

The Year in Brief

The 2011/2012 financial year

- **Net sales rose** by 18 percent and reached SEK 5,200 million.
- **Operating profit increased** by 24 percent to SEK 470 million.
- **Profit after tax rose** by 23 percent to SEK 327 million, corresponding to earnings per share of SEK 14.65.
- **Cash flow from the operations** amounted to SEK 415 million corresponding to cash flow per share of SEK 18.90.
- **Return on equity** totalled 34 percent and the equity ratio was 37 percent.
- **Six acquisitions were made**, which added sales of more than SEK 430 million on an annual basis.
- **The Board of Directors proposes a dividend** of SEK 8.00 per share.
- **Demand grew**, but the market was more fragmented than in the past, with variations between different geographic markets, customer segments and product niches.
- **Growth in sales and profit** is based on good organic growth, and on the sound development of the acquired companies.
- **A reorganisation** to provide greater potential for growth and efficiency was implemented at the transition to the new financial year. Two new business units were formed in conjunction with the reorganisation: Industrial Products and Energy Products. The Energy & Equipment business area was at the same time renamed Energy.

	2011/2012	2010/2011	Change, percent
Revenue, SEKm	5,200	4,418	18
Operating profit, SEKm	470	380	24
Return on working capital (P/WC), %	53	50	6
Earnings per share, SEK	14.65	11.80	24
Return on equity, %	34	31	10
Average number of employees	1,612	1,445	12

This is Addtech

Technology trading under many brands

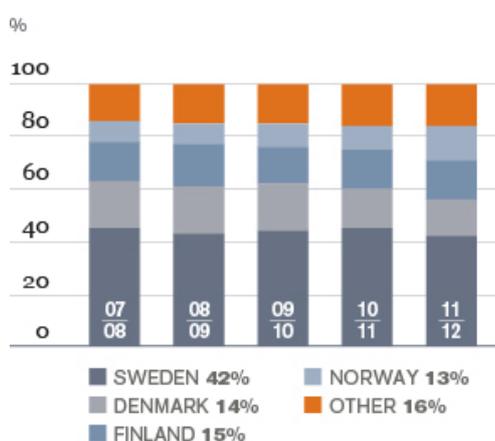
Addtech is a technology trading group that provides technological and economic value added in the link between manufacturers and customers. Addtech operates in selected niches in the market for advanced technology products and solutions. Its customers primarily operate in the manufacturing industry and public sector. The Group has about 1,700 employees and achieves annual sales of about SEK 5 billion to more than 30 countries.

Addtech consists of more than 100 operating companies that all strive to be market leaders in their niches. The companies are bound together by a corporate culture, in which business skills and technical competence are central concepts and in which the flexibility of a small company is combined with the broad networks, resources and financial strength of the Group.

Revenue and operating profit

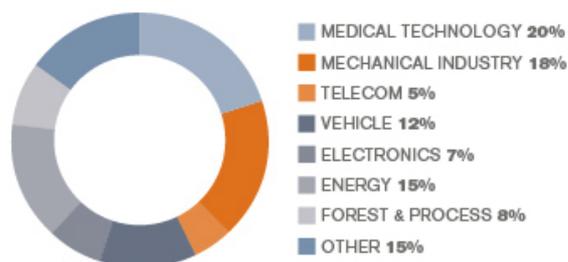


Revenue by geographic market



Sales and trading in standard products form the foundation of the business, but advanced technical competence, long-term customer relationships and understanding of customers' operations often lead to more in-depth cooperation and development of specially adapted products, solutions and services.

Revenue by customer segment



Addtech adds value

Addtech owns and develops technology trading companies with the objective of generating sustainable profitability exceeding 45 percent in terms of return on working capital.

Addtech creates value for its owners by supplying its subsidiaries with knowledge, networks and security and by continually acquiring niched technology trading companies within selected market segments.

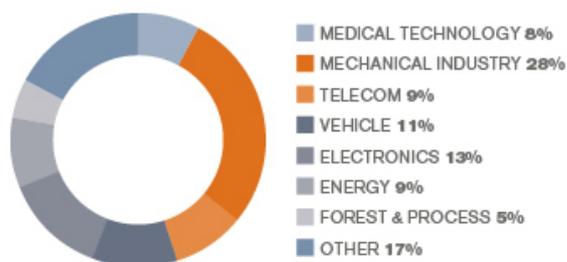
Addtech Components

Addtech Components markets and sells components and sub-systems in mechanics, electromechanics, hydraulics and electronics as well as automation solutions to customers in the manufacturing industry. Examples of products: linear units, ball screws, electric motors, switches, sensors and transducers. The hydraulics section, which also includes pneumatics, vacuums and compressed air products, sells components and solutions such as valves, pumps, installations and filters. The automation section provides industrial communication solutions as well as sensor and vision products.

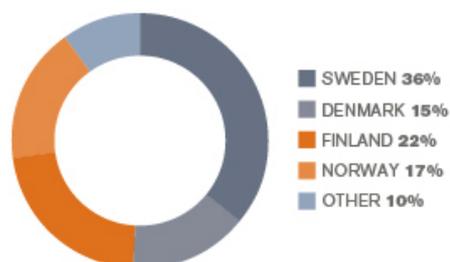
The description of the operation and financial information are pro forma based on the new organisation as at 1 April 2012.

Addtech Components	2011/2012	2010/2011
Revenue	1,568	1,406
Operating profit	125	105
Average number of employees	376	339

Revenue by customer segment



Revenue by geographic market



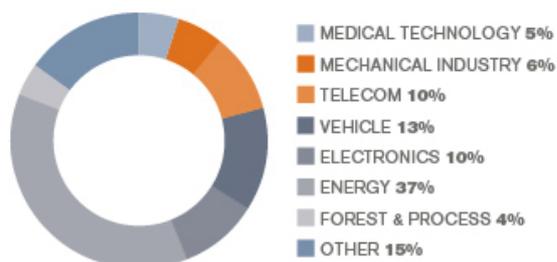
Addtech Energy

Addtech Energy markets and sells battery solutions, power distribution products, and products in electrical safety, electrical installation and connection technology. Its customers mainly operate in the energy and telecom sectors and the commercial vehicle industry. Examples of products: stationary batteries for UPS systems, batteries for electric vehicles and defibrillators, disconnectors for the medium voltage distribution network, transformers, cable cabinets, carbon brushes, fuses and measuring transducers. In addition to trading, this area's companies also manufacture niche products under their own brands.

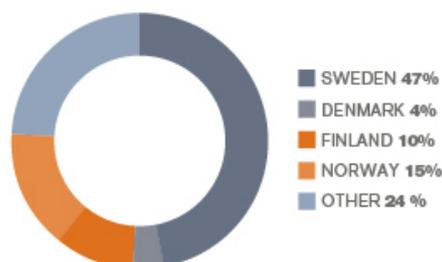
The description of the operation and financial information are pro forma based on the new organisation as at 1 April 2012.

Addtech Energy	2011/2012	2010/2011
Revenue	1,392	1,069
Operating profit	151	118
Average number of employees	379	312

Revenue by customer segment



Revenue by geographic market



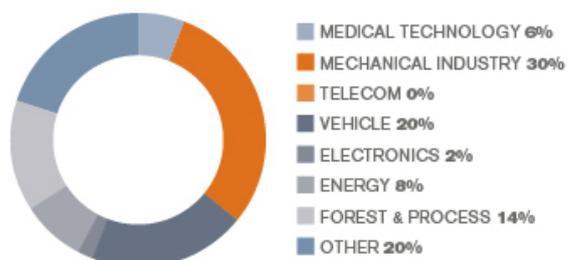
Addtech Industrial Solutions

Addtech Industrial Solutions markets and sells products made of polymeric materials, electric motors and transmissions, customer-specific products in electromechanics as well as machine components, equipment and consumables for the manufacturing industry. Products under own brands are marketed and sold to local and global industrial customers. Examples of products: gaskets, seals, moulded components, vibration dampers, chains, roller bearings and components for electrical motor solutions such as electric motors and electronic speed control as well as equipment and materials in blasting, tumbling and industrial washing. Other products include joysticks and pedals for equipment such as forest machinery and forklift trucks.

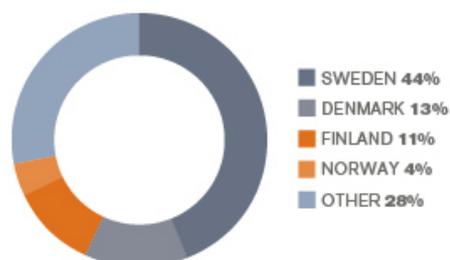
The description of the operation and financial information are pro forma based on the new organisation as at 1 April 2012.

Addtech Industrial Solutions	2011/2012	2010/2011
Revenue	1,245	1,066
Operating profit	112	79
Average number of employees	518	477

Revenue by customer segment



Revenue by geographic market



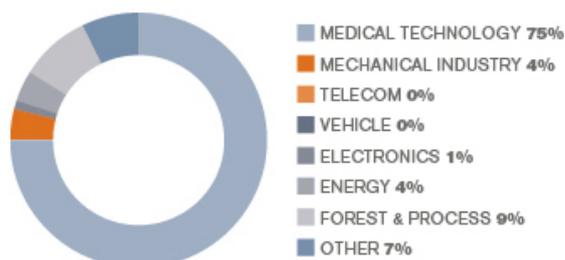
Addtech Life Science

Addtech Life Science markets and sells instruments, consumable supplies and services to laboratories in healthcare and research, diagnostic equipment for the healthcare sector, and process and analysis equipment to industry. Examples of products: blood-gas equipment for the healthcare sector, chromatography instruments for research and chemical analysis equipment for the process industry, consultation, training, support and servicing.

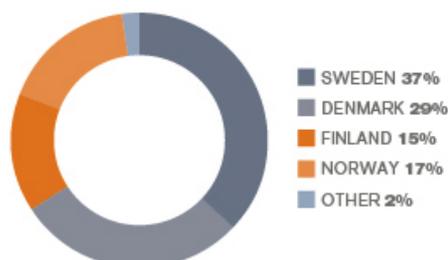
The reorganisation effective as of 1 April 2012 did not affect this business area.

Addtech Life Science	2011/2012	2010/2011
Revenue	1,002	884
Operating profit	98	90
Average number of employees	299	280

Revenue by customer segment



Revenue by geographic market



“We are assuming that the market will not do us any favours during the coming year. It is simply up to us to do a good job in order to grow and keep profitability high.”

JOHAN SJÖ, Group President and CEO, Addtech AB



Comments by the President and CEO

The Group's profitable growth continued during the financial year of 2011/2012. Sales passed the SEK 5 billion mark for the first time and we achieved our best profit to date. On the whole, growth in the market was good during the year.

In the first six months, the market grew at a sound rate, but weakened during the autumn when the signals of crises from southern Europe became stronger. We noted that although many customers became more cautious in their order forecasts, our growth was good during the third and fourth quarters. The unease primarily affected our operations in Sweden and Denmark, while our operations in Norway and Finland and outside the Nordics continued to develop well. We made six acquisitions with combined sales of SEK 430 million on an annual basis.

Focus gives financial strength

Historically, Addtech has had sound cash flow, and we were pleased to note that this was also the case in the past financial year. The main reason for our success was that we had learnt our lesson from the crisis of 2008-2009; it takes time to improve capital efficiency. When we saw the unease in the Swedish market we did not slam on the brakes. The parts of our operations that displayed profitable growth and needed to recruit employees or make acquisitions were able to do so. We focused on working capital, on keeping our inventories low and not tying up capital unnecessarily. This resulted in cash flow of just over SEK 400 million - the best cash flow for the Group to date. We should be proud of this achievement. Our cash flow gives us a strong balance sheet, which creates stability and opportunities for further expansion.

Continuity and development

We combine continuity and development. Our continuity lies in working methods and corporate culture. We have a long, successful tradition to maintain, but times change and we must develop and evolve over time. Addtech's success builds on our ability to cater for customers' needs and, through this, develop new robust business concepts. It is therefore important for us to work close to our customers so that we can rapidly detect changes and needs.

This is the Group's strength; our subsidiaries are skilled at changing, because they are relatively small, flexible and efficient. Ultimately, our employees team technical expertise with business skills and are the refining link between suppliers and customers. Our joint business model is based on our employees wanting and being able to take responsibility for delivering technological and economic value added to our customers.

I venture to claim that our customers understand and appreciate our business model more and more, and that our continuity and successful development have reinforced the confidence of both customers and the stock market in Addtech.

By always striving to be the leader in selected and clearly defined niches with a high knowledge and technology content our subsidiaries stand out from their competitors, who more often work with a wider range of products and are more like distributors. As proof that we are doing a good

job, Addtech fought off tough competition from other medium-sized listed Swedish companies last autumn to be awarded the title of Sweden's best sales organisation. Veckans Affärer, one of the two leading Swedish weekly business magazines, and Prosales, a consultancy, sponsored the award.

Acquisitions and enthusiasm

One of our strategies for long-term, profitable growth consists of expansion through acquisitions. I am often asked about acquisitions and our rate of acquiring companies. We will continue to make acquisitions! The number per year is not important; what matters is that they fit in with our strategy, fundamentally use the same business model as we do and share our culture and approach to entrepreneurship. Acquisitions are a natural part of our business and a complement to the growth that our companies create themselves. In our subsidiaries and business units we have effective strategies for both organic growth and growth through acquisitions. Plenty of companies have expressed interest in us and can complement our operations.

Growth and success are ultimately based on the will, business skills and expertise of our employees. I am proud of the enthusiasm and innovative ability that I regularly see evidence of. This places demands on Addtech. We must become better at setting personal goals and creating opportunities for our employees to enhance their competence. Competition is intensifying, and we must be sure that we have and can retain the best employees in each area as well as being a sufficiently good employer to attract new employees.

Exciting times

Due to the prevailing turbulence in Europe, we are assuming that the market will not do us any favours in the new financial year. It is simply up to us to do a good job in order to grow and keep profitability high. Such a market trend is not detrimental to Addtech; in the present situation we have good opportunities to expand and gain new market share. We are fundamentally a stable company with a good distribution of risks in terms of customers, suppliers and geographic markets.

The Addtech Group combines the flexibility, personal touch and efficiency of a small enterprise with the resources, networks and long-term thinking of a large corporation. We have many tasks to tackle during the year to further improve our small-scale approach on a large scale. One such task is to develop the two new business units that we established on 1 April of this year.

Our subsidiaries operate using a substantial measure of freedom with responsibility, but they know that they must meet Addtech's growth, profitability and development requirements. By combining continuity with development, we will achieve our vision of Addtech being the leading value adding tech provider. We will use all our power and ability to succeed in doing this.

Stockholm, June 2012

Johan Sjö

Group President and CEO

Vision, Business Concept, Goals and Strategies

Vision

Addtech shall be the leading value adding tech provider.

Business concept

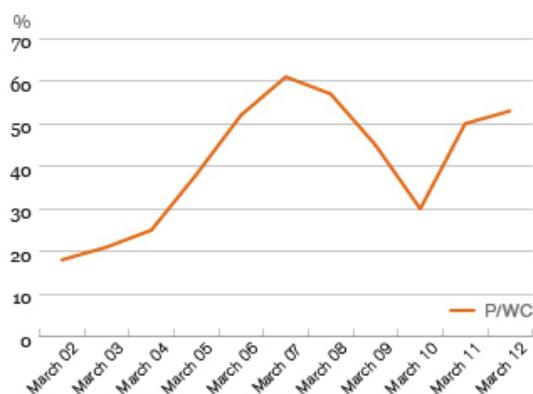
Addtech offers high-tech products and solutions to industrial companies and the public sector. Addtech creates both technological and economic value added by being a skilled and professional partner in its cooperation with customers and manufacturers.

Financial goals

Addtech's overriding goal is to achieve growth combined with profitability. The Group's objective is earnings growth of at least 15 percent per year over the course of a business cycle.

The profitability target for each subsidiary is a minimum of 45 percent, measured using the relationship between operating profit (P) and working capital (WC), expressed as return on working capital (P/WC). This P/WC ratio encourages high operating profit and low levels of tied-up capital. When combined with the growth target of 15 percent, this creates the possibility of positive cash flow and conditions for profitable growth.

P/WC



Operating goals

The Addtech Group is to be the leader in value-adding technology trading and be perceived by our customers, suppliers and employees as the most competent and long-term partner.

Strategies

Profitable growth is achieved through continuous business and organisational development. Addtech has three core strategies for reaching its goals:

Market-leading positions

Addtech sets out to be the market leader and to build positions in selected and clearly defined niches with a high knowledge and technology content and where customers demand carefully selected products, solutions and subsystems - often in small and medium-sized volumes. The market-leading position is a significant factor for achieving stable growth and sustainable profitability.

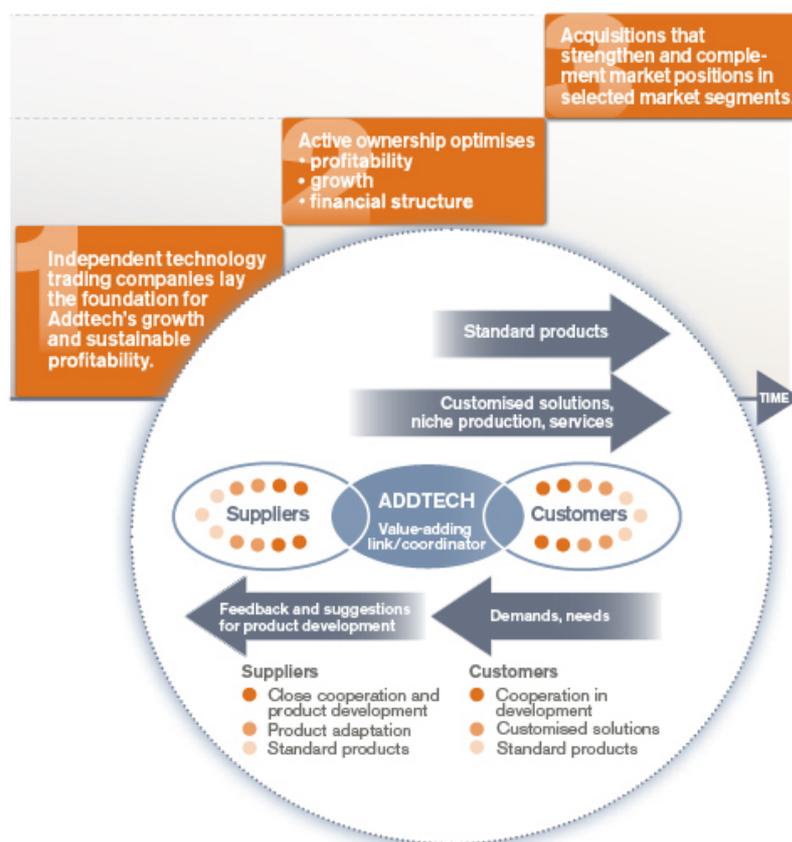
Operating mobility

Addtech is to be noted for its flexible organisational structure with quick-thinking, innovative employees who recognise new business opportunities. Addtech is to capitalise on the growth potential of each of its subsidiaries and product areas by dividing or merging operations, either in whole or in part. Operating mobility also involves having effective processes for integrating new operations into the Group.

Acquisitions

Addtech is to work at all times to strengthen its operations through small bolt-on acquisitions as well as build and expand positions in chosen niches. Business operations are also to be acquired in new niches where the Group has the possibility of becoming the market leader. The ability to apply the Group's business model is a common success factor in all acquisitions.

Addtech drives shareholder value



Shareholder value in three steps

Addtech's earnings and shareholder value are created in three cooperating and mutually-dependent steps.

1. The value-adding base. More than 100 subsidiaries lay the foundation for Addtech's earnings and shareholder value. Their operations and business model are based on the need for a link between customer and manufacturer that helps the customer choose a supplier and technology from an increasingly complex supplier market. Sales of products and solutions build on close relationships with customers, manufacturers and suppliers, combined with high levels of technological know-how and business skills.

2. Active ownership and industrial development. Addtech works actively to increase the

profitability of its subsidiaries, but the role of owner is exercised with care. Addtech seeks to combine the advantageous flexibility, personal touch and efficiency of a small enterprise with the resources, networks and industrial competence of a large corporation. Addtech believes that long-term growth and profitability are optimised by taking a small-scale approach on a large scale.

3. Acquisitions for growth and development. Acquisitions of new subsidiaries are necessary to create long-term profit growth and value for shareholders. New companies increase the value-adding base. They add sales volume, agency companies, customers, competence and - at least equally important - motivated leaders and entrepreneurs. New companies also bring opportunities for efficiency enhancements and development.

Market Drivers

Addtech operates in the international technology trading market, where players buy, adapt and sell technical products and solutions. The Group focuses on carefully selected niches with a high technology and knowledge content. Addtech is a key partner for industrial companies as well as for technology-intensive service companies in the private and public sectors in Northern Europe.

The Northern European market

Addtech's operational focus is on the Nordic countries, although markets outside the region have grown in importance in recent years. The operations beyond the Nordics are in the UK, Germany, Austria, Poland, Estonia, Lithuania, Japan, China and Taiwan. In addition to this, the Group exports to more than 20 other countries.

Driving forces

The long-term growth and profitability of the technology trading market depend on the size and diversity of the industrial and service sectors. Northern Europe's relatively high costs have spurred the development of knowledge-intensive, automated and specialised industrial and service sectors. This has also contributed to differentiation of the value chain, increased trade and greater reliance on external partners for product development and component modifications as well as for maintenance and other aftermarket services. Addtech cooperates with manufacturers who, via their in-house product development, supply market-leading, high-quality products with an advanced technological content. Cooperation with our companies is to be the most profitable way for suppliers to sell their products in the geographic markets where we operate.

Customers need a partner who helps them select the right supplier and technology from an increasingly complex supplier market. When we can provide a range of market-leading products, combined with our own technological and market knowledge alongside flexible customisation options, we also become an attractive partner for customers. Our range of products and services is aimed at both end users and OEM customers (Original Equipment Manufacturers, who integrate Addtech's products into their own products).

Growth and profitability

In the short term, growth and profitability are closely tied to the state of the economy in industry and the economic conditions prevailing in the Group's markets.

Addtech's focus on infrastructure, the public sector and narrow market niches reduces sensitivity to economic volatility. However, growth and profitability are highly dependent on the state of competition among our customers and their possibilities of performing well domestically and/or globally. As a result, it is crucial when selecting customers that resources are invested in niche markets offering long-term sustainability. Addtech therefore evaluates each of its markets on an ongoing basis to ensure that they offer the Group scope for reaching its financial targets.

Addtech around the world



Industrial production determines demand



Addtech is based in Nordic industry, but operates internationally

The subsidiaries find and represent market-leading manufacturers from all over the world. In addition, many of Addtech's products are incorporated into the end products of globally exporting customers. Addtech often continues to supply its parts to these customers when they relocate their manufacturing operations abroad.

Industrial production determines demand for Addtech's products

Close connections between Addtech's sales, excluding the Life Science business area, and the confidence index in industry.

Organisation and Corporate Culture

Addtech's subsidiaries are run using the 'freedom with responsibility' principle, and this independence is highly significant to Addtech's ability to retain and recruit business-driven employees and entrepreneurs. Freedom with responsibility means that the companies are free to run and develop their operating activities provided that they follow Addtech's business model and Group-wide rules. The Parent Company does not govern the details of the operating activities, but provides an array of tools that support efficiency and optimisation. The tools are used in areas such as law, accounting and finance, training, quality, IT and business systems as well as in framework agreements (master contracts) for purchase of services and consumables.

Business units create synergies

Addtech has grouped its subsidiaries with similar customers, products and solutions into 16 business units under the 4 business areas to harness the benefits of the Group's networks of suppliers, customers and competence. Each business unit is led by a manager who often doubles as managing director of one of the constituent companies. The business unit manager and business area management support the subsidiaries through board work and in matters of a more operational nature.

The main task of each business unit is to create exchanges between the subsidiaries to identify and capitalise on business opportunities in their respective market segments. Each unit has formulated its own vision for its market area or area of technology, and cooperation in the business units reinforces a broader and more customer-oriented business focus among the subsidiaries. The decentralised organisational model is dynamic and ready to accept new companies that contribute to growth and development. The business units help to further strengthen Addtech's positions in its selected market segments.

Reorganisation

The development in recent years of our operations, new contacts between Group companies and

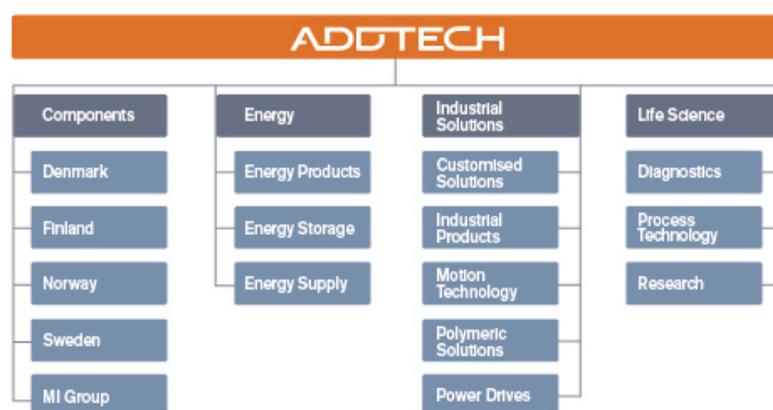
new opportunities created by acquired companies resulted in a small-scale reorganisation in the Group effective as of 1 April 2012. Some companies were moved to different business areas and two new business units were formed. Industrial Products is a new business unit and was created in the Industrial Solutions business area. Industrial Products consists of the companies in the Mechanics business unit and several companies from the Motion Technology business unit. One result of the transfer of the Mechanics companies to Industrial Solutions is that the Energy & Equipment business area changed its name to Addtech Energy. Within Addtech Energy a new business unit was established named Energy Products, containing companies from Energy Supply and Customised Solutions. Furthermore, the MI Group business unit was moved from the Industrial Solutions business area to the Components business area.

The reorganisation aims to create greater potential for growth and efficiency in the companies. This is now possible, because the companies can share their networks, knowledge and experiences more easily and they have similar strategies, challenges, customers, products and solutions.

The reorganisation did not affect the Life Science business area.

Within Addtech's four business areas the subsidiaries are grouped in business units linked to overall areas of technology or market areas.

New organisation



Organisation for individual development

Addtech depends on skilled, highly proactive employees, and its operations are designed to give these people scope to grow. The decentralised organisation safeguards employees' interest in developing their capacity to assume increased responsibility in their own subsidiary or other parts of the Group. Further career opportunities in a listed company may also be important to motivated entrepreneurs who are considering selling their business operation, but want to continue leading their companies within the framework of a larger company.

Business-driven corporate culture

Addtech's long established corporate culture and shared core values serve as a good source of guidance for employees in their work. The corporate culture is rooted in business skills and high levels of technical expertise, combined with individual freedom and a willingness to take personal responsibility.

The attitude and approach of Addtech employees are decisive factors when customers and suppliers choose to do business with Addtech. The Group's employees are known among customers for their ability to create innovative solutions that meet customers' needs.

Employees' business skills also include an ability to see to their company's long-term profitability and growth based on doing business that benefits all parties.

Investing in skills development

The Group takes a long-term approach on several levels aimed at increasing internal knowledge transfer, furthering the growth of employees and refining the corporate culture. The Addtech Business School and various internal Group projects are key mechanisms in this context. All employees go on the Vision & Corporate Philosophy course.

The CSR work of the Addtech Group

Addtech runs long-term Corporate Social Responsibility (CSR) work that covers all subsidiaries in the Group. Addtech's overriding goal is to fulfil the requirements and expectations of customers, shareholders and employees regarding sustainable enterprise. CSR therefore means that Addtech takes long-term responsibility for the sustainable development of employees, the environment and profitability. Our CSR works strengthens us in this area, making us a better choice than our competitors.

In recent years, the Addtech Group has increased its ambitions in matters regarding working terms and conditions, the environment and ethics. We have had a Code of Conduct for several years that covers all subsidiaries, and each year a sustainability report is produced to present the results of our CSR work. Our reporting complies with the guidelines for Application Level C of the Global Reporting Initiative (GRI).

Addtech's corporate structure and operations, with more than 100 companies, is a challenge when it comes to achieving rapid results in CSR work, and many units will introduce completely or partly new processes. At the same time, this work paves the way for creating greater value, for example through more attractive customer offerings, larger cost reductions and improved quality and HR work.

Addtech has three overall CSR goals

- **Employees.** Addtech's subsidiaries strive to be attractive employers and to provide their employees with sound opportunities for personal growth. In order to identify areas for improvement, the Group conducts employee surveys that encompass all companies and then form the basis of developing expertise and operations in the Group.
- **Suppliers.** A major share of the sales generated by Addtech companies comes from selling on the products and solutions of global and market-leading suppliers. The Addtech Group continuously works on deepening these relationships and ensuring that suppliers meet a good level of requirements in relation to their employees and the environment.
- **Environment.** More than half of the electricity used in the Group comes from renewable sources. Our goal is to constantly increase this proportion. The Group's companies are primarily involved in technology trading, so our operations have a limited direct environmental impact. The Group continuously works on improvement measures in the areas where we can make a difference.

Code of Conduct

Addtech's CSR strategy is based on the Group's Code of Conduct. The central concepts of CSR are the environment, ethics and morality and they have long been part of the Group's operations. The Code applies not only to all employees in our own operations but also to our relationship with our suppliers of products and services. Our ambition is that our subsidiaries will work with suppliers towards achieving positive change.

The Addtech Group's Code of Conduct is based on the UN's Global Compact, ILO's Core Conventions, and the OECD Guidelines for Multinational Enterprises. Read more at www.addtech.com/csr.

Sustainability report

The Addtech Group publishes a sustainability report that provides customers, employees, owners and other stakeholders with the opportunity to read about the development of our CSR work. The Group published its first sustainability report in 2011. Each year, the reports will form the basis of the Group's further development in CSR. Reported topics include the Group's use of energy, climate impact, employee turnover and occupational health and safety.

Key events in 2011/2012

- Addtech conducted an employee survey covering all employees. The aim of the survey was to identify areas in which the Group and subsidiaries currently perform well as an employer and areas in which we can improve. The results will form the foundation of long-term, strategic staff development work in the Group.
- Addtech conducted its first supplier survey, which covered 18 of the Group's largest suppliers who together account for more than 15% of the Group's purchasing volume. The objective was to ensure that the suppliers are meeting a good level of requirements in relation to their employees and the environment and evaluate the working method and tool that Addtech had produced for the survey. In coming years, the aim is that additional Group companies will conduct regular supplier surveys.
- Veckans Affärer, one of Sweden's leading weekly business magazines, and Prosales, a consultancy, awarded Addtech the title of Sweden's best sales organisation. This award goes to the company with the most successful sales organisation on the Nasdaq OMX Stockholm stock exchange and is awarded in three categories (Large Cap, Mid Cap and Small Cap). Addtech won in the Mid Cap category.

Read more in the sustainability report for 2011/2012.

GRI Index

Each year, the Addtech Group publishes a sustainability report that informs customers, employees, shareholders and other stakeholders about how our CSR work is unfolding. The report complies with the guidelines of the Global Reporting Initiative (GRI), application level C. This index shows which questions that have been answered and where you can find the answers.

	Standard Disclosures	Source	Page
1	Strategy & Analysis		
1.1	Statement from CEO about vision and strategy.	A R	7
2	Organisational Profile		
2.1	Name of the organisation.	A R	98
2.2	Primary brands, products, and/or services.	A R	5-6
2.3	Operational structure of the organisation.	A R	12-13
2.4	Location of organisation's headquarters.	A R	98
2.5	Countries where the organisation operates.	A R	11
2.6	Nature of ownership and legal form.	A R	30, 106-107
2.7	Markets served.	A R	11
2.8	Scale of the reporting organisation.	A R	3
2.9	Significant changes during the reporting period.	A R	14
2.10	Awards received in the reporting period.	A R	15
3	Report Parameters		
	<i>Report Profile</i>		
3.1	Reporting period.	A R	14
3.2	Date of most recent report.	S R	1
3.3	Reporting cycle.	A R	14-15
3.4	Contact point for questions regarding the report or its contents.	A R	98
	<i>Report Content and Boundaries</i>		
3.5	Process for defining report content.	A R	14-15
3.6	Boundaries of the report.	S R	3
3.7	Limitations on the scope or boundary of the report.	S R	3
3.8	Basis for reporting on subsidiaries and outsourced operations.	A R	14-15
3.10	Effect of any re-statements or information provided in earlier reports, and the reasons for such re-statement.	S R	3
	<i>Table of Contents according to GRI</i>		
3.12	Table identifying the location of the Standard Disclosures in the report.	A R	16-17
4	Governance, Commitments, and Engagement		
	<i>Governance</i>		
4.1	Governance structure of the organisation.	A R	30-38, 102-105
4.2	Indication on whether the Chair of the highest governance body (Board) is also an executive officer.	A R	102-105
4.3	Information on whether the CEO is part of the highest governance body.	A R	102-105
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body or Company management.	A R	115
4.8	Internally developed statements of mission our values, codes of conduct, and principles relevant to economic, environmental, and social performance.	A R	14
	<i>Stakeholder Communication</i>		
4.14	Stakeholder groups engaged by the organisation.	S R	4
4.15	Basis for identification and selection of stakeholders with whom to engage.	S R	4
4.16	Approaches to stakeholder engagement.	S R	4
4.17	Key topics and concerns raised through stakeholder dialogs and the organization's response to them.	S R	4, 6, 11

Labor practices and Decent Work Performance Indicators*		Source	Page
Employees - Employment			
LA1	Total workforce.	A R	74
LA2	Rate of employee turnover	S R	6
LA7	Rates of injury and occupational diseases.	S R	9
Employees - Training and education			
LA10	Average hours of training.	S R	9
LA12	Percentage of employees receiving regular performance and career development reviews.	S R	8
Diversity and equal opportunity			
LA13	Composition of governance bodies based on indicators of diversity.	A R	102-105
LA14	Ratio of basic salary of men to women.	S R	7
Economic Performance Indicators*			
Economic Performance			
EC1	Economic value generated and distributed.	S R	5
EC4	Financial assistance received from public sector.	S R	5
Environmental Performance Indicators*			
Energy			
EN4	Indirect energy consumption by primary source.	S R	13
Compliance			
EN28	Compliance with environmental laws and regulations.	S R	12
Emissions, Effluence and Waste			
EN29	Environmental impacts of transporting products and other goods and transporting members of the workforce.	S R	14
Social Performance Indicators*			
Corruption			
SO4	Actions taken in response to incidents of corruption	S R	10
Product Responsibility Performance Indicators*			
Compliance			
SO4	Compliance with laws and regulations concerning the provision and use of products and services.	S R	11

A R = Annual Report, S R = Sustainability Report

*The outcome of these performance indicators is reported on www.addtech.com/csr.