our data collection and documentation processes to enhance traceability and strengthen decision-making.

Environmental management is integrated into our business planning and influences concrete operational decisions. Environmental aspects are considered in areas such as:

- Supplier selection and evaluation
- Procurement of IT and cloud services
- Office solutions and energy usage
- Travel and meeting policies
- Procurement of equipment and materials

By embedding environmental considerations into our standard decision-making processes, we ensure that sustainability is not managed as a separate function, but as an inherent and integrated part of how we operate and develop the company.

Resource efficient operations

We work systematically to minimize resource consumption and waste in our daily operations. Across all our offices, we implement structured waste-sorting and recycling procedures, supported by clear infrastructure and guidance to ensure a high level of compliance and awareness among employees.

In procurement processes, we prioritize recyclable materials and suppliers with documented environmental responsibility. Through our partnership with Dustin, we ensure that decommissioned electronic equipment is handled and recycled in accordance with applicable environmental regulations and industry standards. This reduces the risk of improper waste management and supports a more circular approach to resource use.

Our offices adhere to both local regulatory requirements and internal guidelines related to energy efficiency and reduced water consumption. Although our direct environmental footprint



is limited compared to many other industries, we recognize the value of consistent incremental improvements and responsible operational practices across all areas of the business.

Sustainable business travel

Business travel has been identified as a source of climate impact within our operations. Our travel policy is therefore built on the principle that digital meetings should be the default option, reducing the need for transportation without compromising business relationships or operational efficiency.

When physical meetings are deemed business-critical, the necessity of the trip is evaluated, and travel arrangements are made with consideration for more sustainable transportation alternatives wherever feasible. This structured approach ensures that travel decisions are made with awareness of both business value and environmental impact.

The travel policy is monitored within the framework of our environmental management system and constitutes a concrete component of our efforts to reduce Scope 3 emissions. Through systematic follow-up and continuous evaluation, we aim to further decrease the climate impact associated with business travel over time.

Greenhouse gas emissions in accordance with the GHG protocol

To ensure a transparent and internationally recognized approach to climate reporting, we follow the Greenhouse Gas Protocol (GHG Protocol). This framework provides a structured classification of emissions and enables consistent measurement and comparability over time.

Our carbon footprint is categorized into three scopes:

Scope 1 – Direct emissions from sources that we own or control, such as heating of premises.

Scope 2 – Indirect emissions from purchased energy, including electricity and district heating.

Scope 3 – Other indirect emissions occurring across the value chain, including business travel, procurement of goods and services, and the use of our products.

Our direct climate impact remains limited. However, we recognize that for many knowledge- and technology-driven companies, the majority of emissions typically arise within Scope 3. During 2025, we therefore continued to enhance our mapping and analysis of indirect emissions, with particular focus on business travel.

Through improved data quality and structured monitoring, we aim to strengthen the foundation for future emission reductions and more comprehensive Scope 3 reporting.



Target for carbon offsetting of business travels

- **50% during 2024 (achieved in 2024)**
- **75% during 2025**
- **100% during 2026**

Development of carbon dioxide emissions related to business travel	Co2/ Kg	Offsetting
2022	88 149	0%
2023	17 170	0%
2024	26 258	50%
2025	14 588	75%

Carbon Offsetting and Quality Assurance

To support our climate targets, we collaborate with an established Swedish partner developing high-quality, nature-based climate projects. These initiatives are independently verified under recognized standards, ensuring robust requirements for transparency, additionality, and long-term impact.

Our investments are directed toward projects that deliver measurable climate benefits while addressing broader environmental challenges. In particular, we support initiatives focused on protecting high-value ecosystems, where safeguarding biodiversity and strengthening natural carbon sinks go hand in hand.

The selected project focuses on conserving old-growth forests in Sweden - ecosystems that play a critical role in the global carbon cycle while supporting rich biodiversity. Through financial incentives to forest owners, the project ensures that these forests remain standing rather than being harvested. It also incorporates careful consideration of local cultural and ecological contexts.

This integrated approach helps maintain resilient ecosystems capable of withstanding environmental stressors such as extreme weather, pests, and wildfires.

In 2026, this partnership offset 11 tonnes of CO₂.

For us, carbon offsetting complements emissions reduction—it does not replace it. Our long-term ambition is to continuously reduce our absolute emissions while responsibly managing any remaining climate impact.



Social responsibility

Our Employees – The foundation of long-term value creation

Oneflow's ability to deliver innovative and secure digital solutions is directly dependent on the competence, engagement, and accountability of our employees. In a knowledge-intensive organization, human capital represents our most important strategic asset.

Our ambition is to build an organization where performance and well-being go hand in hand. This means focusing not only on results, but also on the conditions required to achieve them. A sustainable work environment is essential to attracting, developing, and retaining the right talent in a competitive market.

We strive to provide a workplace where every individual feels respected, included, and empowered to grow, both professionally and personally.

An Engaging and Inclusive Work Environment

A strong corporate culture is built on clarity, transparency, and continuous dialogue. As part of our social responsibility, we actively foster an inclusive environment that encourages collaboration, knowledge-sharing, and accountability.

To systematically monitor the employee experience, we conduct monthly anonymous pulse surveys. These assess areas including:

- Leadership and trust
- Workload and job satisfaction
- Autonomy and mandate
- Development opportunities
- Team spirit and collaboration

The high response rate of 91% in 2025 reflects strong engagement and provides a reliable basis for decision-making. Results are continuously analyzed and followed up through:

- Team-based workshops
- Discussions at executive level
- Concrete action plans

This structured approach reinforces a feedback-driven culture in which employee insights translate into tangible improvements.

In addition to pulse surveys, regular individual development dialogues are held between employees and their managers. These discussions address performance, strengths, development areas, and long-term goals, creating a clear framework for individual growth.



For new employees, a structured follow-up is conducted after three months to ensure that onboarding aligns with expectations. When employment ends, structured exit interviews are carried out to identify improvement areas and strengthen our retention strategy.

Through these processes, we ensure that our culture is not left to chance, it is systematically monitored, analyzed, and continuously developed.

Continuous development and a learning culture

In a rapidly evolving technological environment, continuous skills development is critical. We actively promote a learning culture where employees are encouraged to develop their capabilities and take ownership of their professional growth.

Development takes place through:

- Learning embedded in daily work
- Structured training initiatives
- Mentorship and knowledge-sharing
- Clear career pathways

Leadership development is a strategic priority. Managers play a central role in fostering clarity, engagement, and psychological safety. Through targeted initiatives, we strengthen our leaders' ability to guide high-performing teams in an environment characterized by growth and change.

Each employee has individual objectives and development plans aligned with the company's overall business goals and values. Progress is monitored continuously in dialogue with managers, ensuring alignment between personal ambitions and organizational direction.

We also hold quarterly company updates where leadership shares information on performance, strategic priorities, and key initiatives. This promotes transparency and fosters a shared understanding of the company's development.

Our core values permeate the entire organization — from performance evaluations and compensation models to career development. By embedding these values into our structures and processes, we ensure that our culture remains consistent and sustainable over time.

Diversity, equity and inclusion – In practice

We are convinced that diversity strengthens decision-making, innovation, and business performance. An organization that reflects diverse perspectives and experiences is better equipped to understand customer needs and operate successfully in a global market.



At Oneflow, all employees — regardless of gender, ethnicity, religion, disability, family situation, sexual orientation, social background, age, or professional experience — should feel respected and have equal opportunities to succeed.

Inclusion is not a standalone initiative, but an integrated component of our recruitment processes, leadership development, and performance management.

Our gender equality target

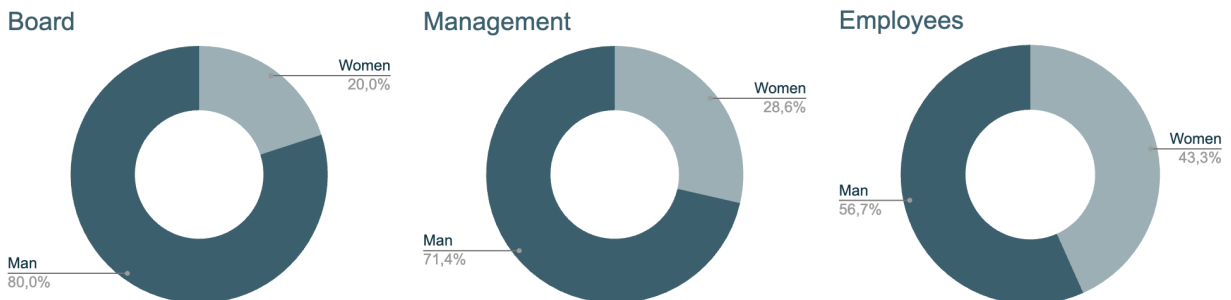
Our long-term ambition is to achieve a balanced gender distribution (50/50) across the organization, including leadership positions. Progress is monitored through:

- Transparent reporting of gender distribution
- Annual pay equity analysis to ensure equal pay for equal work
- Monitoring of promotions and recruitment outcomes

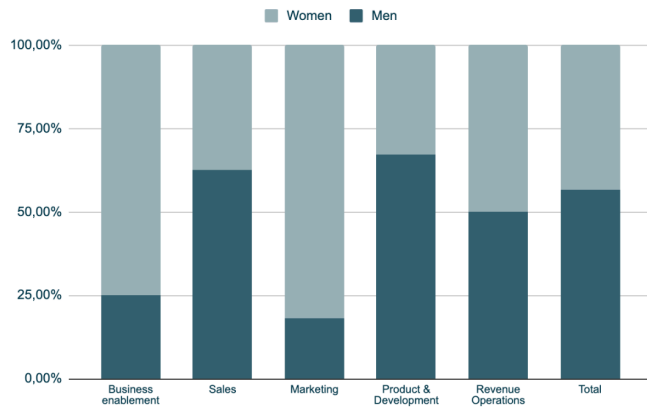
By setting clear and measurable targets, we ensure that our work on diversity and equality is concrete and accountable.

We view gender equality and inclusion as long-term investments in the company's resilience, competitiveness, and sustainable growth.

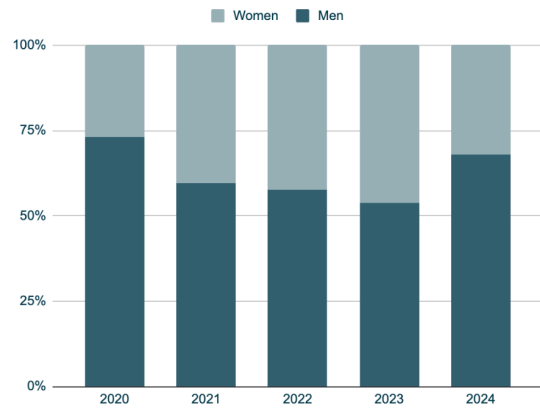
Oneflows gender diversity 2025



Gender by department 2025



Gender by hire



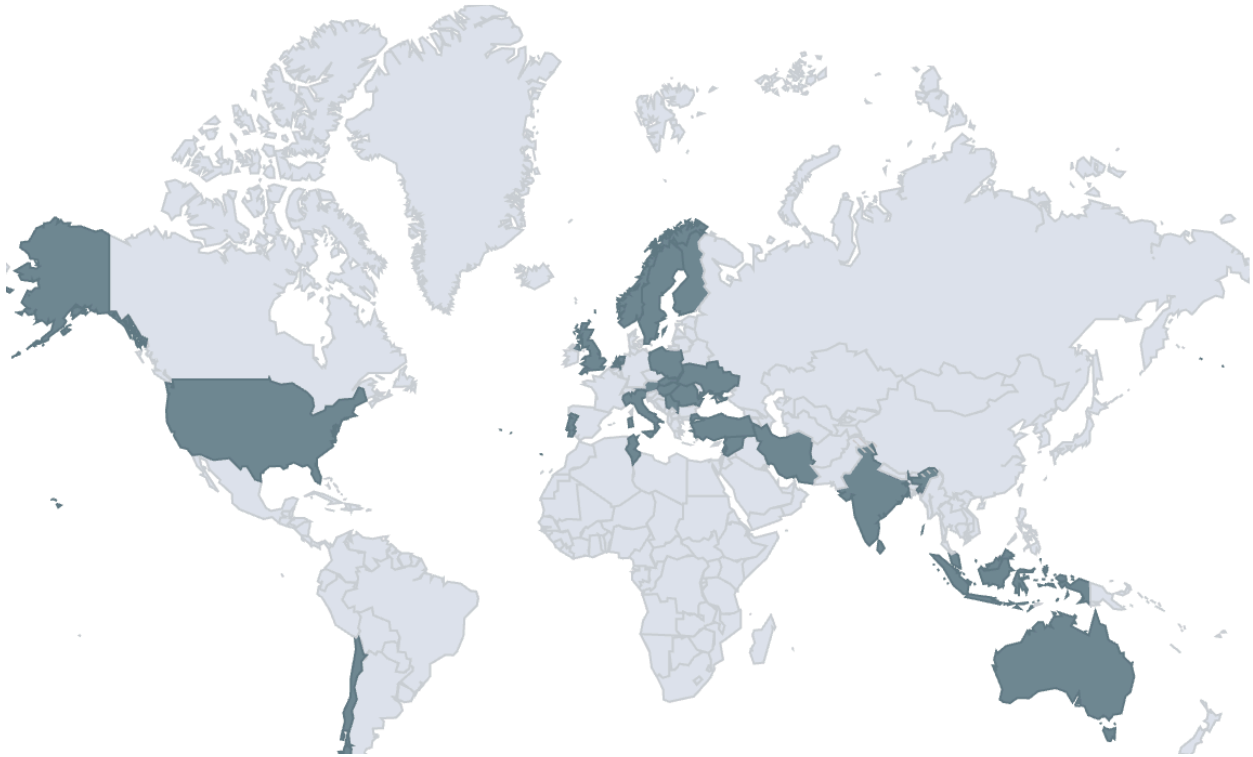
Inclusion extends well beyond gender balance. While gender is an area where we have clear metrics and can monitor progress over time, our approach is broader and long-term. We are committed to building an organization where diverse perspectives, experiences, and backgrounds are actively valued and leveraged.

We are dedicated to promoting equal opportunities for underrepresented groups through structured and inclusive recruitment processes, competency-based selection methods, and access to development and leadership programs. Our ambition is to ensure that talent is identified and developed on objective grounds, and that internal career pathways are accessible to all.

In 2025, our employees represented more than 31 nationalities. This international diversity strengthens our cultural understanding, enhances our capacity for innovation, and improves our ability to operate effectively in a global market. We view diversity within the organization as a strategic asset that contributes to stronger decision-making, increased creativity, and a more resilient corporate culture.

Inclusion is therefore not solely a matter of values- it is an integral part of how we build a competitive and sustainably growing company.





Fair, transparent and sustainable compensation

A well-designed and responsible compensation framework is a central component of our long-term strategy to attract, develop, and retain talent. In a knowledge-intensive and competitive industry, compensation is not merely a cost item, it is an investment in stability, performance, and long-term value creation.

Our compensation strategy is built on three core principles: transparency, market alignment, and long-term orientation. Compensation should be competitive in relation to the relevant market, reflect individual responsibility and performance, and encourage long-term engagement in the company's development. At the same time, incentive structures must be designed to support sustainable decision-making and align with the long-term interests of both our customers and the company.

To ensure pay equity, we conduct an annual structured salary review. The analysis considers factors such as:

- Role and level of responsibility
- Experience and competence
- Performance and target achievement
- External market benchmarks

The purpose of this review is to identify and correct any unjustified pay disparities. The results are compiled in an annual report presented to management and form the basis for potential adjustments.



In addition to the annual salary review, our People function continuously monitors key metrics related to:

- Promotions
- Employee turnover
- Salary development over time
- Distribution by gender

This structured follow-up enables us to identify patterns or deviations at an early stage and take corrective action where necessary.

Our compensation processes and guidelines are reviewed and updated regularly to ensure compliance with applicable legislation, regulatory requirements, and industry best practices. The policy framework is reviewed annually to ensure that it remains current, clear, and aligned with the company's values.

Through clear structures, consistent monitoring, and transparency, we maintain a compensation system that supports both individual development and the company's long-term sustainability.



Governance

Contract security, transparency, and regulatory compliance form the core of Oneflow's operations. Our business model is built on customers entrusting their most business-critical contracts and data to our platform. That trust is the foundation of our existence — and a prerequisite for long-term growth.

Our ISO certifications under 27001 (Information Security), 9001 (Quality Management) and 14001 (Environmental Management) confirm that our operations are conducted within structured and internationally recognized management systems. These certifications are not merely quality endorsements; they are integral to how we govern, monitor, and continuously improve our business.

Security and compliance: Our highest priority

Protecting customer data and contracts is central to every decision we make. Security and regulatory compliance are not standalone functions but embedded components of our product development, business development, and daily operations.

All processing of personal data is conducted in accordance with applicable data protection legislation, including the GDPR. We apply the principles of privacy by design and privacy by default, ensuring that data protection is built into systems and processes from the outset — not added retrospectively.

Through a risk-based approach, we continuously identify and manage potential threats, regulatory developments, and operational risks.

Governance of sustainability

Sustainability is integrated into our corporate governance structure through clear objectives, defined responsibilities, and measurable key performance indicators.

Our policy framework includes, among others:

- Sustainability Policy
- Code of Conduct
- Supplier Code of Conduct
- Information Security Policy

Together, these documents form a structured framework for responsible business conduct.

The CEO holds overall operational responsibility for sustainability matters, while the Board of Directors exercises oversight and ensures that sustainability efforts align with the company's



long-term strategy and risk management. Sustainability-related matters are addressed continuously within our regular governance and reporting processes.

Regulatory compliance

Oneflow operates across multiple markets in a complex regulatory environment. While our business does not require specific licenses, our digital contract and e-signature solutions must comply with national and international regulations concerning:

- Data protection
- Electronic signatures
- Digital transactions

We conduct continuous legal monitoring and adapt our processes in line with regulatory developments. This proactive approach reduces regulatory risk and reinforces customer trust across jurisdictions.

Information Security

Information security is a business-critical priority for Oneflow. Our work is conducted within the framework of an ISO 27001-certified Information Security Management System (ISMS), ensuring a structured and risk-based approach to security management.

This includes:

- Continuous risk assessments
- Documented security controls
- Incident management processes
- Regular internal and external audits

Our platform employs secure communication protocols and robust authentication mechanisms to prevent unauthorized access. Our data centers operate 24/7 and are protected against both physical and digital threats in accordance with industry standards. All data center providers must meet equivalent security requirements, including ISO 27001 certification.

Customers' privacy

Privacy is a non-negotiable principle in our operations. Our ambition is to ensure that customers always have full transparency and control over how their data is processed.

We do not compromise on:

- Personal data protection
- Data minimization
- Transparency in processing activities
- Ethical data handling



Through a consistent privacy-first approach, we strengthen trust in our platform and ensure that data protection represents a competitive advantage rather than a risk factor.

Anti-Corruption and business ethics

We uphold high ethical standards across all aspects of our operations and maintain zero tolerance for corruption, bribery, or undue influence.

All employees, regardless of role or employment type, complete annual training in business ethics. The training covers:

- Identification and reporting of unethical conduct
- Understanding corruption risks and relevant regulations
- Guidelines for interaction with authorities, partners, and third parties

Our internal control environment is designed to prevent, detect, and address potential violations. During the reporting period, no cases of corruption were reported.

Sustainable supply chain

Our supply chain is a key component of our sustainability responsibility. Through our Supplier Code of Conduct, we clearly communicate our expectations regarding:

- Respect for human rights
- Anti-corruption and ethical business conduct
- Data security
- Environmental responsibility
- Compliance with applicable laws

Material suppliers are required to sign our Code or demonstrate adherence to an equivalent framework. These requirements extend to subcontractors.

Compliance is monitored through dialogue and structured supplier assessments. Identified deviations may result in corrective action plans, and serious breaches, particularly legal violations, may lead to contract termination.

During the year, we continued to develop our procurement strategy to strengthen transparency, risk management, and sustainability integration throughout the supply chain.

Whistleblowing

A strong internal control environment requires safe and accessible reporting channels. Our Work Environment Policy clearly outlines how employees and other stakeholders can report suspected misconduct.



Dialogue through internal channels, such as immediate managers, HR, or board representatives is encouraged as a first step. Where this is not appropriate, an independent whistleblowing service is available to enable anonymous reporting.

All reported cases are investigated in accordance with established procedures, either internally or with external support where necessary.

In 2025, 2 cases were reported through the whistleblowing channel. The cases were investigated and closed in accordance with our procedures. No cases related to human rights violations or corruption were identified.

Oneflow AB
Corporate identity no: 556903-2989
oneflow.com | +46 8 517 297 70
Gävlegatan 12 A | 113 30 Stockholm | Sweden

