

ESG development

| SDG Area | Targets | 2020 | 2021 | 2022 | 2023 | Q1/2024 | Target 2030 |
|---|---|--------|--------|--------|--------|---------|-------------|
| 13 Climate Action | CO2 emissions (tCO2e) | 16,853 | 16,144 | 10,246 | 8,845 | 2,253 | 8,500 |
| 13 Climate Action | Reduce CO2 / value-add by more than 60% | n/a | -10 % | -42 % | -62% | -60% | -60% |
| 13 Climate Action | Increase the share of fossil-free energy to >60% | 28 % | 33 % | 52 % | 52% | 53.5 | 60% |
| 16 Peace, justice and strong institutions | Improve sustainable procurement: EcoVadis rating | - | Silver | Silver | Silver | Silver | Platinum |
| 16 Peace, justice and strong institutions | Supplier Code of Conduct signed by new suppliers | - | - | 100% | 100% | 100% | 100% |
| 3 Good Health | Workplace accidents, % of active workforce | 1% | 0.6% | 0.7% | 0.7% | 0.8% | -10% p.a. |
| 5 Gender Equality | % of women in the senior management | 23% | 25% | 23% | 20% | 23% | 2026: 35% |
| 8 Good Jobs/ 10 Reduce Inequalities | Employee satisfaction and motivation survey score | 68 | 70 | 71 | 73 | - | 2025: ≥75 |

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Key actions in 2023 and plan for 2024

2023

| Area | Action |
|--------------------|--|
| Environment | |
| | Energy saving activities in all factories e.g. automated power switches, runtime optimization and led lights |
| | Green energy agreements in Wutha and Pärnu |
| | Logistics and transportation optimization |
| Social | |
| | Further improve employee satisfaction, incl. employee well-being and supporting leadership practices |
| | Kick-off of Diversity Equity Inclusion (DEI) Forum and conducting a training for white collars |
| | Safety Council workshop 2023 best preventative actions and creating safety culture roll-out initiatives |
| Governance | |
| | Preparation for EU level CSRD |
| | Start of Scope 3 measurement |
| | Roll out of Scanfil sustainable procurement program |
| | Code of Conduct online training |

2024

| Area | Action |
|--------------------|--|
| Environment | |
| | Energy saving and transportation optimization to continue |
| | Further development with fossil-free energy consumption |
| | Full climate Scope 3 reporting |
| Social | |
| | Introduce advanced digital whistleblowing reporting channel |
| | Drive diversity & inclusion by cascading targets, incl. diversity dimension in the succession planning |
| | Executing ScanfilWay Culture roll-out (updated CoreValues, leadership and collaboration practices) |
| Governance | |
| | Driven CSRD and ESRS and report according to standards |
| | Validation of science-based target (SBTi) near-term targets ready |
| | Commitment of SBTi long-term targets to achieve net-zero 2050 |
| | Achieving EcoVadis Gold |