SUSTAINABILITY REPORT 2024

MICROPOWER GROUP™
POWERFUL SOLUTIONS PARTNER

Content

Powerful Solutions Partner

Micropower Group is a complete system supplier of industrial Lithium-Ion batteries, battery chargers and power supplies. With own production and R&D, we take responsibility for the whole chain where we develop, design and manufacture and supply battery and battery charging products and systems to customers and distributors worldwide.

Driving Sustainable Electrification

Micropower Group is a globally recognized company in a changing industry that is undergoing a major transition from fossil fuels to electric alternatives. Specialized in developing Lithium-ion battery systems, charging solutions and power converters, we help the industry to transform to green energy solutions.

As one of the market leaders in battery and charging products and systems in Europe, Micropower delivered 600 000 units to customers and dealers worldwide in 2024.

Sustainability is at the core of our operations, encompassing both our positive contributions and our responsibility to mitigate negative environmental and social impacts. At Micropower, we are committed to minimize our climate impact, improving resource efficiency, and conducting business responsibly.

Through our commitment to electrification, we deliver efficient, optimized battery and charging systems that create value for our customers, employees, shareholders, suppliers, local communities, and the environment. Meanwhile, our long-term strategy focuses on reducing or eliminating any adverse effects of our operations.

The Sustainability Report 2024 highlights our progress toward achieving carbon neutrality by 2045, detailing key initiatives and milestones in our sustainability journey. This sustainability report is established by the parent company P-MP Midco 2023 AB (559408-0987) and covers both the parent company and all subsidiaries within the group.

The report is published separately from our annual report and is available on the Micropower Group website.

600 000
PRODUCTS*

1,9
BSEK TURNOVER

535
EMPLOYEES

6
COUNTRIES

9
SITES

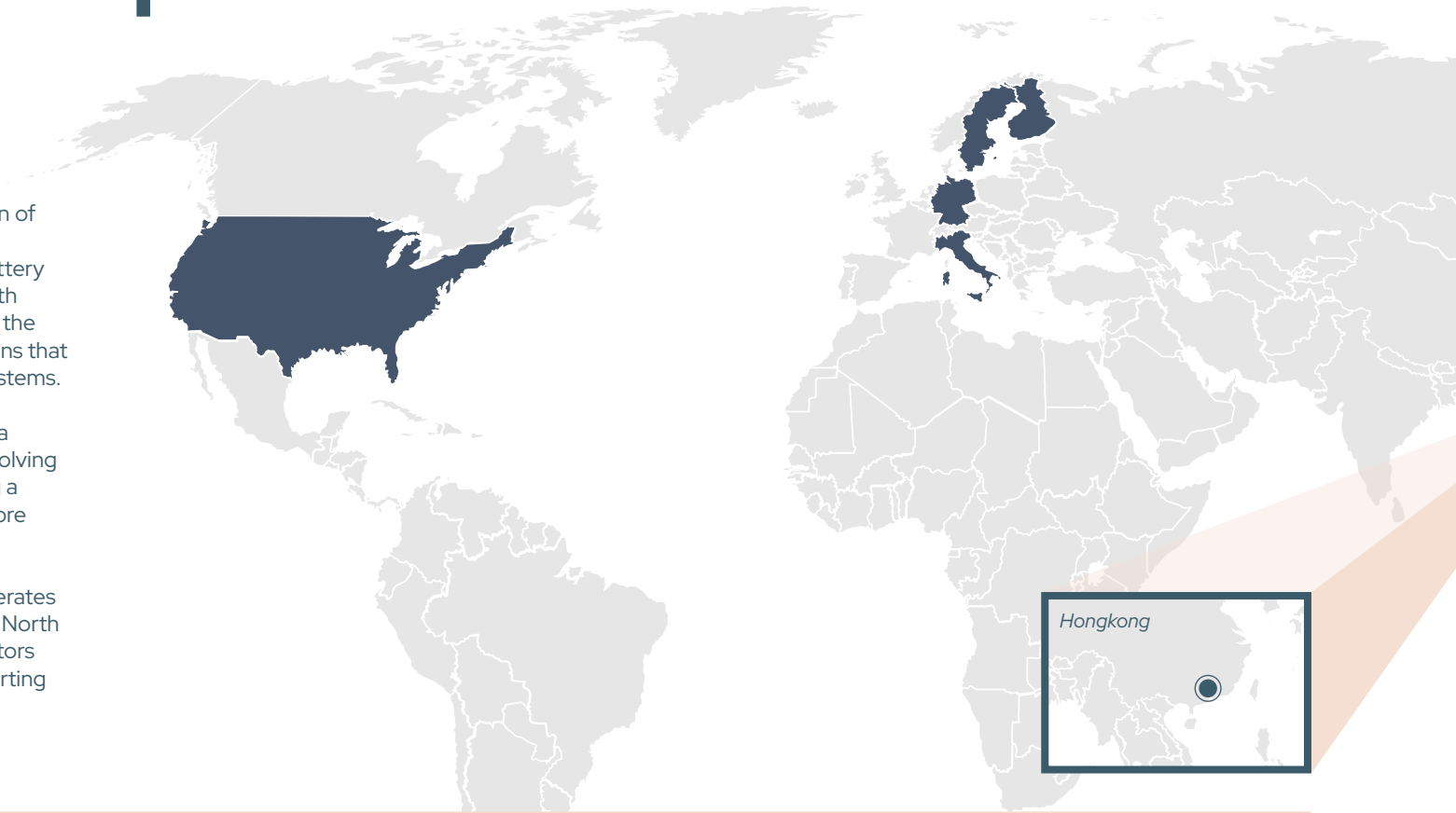
*2023 components included

World of Micropower

Micropower Group is a global partner in the electrification of industrial applications. We provide advanced, sustainable energy solutions through our expertise in Lithium-ion battery systems, charging technology, and power converters. With in-house development and manufacturing capabilities in the Nordics, we design and deliver high-performance solutions that support the transition to green, more efficient energy systems.

Our mission is to make the electrification of the industry a reality by providing innovative solutions that meet the evolving needs of our customers. We are committed to becoming a global leader in our industry, driving the transition to a more sustainable future.

Headquartered in Växjö, Sweden, Micropower Group operates across six countries, including key markets in Europe and North America. Our extensive network of independent distributors ensures that our solutions are available worldwide, supporting industries in their electrification journeys.



VÄXJÖ - SWEDEN
Headquarter for Micropower Group. R&D centre, sales, service and production of battery chargers and batteries.

GOTHENBURG - SWEDEN
R&D centre of Lithium-Ion batteries.

STOCKHOLM - SWEDEN
R&D centre, sales.

SALO - FINLAND
R&D centre, sales, service and production of battery chargers.

BERLIN - GERMAN
Sales and service for the German market.

TURIN - ITALY
Sales, service for the Italian market.

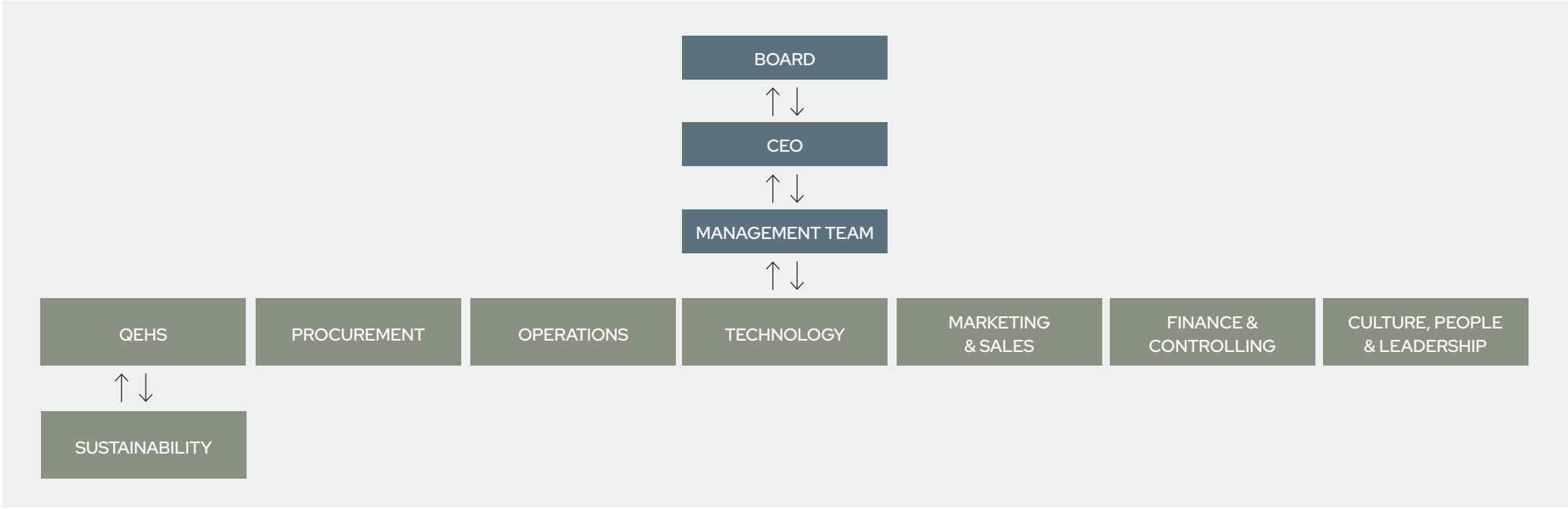
HONGKONG - CHINA
Sourcing.

TROY (OH) - USA
Sales and service for North America.

Responsibility

The Board of Directors at Micropower is the highest authority for sustainability decision-making, responsible for managing climate-related risks and opportunities. This includes steering the company toward CO_2 neutrality by 2045. The Board approves key governance frameworks, such as the Code of Conduct and the sustainability strategy, while overseeing implementation and progress to ensure alignment with long-term goals. This governance structure reinforces the Board's role in embedding sustainability into Micropower's strategic agenda.

Micropower's governance model takes a structured approach to sustainability with clear responsibilities across all levels. The management team sets the strategic direction and oversees execution. The Director of Sustainability, operating within the QEHS (Quality, Environment, Health, and Safety) is responsible for shaping strategies and coordinating group-wide activities to ensure alignment and effectiveness. Sustainability is integrated across major business functions, including technology, operations, procurement, marketing, sales, and finance. This ensures sustainability considerations are embedded in decision-making. Additionally, corporate culture, people development, and leadership foster a work environment aligned with sustainability goals. Through this comprehensive approach, Micropower underscores its commitment to aligning robust economic performance with ethical accountability and environmental sustainability, ensuring adaptability and resilience in an ever-evolving global context.



Our Culture

During 2024, Micropower Group decided to update its core values - Customer Focus, Waste, Quality, and We - to better align with the company's current culture, which has been shaped by years of strong growth, while also setting the direction for the future. The work was carried out during the spring and presented to managers and leaders in May, before being widely implemented across the organization.

Micropower's core purpose is to contribute to a carbon-neutral world by driving the electrification of the industry.

Through its core values, Micropower articulates what the organization and its employees stand for today and aspire to become in the future. These values reflect shared beliefs, attitudes, and responsibilities toward customers, colleagues, and suppliers. They serve as a guiding framework for how Micropower operates, collaborates, and takes action to advance industrial electrification and contribute to a more sustainable world.

Micropower firmly stands by the core values of presence and responsibility while approaching the future with dedication and sincerity.

By embedding sustainability into its core values, Micropower ensures that every decision and action support long-term environmental responsibility. Clear and well-defined values provide a foundation for sustainable innovation, guiding the company in developing energy-efficient solutions and fostering responsible partnerships. With this commitment, Micropower continues to drive the electrification of the industry while actively supporting a carbon-neutral future.

PRESENCE

keep us agile and adaptable, allowing us to respond swiftly to market changes and emerging trends.

RESPONSIBILITY

ensures accountability and professionalism, guiding us towards sustainable growth and profitability.

SINCERITY

fosters trust and collaboration. enabling us to build strong relationships and seize new opportunities.

DEDICATION

ensure that we consistently deliver excellence, driving momentum and overcoming obstacles.

Powering the Future

2024 has been a challenging year from a global perspective. Economic downturns in Europe, the ongoing war in Ukraine, and trade disruptions have created a heightened level of uncertainty - one that is likely to persist into 2025. A potential risk in such times is that sustainability falls lower on the agenda. Against this backdrop, we are proud to affirm that Micropower has continued to make significant progress in our sustainability efforts throughout 2024 and remains fully committed to our long-term goals.

A key milestone in our journey is the completion of our new state-of-the-art battery and charger factory, which began operations in the summer of 2024 and is on track for full completion by mid-2025. Designed with sustainability, efficiency, and innovation at its core, this facility enhances our production scalability, fosters collaborative innovation, and provides a high-quality workplace for our employees. With optimized workflows, energy-efficient operations, and expanded production capabilities, the new factory will enable us to meet future demands, improve sustainability across the supply chain, and accelerate the development of next-generation energy-efficient products. More importantly, it stands as a statement - to ourselves, our customers, and our partners - of our long-term commitment to growth, technological leadership, and environmental responsibility.

At Micropower, we are at the forefront of driving energy efficiency through advanced technology, continuously pushing the boundaries of power conversion to minimize energy losses. These innovations not only deliver environmental benefits but also provide economic advantages for end-users by reducing energy costs.

In 2024, we also took an important step in refining our core values. While deeply rooted in our company DNA, we updated their expression to better align with our future direction and to clearly communicate what Micropower stands for. The result is four core values - Dedication, Sincerity, Presence, and Responsibility - designed to reflect our culture today and into the future.

Sustainability remains central to everything we do. By embedding it into our core values, we ensure that every decision contributes to a more electrified and carbon-neutral world. Together, we are building a greener, stronger future - for our customers, our employees, and our planet - making electrification of the industry a reality.

Torbjörn Gustafsson, CEO

The Industry's Revolution

The world continues to emphasize the need for more sustainable ways of living to preserve our finite resources. This imperative extends to the industrial sector, which has undergone significant transformation over the past decade.

Driven by technological advancements, regulatory changes, and evolving business values, industries have embraced new innovations and approaches to ensure sustainable operations. Today, structured sustainability efforts are not just encouraged but expected, with companies required to have clear strategies and tangible actions in place.

Nearly a decade ago, leading OEMs in the material handling sector took a decisive step toward electrification by adopting Lithium-Ion battery technology. Smaller companies, many of which still relied on combustion engines, followed suit - some transitioning directly to Lithium-Ion, while others opted for the more established Lead-Acid battery technology. As a result, the sector as a whole moved toward electrification, affecting a wide range of applications, including smaller forklift trucks, larger reach stackers, Automated Guided Vehicles (AGVs), and Autonomous Mobile Robots (AMRs).

One of the most significant developments in sustainable industrial solutions has been the transition to Lithium-Ion battery technology, offering advantages such as longer lifespans, higher energy efficiency, and faster charging capabilities compared to traditional Lead-Acid batteries. Lithium-Ion solutions also contribute to sustainability efforts by reducing CO_2 emissions, minimizing waste, and offering enhanced recyclability.

Beyond material handling, the adoption of battery-powered solutions has gained momentum in various industrial sectors. Construction equipment, for instance, is undergoing a significant transformation, with an increasing number of manufacturers developing electric excavators, loaders, and other heavy machinery to replace traditional diesel-powered alternatives. The benefits of battery-powered construction equipment include reduced noise pollution, lower operational costs, and improved working conditions, especially in urban areas where emissions regulations are tightening.

Similarly, industries relying on mobile applications, such as aerial work platforms, floor-cleaning machines, and ground support equipment, have embraced electrification. Battery-powered solutions in these sectors enable greater operational flexibility, longer runtime, and reduced maintenance costs. Furthermore, Lithium-Ion technology is facilitating the development of hybrid and fully electric vehicles in sectors that traditionally depended on internal combustion engines. From municipal service vehicles to industrial transport fleets, electrification is becoming a key driver of sustainability and operational efficiency.

Sustainability is no longer the responsibility of individual companies alone - it is a collective effort that is measured and tracked across entire supply chains, both upstream and downstream. Every contribution matters, and stakeholders increasingly assess sustainability initiatives based on the three pillars: people, profit, and planet. The push for sustainable business practices is reinforced by government regulations and industry standards, requiring companies to adopt greener technologies and invest in energy-efficient solutions.

Supporting the Electrification Journey

As a European company specializing in energy-efficient solutions, Micropower provides technologies that support the transition from combustion engine-powered machinery to battery-powered alternatives, with a focus on optimizing operational efficiency and sustainability.

Micropower's battery chargers are engineered to maximize energy efficiency and reduce power losses. High-efficiency charging minimizes energy consumption and operating costs, which contributes to a lower total cost of ownership. Furthermore, optimized charging technology extends battery life, reducing the frequency of replacements and decreasing material waste.

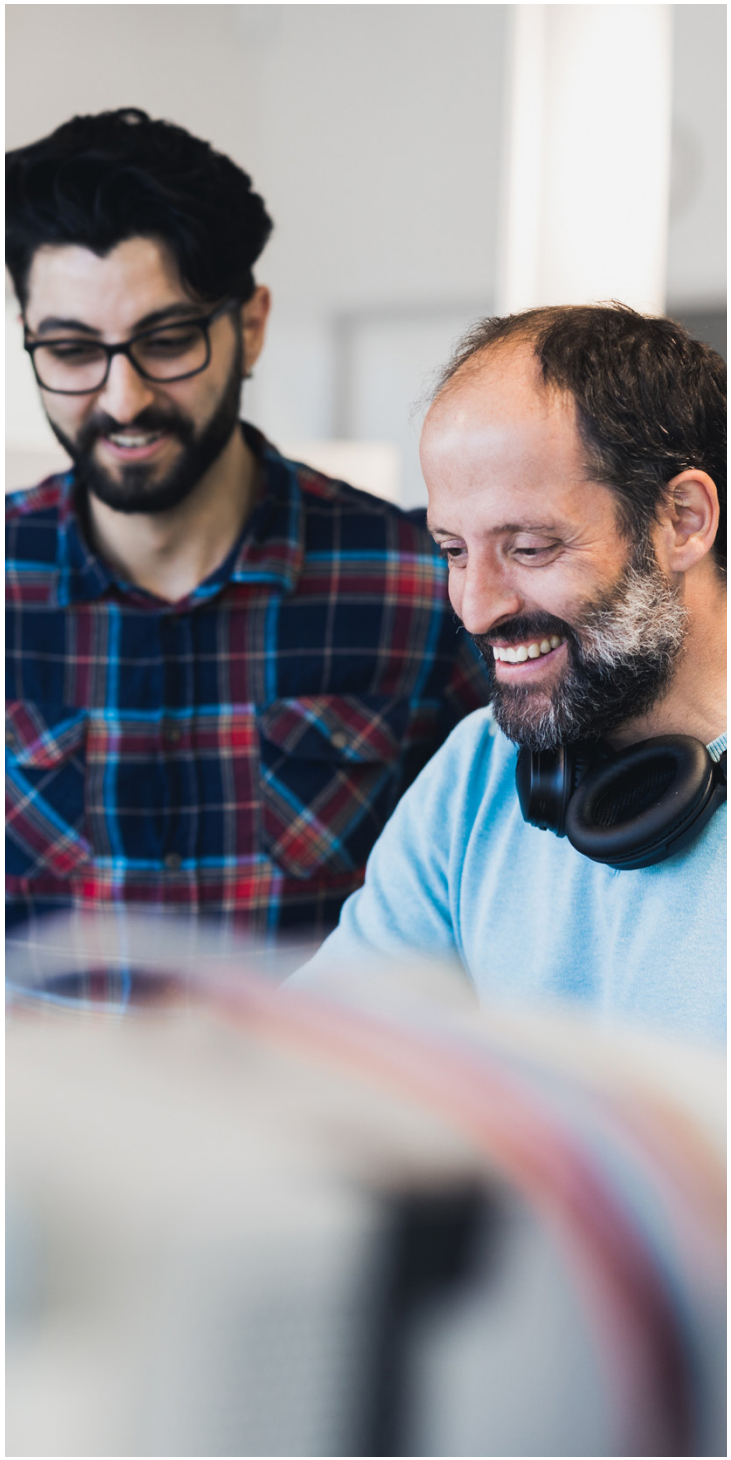
The adoption of battery-powered solutions is a key factor in sustainability efforts across various industries. Micropower's Lithium-Ion battery systems offer a reliable and energy-dense alternative to conventional energy sources, providing longer runtime, faster charging, and improved operational performance. These characteristics support the transition in sectors such as material handling, construction equipment, ground support, and cleaning machines, leading to reduced emissions, improved workplace safety, and compliance with increasingly stringent regulatory frameworks.

In addition to battery and charging technology, Micropower develops intelligent system solutions that enhance connectivity, fleet management, and energy optimization. Digital platforms enable remote monitoring, predictive maintenance, and data-driven decision-making, allowing for improved operational oversight and reduced environmental impact. Energy management capabilities facilitate the optimization of power usage, reduction of peak energy demand, and integration of renewable energy sources within industrial applications.

Sustainability is a key consideration in the development of Micropower's products. Chargers and battery systems are designed with recyclable materials and engineered for durability, ensuring long-term usability. By prioritizing energy efficiency and minimizing energy waste, Micropower supports customers in achieving their environmental objectives while maintaining operational competitiveness.

As an industrial partner in electrification, Micropower provides technologies that contribute to the sustainability of industrial operations. With in-house expertise in battery and charging technology, as well as industry-specific application design and end-user needs and requirements, Micropower supports customers in their electrification journey with extensive knowledge and competence in the fields. This includes guidance on regulatory requirements, such as the Battery Regulation, and optimizing the utilization of carbon credits through fleet and energy management.

As an industrial partner in electrification, Micropower provides technologies and knowledge that contribute to the sustainability of industrial operations. Through continuous innovation, technical expertise, and collaborative partnerships, the company enables industries to transition toward more energy-efficient solutions while meeting economic and environmental goals.



EU Green Deal Impacting Micropower

The European Green Deal is the European Union's plan to create a modern, resource-efficient, and competitive economy. Its key goals include:

- Achieving net-zero greenhouse gas emissions by 2050.
- Promoting economic growth independent of resource consumption.
- Ensuring inclusivity, leaving no one and no place behind.

Introduced in December 2019, the Green Deal encompasses diverse policies and initiatives across sectors such as energy, transport, agriculture, and industry, all working toward the EU's goal of climate neutrality by 2050.

Micropower is affected by various initiatives under the EU Green Deal. Below is an overview of how we engage with the ones most relevant to our industry and products.

Corporate Sustainability Reporting Directive

The Corporate Sustainability Reporting Directive (CSRD) is designed to enhance and expand sustainability reporting requirements for companies. The CSRD aims to improve transparency, accountability, and consistency in corporate sustainability disclosures.

Under the CSRD, companies must follow the European Sustainability Reporting Standards (ESRS) and report on double materiality, which covers both how sustainability issues affect their business and how their operations impact people and the environment.

The directive also mandates third-party assurance of sustainability reports to ensure credibility.

➡ Micropower is obligated to report in accordance with CSRD for the reporting year 2025 but monitors the development of the Omnibus closely.

In 2024, a double materiality analysis was conducted, and a comprehensive reporting system was established in accordance with the ESRS, as further detailed on page 12-13.

Corporate Sustainability Due Diligence Directive

The Corporate Sustainability Due Diligence Directive (CSDDD) is a regulation that aims to ensure companies take responsibility for their entire value chain in terms of human rights and environmental impacts. It focuses on integrating sustainability into business practices by requiring companies to identify, prevent, mitigate, and account for adverse impacts on human rights and the environment.

Companies are required to conduct due diligence to identify, prevent, and address potential risks related to human rights violations and environmental harm within their supply chains.

➡ Micropower is not directly subject to the CSDDD due to company size, but we will indirectly be affected as business partners within value chains.

➡ Micropower is impacted by the due diligence requirements in the CSDDD, outlined in the new Battery Regulation.

EU Green Deal Impacting Micropower

During 2024 a due diligence was performed on Micropower Sweden AB according to UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises (UNGPs/OECD). During 2025 production sites in USA and Finland will go through the same process. See further details on page 14.

EU Taxonomy

The EU Taxonomy is a classification system that defines which economic activities are environmentally sustainable. It sets criteria for sectors like energy, manufacturing, and transport to help guide investments toward projects that support the EU's sustainability goals, promoting transparency and informed decision-making.

- Micropower is obligated to report in accordance with Taxonomy for the reporting year 2025 but monitors the development of the Omnibus closely.

Work is on-going.

New Battery Regulation

The EU Battery Regulation is a regulatory framework aimed at ensuring the sustainability, safety, and circularity of batteries throughout their lifecycle. It replaces the previous directive and introduces stricter requirements for battery design, production, recycling, and due diligence in supply chains.

- The new Battery Regulation applies to Micropower.

Micropower has been working with the battery regulation for several years. Multiple functions are involved in interpreting the requirements and applying them to Micropower and our products. Throughout the process, we have consulted Intertek Sweden for regulatory requirement assessments.

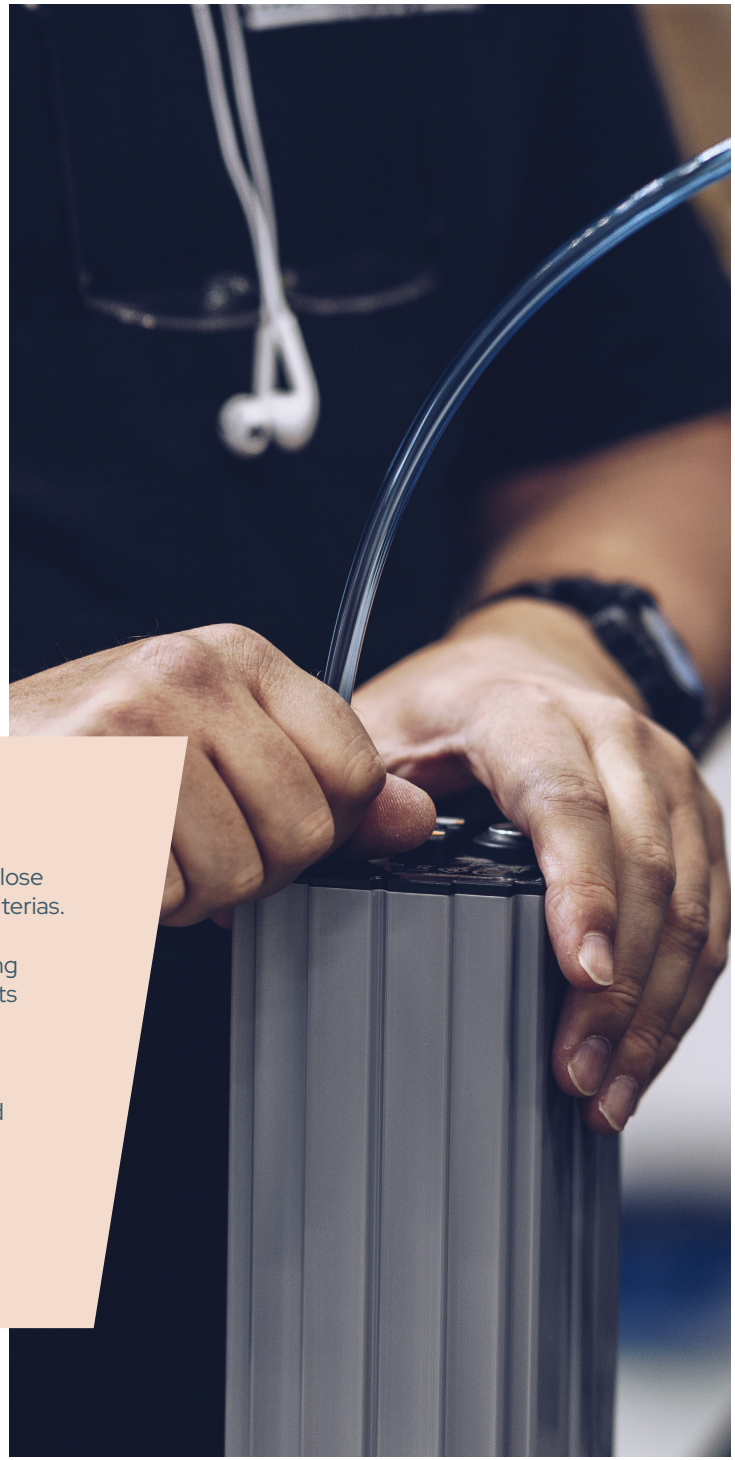
KEY ASPECTS BATTERY REGULATION:

Sustainability & Carbon Footprint: Manufacturers must disclose the carbon footprint of batteries and meet sustainability criterias.

Due Diligence: Companies must ensure responsible sourcing of raw materials, addressing environmental and human rights concerns.

Recycling & Circular Economy: Higher recycling targets for materials like lithium, cobalt, and nickel to reduce waste and reliance on virgin resources.

Performance & Safety Standards: Stricter rules on battery durability, efficiency, and labeling for better consumer transparency.



Double Materiality Assessment

During the first quarter of 2024, Micropower Group conducted a materiality assessment to determine their material impacts, risks and opportunities. The assessment was conducted with help from an independent consultancy in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD) and the adopted European Sustainability Reporting Standards (ESRS) published in July 2023.

The materiality assessment followed the principle of double materiality, which encompasses both impact and financial materiality. Double materiality considers a sustainability matter material from one or both of the following perspectives:

Impact materiality: Micropower Group's impact on people and/or the environment; and/or

Financial materiality: sustainability matters that trigger effects on the Micropower Group's cash flows, development, performance, position, cost of capital or access to finance.

1. Identification of gross list of ESG topics

Based on the gross list of sustainability matters and topics, which includes sub- and sub-sub-topics as outlined by the ESRS in the ESRS 1 General Requirements, an initial assessment of each topic in relation to Micropower Group was conducted. The initial assessment included Micropower Group's business activities, locations, sector and value chain. Preliminary sustainability matters and topics that are not covered by ESRS but could also be potentially material for Micropower Group were also lifted. The initial assessment produced a preliminary list of 36 sustainability topics spanning across Micropower Group's value chain and time horizons.

2. Process and stakeholder review

Following the initial assessment, a more comprehensive evaluation was conducted, focusing on Micropower Group's positive and negative impacts, as well as financial risks and opportunities. This involved a systematic examination of each stage in the value chain. The assessment drew insights from a variety of sources, including internal documents like policy papers, emissions impact assessment, employee satisfaction measurement, and external sources such as industry data. Furthermore, interviews with the following internal stakeholders with expertise in relevant subject matters were conducted:

VP Procurement, CFO, HR Manager, VP Technology, MD Micropower LLC, Managing Director SMP Hong Kong.

Identified impacts, risks and opportunities in the aforementioned process were added to the correlating sustainability topic in the gross list.

The mapped impacts, risks and opportunities were identified over the short-, medium- and long-term time horizons as well as to where in the value chain the impact, risk and/or opportunity is concentrated. Following this, the identified impacts, risks, and opportunities, were scored based on the criteria in the adopted ESRS 1 General requirements for impact and financial materiality.

3. Impact materiality assessment

After mapping the positive and negative, actual and potential impacts Micropower Group has on people and the environment within the sustainability matters, the impacts were scored and prioritized. Negative impacts were scored based on severity, a combination of scale, scope and remediability, and likelihood. Severity was prioritized over likelihood for negative impacts on human rights. Mitigating actions were considered when scoring residual and inherent impacts. Positive impacts were scored based on their scale, scope, and likelihood.

Appropriate thresholds were established based on the quantitative assessment as well as existing processes and dialogue with Micropower Group's sustainability team.

4. Financial materiality assessment

After mapping the risks and opportunities for Micropower Group triggered by a sustainability matter, the respective financial effects were assessed based on the size of the potential financial effects and their likelihood of occurring. Appropriate thresholds were established based on the quantitative assessment as well as existing processes and dialogue with Micropower Group's sustainability team.

5. Materiality mapping and documentation

The preliminary results were then validated by representatives from the management team, and final adjustments were made. The materiality assessment resulted in 10 the ESRS topical standards being deemed material and 29 material sustainability topics, including 2 entity-specific topics.

The EU Commission's omnibus package may affect Micropower's double materiality assessment further on. We are following the development of the Omnibus closely.

	ESRS Standard	Sub-topic	Impact materiality	Financial Materiality
	ESRS 2	Obligatory standard		
ENVIROMENTAL	**E1 Climate change**	Climate change adaptation	Material	Material
		Climate change mitigation	Material	Material
		Energy	Material	Material
	E2 Pollution	Pollution of air	Material	Non-material
		Pollution of water	Material	Non-material
		Pollution of soil	Material	Non-material
		Pollution of living organisms and food resources	Material	Non-material
		Substances of concern	Material	Non-material
		Substances of very high concern	Material	Material
		Microplastics	Non-material	Non-material
	E3 Water and marine resources	Water	Material	Non-material
		Marine resources	Non-material	Non-material
	E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Material	Non-material
		Impacts on the state of species	Non-material	Non-material
		Impacts on the extent and condition of ecosystems	Material	Non-material
		Impacts and dependencies on ecosystem services	Non-material	Non-material
	E5 Circular economy	Resources inflows, including resource use	Material	Material
		Resource outflows related to products and services	Material	Material
		Waste	Material	Material
SOCIAL	**S1 Own workforce**	Working conditions	Material	Non-material
		Equal treatment and opportunities for all	Material	Material
		Other work-related rights	Non-material	Non-material
	S2 Workers in the value chain	Working conditions	Material	Material
		Equal treatment and opportunities for all	Material	Non-material
		Other work-related rights	Material	Material
	S3 Affected communities	Communities' economic, social and cultural rights	Material	Non-material
		Communities' civil and political rights	Material	Non-material
		Particular rights of indigenous communities	Material	Non-material
	S4 Consumers and end-users	Information-related impacts for consumers and/or end-users	Non-material	Non-material
		Personal safety of consumers and/or end-users	Non-material	Material
		Social inclusion of consumers and/or end-users	Non-material	Non-material
GOVERNANCE	**G1 Business conduct**	Corporate culture	Material	Non-material
		Protection of whistle-blowers	Non-material	Non-materia
		Animal welfare	Non-material	Non-material
		Political engagement and lobbying activities	Non-material	Non-material
		Management of relationships with suppliers including payment practices	Material	Non-material
		Corruption and bribery	Material	Non-material
		Entity-specific: Cybersecurity	Material	Material

Due Dilligence

We take full responsibility for how we run Micropower—from our daily operations to the way we collaborate with partners and suppliers. For us and our stakeholders, it's not just about meeting standards; it's about doing the right thing. Guided by the OECD Guidelines for Multinational Enterprises, we're committed to ethical business, sustainability, and building trust every step of the way.

To enhance our understanding of the UNGPs and OECD guidelines and their practical application, we organized a five-day training session in collaboration with a leading sustainability consultant and lawyer. The session included a Human Rights Due Diligence assessment of Micropower Sweden AB, during which we conducted a comprehensive impact assessment covering human rights, environmental, and economic factors.

CEO, management team and relevant functions participated in relevance to the agenda.

Result of the due diligence of Micropower Sweden AB

Micropower Sweden AB's actual and potential impacts have been assessed on 48 human rights, 16 economic areas and 20 environmental areas.

We focus our assessments on the more likely impacts, not all imaginable impacts.

Where an actual impact occurs or has occurred, it is treated as an actual impact, and where an impact remains a risk only, such risk of an adverse impact is treated as potential. We focus assessments on where Micropower Sweden AB may cause or contribute to adverse impacts. When Micropower Sweden AB is merely linked to adverse impacts; the assessments identify known severe impacts in the value chains only.

SOCIAL

If multiple impacts affect the same human right, each is assessed separately. A total of 27 impacts on 20 human rights were identified where of 3 are considered severe.

- Right to liberty and security of person
- Right to health
- Right to safe and healthy working conditions

Examples of other potential risks:

- Right to a living wage
- Right to privacy
- Right to equal opportunities for everyone to be promoted
- Right to social security, rest, and leisure

Of the identified impacts, we have 27 potential and no actual impacts.
We found that we have no risk of impact on 28 of the 48 human rights.

ECONOMIC

Micropower Sweden AB has identified a total of 3 impacts on 3 economic areas.

- Bribes and corruption
- Offering or accepting gifts beyond stated value
- Abstain from Cronyism and Nepotism

Of the identified impacts, we have 3 potential and no actual impacts.
We found that we have no risk of impacts on 13 of the 16 economic areas.

ENVIRONMENTAL

Micropower Sweden AB has identified a total of 6 impacts on 6 environmental areas.

- Use of energy
- Use of raw material
- Transition to circular economy
- Climate change mitigation
- Wate management
- Use and diffusion of environmentally friendly technologies.

Of the identified impacts, we have 6 potential and no actual impacts.
We found that we have no risk of impacts on 14 of the 20 environmental areas.

Commitment to the Future

Micropower is dedicated to driving the electrification of the industry while ensuring long-term sustainability across social, economic, and environmental dimensions. In 2024, the company took significant steps to strengthen corporate culture, enhance product efficiency, and reduce environmental impact. Through clear sustainability targets and strategic initiatives, Micropower continues to integrate responsible business practices into all aspects of its operations.

Social

A strong and inclusive workplace culture remains a priority for Micropower. In 2024, the appointment of a Vice President of People, Culture, and Leadership reinforced the company's commitment to employee well-being and professional development. Newly introduced core values provide a foundation for a collaborative and engaging work environment.

Workplace safety remains a top priority. Comprehensive risk assessments were conducted throughout the planning and execution of the move to the new headquarters, ensuring a secure transition. Additionally, efforts are underway to certify the Finnish and US sites according to ISO 45001, further strengthening occupational health and safety management systems.

Economic

Micropower continues to drive innovation by developing modular products that optimize energy efficiency and extend product lifespans. The new headquarters and production site facilitate improved collaboration, streamlined development, and reduced prototype iterations, accelerating time-to-market for sustainable energy solutions.

Product standardization has reduced component variations, enhancing supply chain efficiency while minimizing environmental impact. Micropower's commitment to responsible business practices extends to its suppliers, with the 2024 launch of the Micropower Supplier Manual ensuring alignment with ethical and environmental standards.

Environmental

Sustainability is embedded in Micropower's operations, with organization-wide environmental targets established in 2024 to minimize impact related to energy, transport, materials, and waste.

- Energy: Micropower's new headquarter is developed with modern energy solutions in focus, enabling greater control over our energy consumption.
- Transport: Loop trucks have optimized supply logistics, reducing CO_2 emissions and transport costs. A revised travel policy also promotes sustainable alternatives, such as digital meetings and rail travel.
- Materials: During 2024, collecting primary data has been a focus area, leading to CO2 calculations with higher precision.
- Waste: The relocation to the new facility has enabled improved waste sorting and recycling. A new system for tracking CO_2 emissions from waste ensures more precise impact measurement moving forward.

Social Sustainability

For us, social sustainability means enhancing quality of life both within Micropower and in the broader community. Micropower prioritizes employee well-being, gender equality, and workplace safety through new core values, inclusive initiatives, and risk assessments. The company supports diversity by aligning with the Women's Empowerment Principles and enhancing collaboration in its new office.

Employees

With a new vice president of people, culture and leadership acceded to Micropower, a new light has been shed on our employees. Matters concerning people has gained a larger position in the group management, leading to an increased focus on our employee's well-being and development.

During 2024, we have introduced new core values which has set the foundation for establishing a culture that benefits our strategy. The core values help us create a work environment where all employees feel included and engaged.

Our new head office has been planned with the well being of our employees in focus. In addition to natural meeting places that brings our employees together, an outdoor gym and a wellness room will also be available for our employees to practise exercise and physical activities.

Workplace

Micropower Group has the overall goal to have 40% women both on the board, management and in the company as a whole. 2024, the procentage of women working in the management has increased from 7 to 10%. There were 398 men and 137 women working in the company by the end of 2024.

Improving gender equality is a challenge that Micropower highly prioritize. During 2024, we have signed the Women's Empowerment Principles (WEP) to emphasise our path towards gender equality and women's empowerment in the workplace. By aligning with WEPs, Micropower aims to actively promote gender equality, support women's full participation in all levels of business, and contribute to broader societal change. Joining the WEPs is a strategic step towards reinforcing the company's values, enhancing its corporate social responsibility, and driving sustainable growth by harnessing the full potential of a diverse workforce.

Micropower is also engaged in local activities by sponsoring local organisations that promotes physical activities among children and women. We are committed to being a long-term, honest, and fair, respected partner in the businesses and societies we act in. When it comes to sponsoring, we have a special place in our heart for organizations that have a local connection to us, or a connection to one of our employees. Växjö Charity is one example on a foundation that Micropower sponsors, a local charity organization that arranges and carries out events to raise money for non-profit local beneficiaries. IFK Växjö is another, which is one of Sweden's largest and leading athletics clubs for children, youth and elite level.

Work environment

Creating a safe and secure workplace is something everyone is responsible for. We continuously evaluate risks and preform risk assessments on a regularly basis. The evaluation of risks was, beyond the regular assessments done on our regular operations, also done in the context of planning and carrying through of the move to our new head office. Risk assessments were conducted at every stage of the process, beginning with the planning phase, continuing through construction, and extending to the move-in and settling phase. This proactive approach helped minimize risks and prevent potential incidents and accidents associated with the move. We are also reporting and addressing accidents and incidents, which are prevented by doing risk assessments and following existing policies and procedures.

Our new facility enables natural meeting places for interactions and synergies, which brings us closer together and leads to a higher level of engagement. We now have an office where the entire organization can interact. The building is directly tailored for our operations, where the offices directly connect to the production areas, providing opportunities for new levels of collaboration. The building is developed with the psychosocial work environment in focus. Establishing a supportive workplace that fosters employee well-being and optimal performance enhances productivity and reduces staff turnover.

During 2024, an initiative has also been set to certificate our Finnish and US sites to ISO 45001 further on, an international standard that specifies requirements for an occupational health and safety management system. The ambition is to receive the certification within the next two years.

"Always improve and become better"

At Micropower LLC, the focus is on clarifying what DEI truly represents: fostering inclusivity and providing equitable opportunities without compromising on qualifications. - Creating awareness of diversity, equity, and inclusion is the biggest opportunity for us at Micropower LLC," states Udhav Doctor, Managing Director.

One of the primary challenges in fostering DEI in North America is ensuring consistent awareness and understanding. While Micropower LLC has already implemented the principles, the term itself is contentious and sometimes misrepresented. Doctor stresses that DEI should not be misconstrued as lowering qualification standards but rather as ensuring that all employees have access to opportunities based on merit.

As a growing organization, Micropower LLC must ensure that every team member understands the relevance of DEI, how it impacts them, and why it is integral to the company's success.

DEI as a Business Value
DEI efforts at Micropower LLC align closely with global legal frameworks, including those in Sweden, Finland, and Germany (where Micropower has offices). This is not due to pure obligation but because the company believes in providing equitable opportunities. While many DEI-related regulations have their foundation in addressing systemic gaps, at Micropower LLC, DEI principles are embedded into everyday practice as a fundamental business value. The expectations from customers and external stakeholders regarding DEI are also evolving as the company continues to grow and establish itself in the industry.

A Broad Company Culture
Micropower LLC aligns closely with the company culture of the broader Micropower Group.

- Our core values have always been a guiding principle here in North America, explains Doctor. They are foundational since the company's inception which has generated a strong alignment rather than a contrast between Micropower's global culture and the US workplace.

At Micropower LLC, DEI is part of employee evaluation, and employees generally perceive the company as fair and inclusive, particularly in efforts to promote from within and offer flexible work options.

Long-Term Goals and Importance of Leadership
– Tough discussions and continuous learning are important, states Doctor.
Micropower LLC aims to create a workplace where open conversations about DEI can take place. The company seeks to formalize DEI initiatives and integrate them into daily operations. Here, leadership is an important factor for success.
– By modeling inclusivity and ensuring transparent communication, the management team sets the foundation for a workplace where employees see opportunities for growth based on merit, ends Doctor.

Looking ahead, Doctor sees the DEI journey as an ongoing process - one that requires sustained effort, adaptation, and commitment to fostering an inclusive and just workplace.

Udhav Doctor, Managing Director Micropower LLC

DEI, DEIE & EDI
Diversity, Equity, and Inclusion (DEI) and its variants - Diversity, Equity, Inclusion, and Equality (DEIE) and Equity, Diversity, and Inclusion (EDI) - refer in a professional context to recognizing individuals' diverse capabilities and ensuring they have equitable opportunities to succeed based on their merits.

Economic Sustainability

At Micropower, we are dedicated to driving progress in innovation, efficiency, and sustainability across our products and operations. The introduction of new product families and our transition to an improved workspace enable us to refine our capabilities, enhance energy optimization, and streamline processes. By embracing intelligent development strategies, refining supply chain logistics, and utilizing IoT connectivity, we continue to advance toward a more sustainable and cost-efficient future in energy solutions.

PRODUCTS

Enhanced Work Environment for Better Development

Micropower has begun relocating into our new facility, a move that significantly improves the working environment while enhancing efficiency in product development. The new R&D centre enable faster and more effective innovation, reducing the need for travel to test institutes and minimizing prototype iterations. Additionally, the new office space fosters better collaborations across the company and is designed specifically for our operations. With a direct connection to production, teams receive rapid feedback, accelerating development cycles and improving overall efficiency.

Product Launches Driving Sustainability and Efficiency

Micropower has introduced several new product families, representing a significant step toward more sustainable and efficient operations. These innovations are designed to enhance energy efficiency, simplify logistics, and optimize resource utilization throughout the value chain.

One of the key advancements is the reduction of product variations, which streamlines production processes and results in fewer components needed for procurement, inventory management, and service handling. This not only minimizes waste but also ensures a more cost-effective and sustainable supply chain.

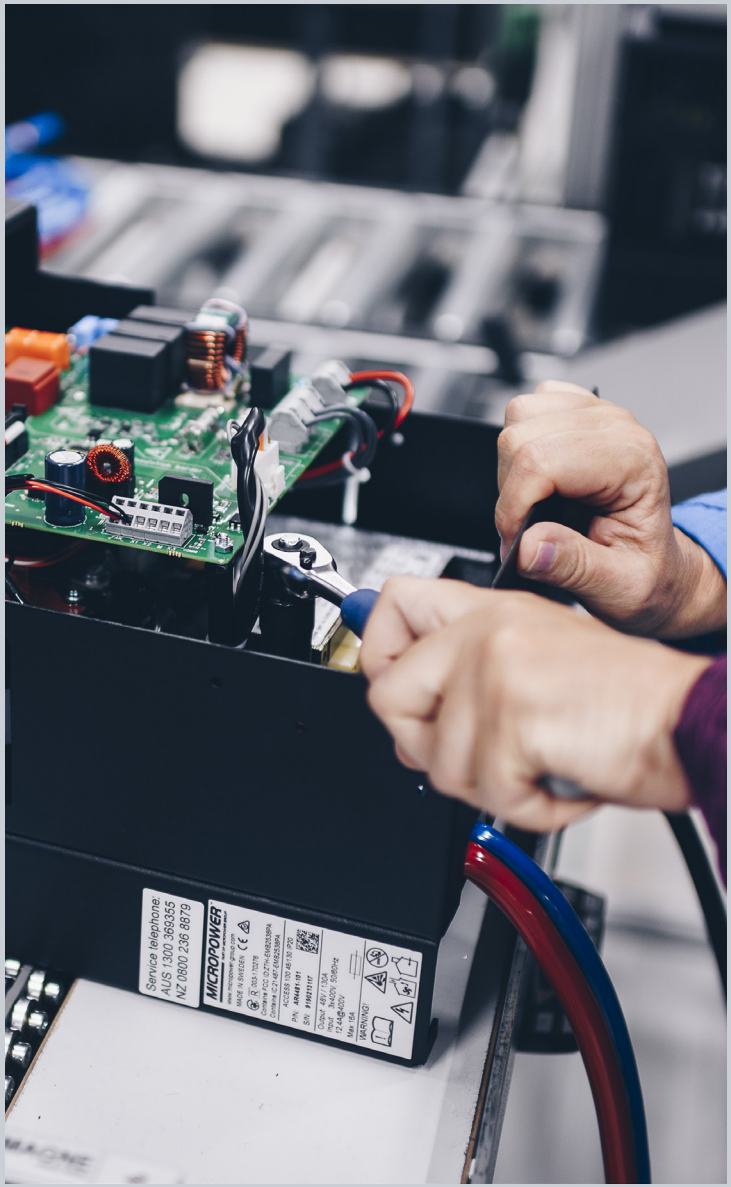
Furthermore, these new product families have been developed with optimized energy use in mind, significantly reducing power consumption for end users. By integrating cutting-edge technology and energy-efficient designs, the products contribute to lower overall energy demand, aligning with global sustainability goals.

Another major improvement is within the supply chain. By refining logistics and reducing transportation needs, Micropower Sweden AB has successfully minimized unnecessary internal movements and environmental impact. These strategic enhancements lead to a more resilient, efficient, and environmentally conscious operation, reinforcing the company's commitment to responsible business conduct and sustainable growth.

Smart Development for a Sustainable Future

Micropower is dedicated to developing modular, upgradeable products that extend lifespans and reduce service needs. With a strong focus on lifecycle sustainability, the company continuously enhances efficiency while balancing cost-effectiveness. Raising awareness of long-term benefits is key to driving industry-wide adoption of optimized energy solutions.

IoT and connectivity further support energy optimization by enabling remote updates, predictive maintenance, and real-time insights, ultimately lowering costs and improving performance.



As demand for high-voltage solutions grows, Micropower remains at the forefront of innovation, tackling efficiency, safety, and certification challenges through strategic partnerships and sustainable development. By advancing technology and responsible business practices, Micropower is shaping the future of energy solutions.

Economic Sustainability

Micropower is committed to maintaining responsible and long-term relationships with both customers and suppliers We prioritize ethical business practices, sustainability, and transparency in our supply chain By working together with our suppliers, we strive for reliability, quality, and continuous improvement.

SUPPLIERS

Micropower – A Responsible Supplier and Partner

At Micropower, we strive to be the preferred partner for charger systems and Lithium-ion batteries, delivering innovative and sustainable energy solutions. Our responsibility goes beyond technology and business—we take responsibility towards both customers and suppliers, fostering long-term, honest, and fair relationships with our business partners and the communities we operate in.

Sustainability and social responsibility are at the core of our operations. We believe longevity is key—not only in terms of product quality, delivery performance, and cost efficiency but also in the relationships we build and the impact we have on society and the environment. This commitment is reflected throughout our supply chain, where we seek partnerships with suppliers who share our values of ethical business practices, environmental responsibility, and respect for human rights.

The Micropower Supplier Manual, launched in 2024, outlines our expectations and working methods to ensure transparency and alignment with our values. We encourage all suppliers to adopt our principles, embrace continuous improvement, and contribute to a sustainable and responsible supply chain.

Working Together

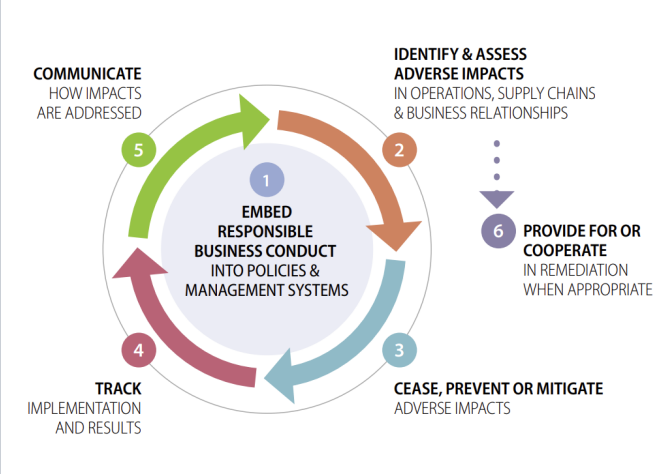
Micropower values strong and long-term partnerships built on collaboration, trust, and shared responsibility. By working proactively with our suppliers, we can make the best decisions to remain competitive while upholding high ethical and sustainability standards. Open dialogue is essential for success, covering key aspects such as customer requirements, material sourcing, production methods, capacity planning, product development, delivery schedules, and cost optimization.

We expect our suppliers to continuously improve their products, processes, and supply chain operations to ensure high quality and cost efficiency. Sustainability must be an integral part of these improvements through responsible sourcing, reducing environmental impact, and improving labor conditions throughout their operations and subcontractor networks.

Due Diligence in the Supply Chain

Micropower is committed to implementing the OECD Guidelines for Multinational Enterprises to ensure due diligence in its supply chain. In 2024, an assessment of Micropower's operations in Sweden was conducted. This evaluation provided valuable insights into defining supplier requirements and planning the implementation process for 2025.

As part of Micropower's commitment to responsible supply chain management, we require suppliers to integrate these guidelines into their operations. This includes establishing due diligence processes, which involve conducting regular risk assessments to identify and mitigate potential risks within their supply chains. Additionally, suppliers are expected to set up grievance mechanisms that allow workers and other stakeholders to report concerns or violations in a transparent and confidential manner.



Furthermore, it is essential that our suppliers hold their own suppliers accountable for adhering to these same high standards. This cascading effect ensures that due diligence practices are implemented at every level of the supply chain, creating a culture of responsibility and respect that extends throughout the entire network of partners and stakeholders. By requiring this from suppliers, Micropower aims to foster an ethical, sustainable, and transparent supply chain that aligns with global standards and societal expectations.

"The ambition is to be leaders within our industry"

Jonas Hallström, Technology Readiness Manager, highlights Micropower's focus on energy efficiency, innovation, and high-voltage solutions. He discusses advancements in power conversion, the benefits and challenges of IoT connectivity, and strategies for long-term sustainability. Hallström also shares insights on key projects and the rising demand for high-voltage products across industries.

Hallström explains that energy efficiency at Micropower is defined by both efficiency rate and user perspective.
– Every watt lost to heat is a wasted watt, states Hallström and emphasizes that Micropower has long been a pioneer in using advanced technology like silicon carbide (SiC) to improve efficiency in their battery chargers.

The company has deep expertise in power conversion and storage, integrating the latest technologies to achieve world-leading efficiency. He notes that Lithium-ion batteries - now an industry standard and part of Micropower's offering - were once a bold innovation. Such technological shifts enhance energy efficiency, benefiting both customers and the environment.

Challenges in Balancing Efficiency and Cost
Hallström points out that combining high efficiency with competitive pricing is a key difficulty. Another challenge is ensuring customers understand the advantages of energy-efficient solutions. Unlike industries such as telecom and automotive, where efficiency is a core concern, some targeted sectors require more education on the actual benefits. He stresses that effectively communicating this message is crucial to industry adoption.

The Role of IoT and Connectivity in Energy Optimization
IoT and connectivity allow for remote software updates, improving efficiency and extending product lifespans.
– Connected systems also provide valuable insights into battery usage, enabling predictive maintenance and optimizing energy consumption, explains Hallström.

Additionally, IoT solutions help manage power distribution, reducing energy costs and enhancing overall system performance. Remote monitoring and diagnostics further improve serviceability, offering customers real-time data and proactive support.

High-Voltage Solutions: Market Potential and Challenges
There is an increasing demand for high-voltage solutions, particularly in industries requiring large-scale electrification such as construction equipment. Hallström explains that higher voltages reduce current, leading to more energy-efficient systems and material savings. However, it also brings challenges, including stricter safety requirements, insulation demands, and certification costs.
- Micropower is actively working on overcoming these obstacles through strategic partnerships, careful component selection, and a strong focus on sustainable, cost-effective development, ends Hallström.

Jonas Hallström, Technology Readiness Manager

Environmental Sustainability

Sustainability is central to our organization. In 2024, we set environmental targets to reduce impacts from energy, transport, materials, and waste. We also initiated the making of a sustainability guidance to support sustainability issues in the product development and other processes across the company.

ENERGY

At Micropower, we have an overall goal of minimizing our purchased energy by 2% annually, compared to 2023. We work on decreasing our impacts related to our energy by three main actions. We aim to minimize the energy consumption from our properties as well as from our production and makes active choices of renewable energy contracts. A target has also been set to use 100% renewable energy.

During 2024 we have moved into our new production site and headquarter. The new battery and charger factory, developed with modern energy solutions, enables us to have greater control over our energy consumption. Apart from our installed solar panels, which is estimated to generate 461 000kWh, we now have set the basis for tracking our energy consumption divided on consumption related to the facility respectively the production. This gives us opportunities to take action at a more detailed level and makes it easier to track where our actions make the biggest difference. Our ambition is to make the same distribution between energy consumption related to production respectively facility on all our production units.

Another action made in the light of our energy reduction work during 2024 is a change to LED lighting on the US site. We have also added our US site in Position Green, meaning that we now can track their energy consumption.

TRANSPORT

During 2024, our newly introduced loop truck has started to transport our purchased goods from suppliers in the vicinity of Växjö, cutting down distances, CO_2 and costs. Since its introduction, the loop truck has nourished ideas of implementing even more loop trucks.

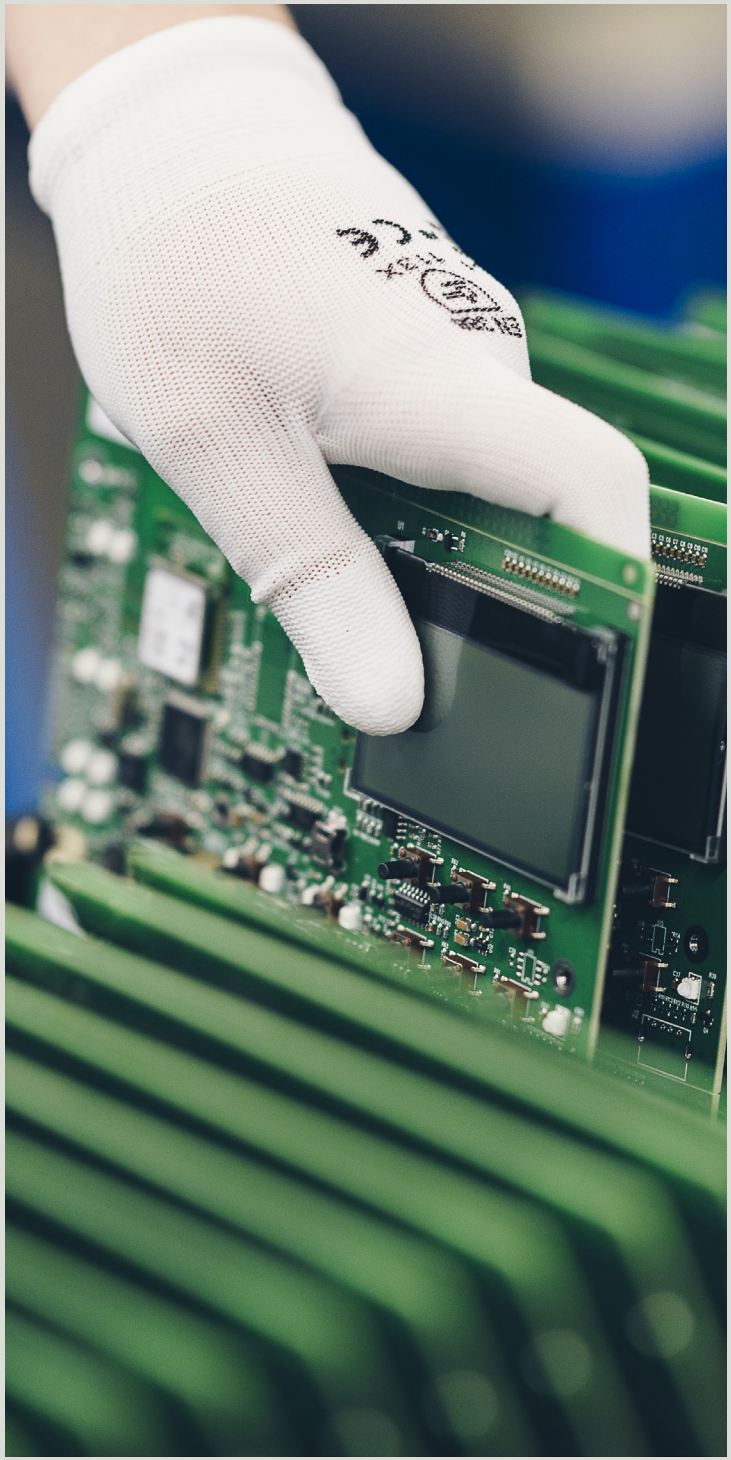
A target has been set to reduce our CO_2 emissions from transports by 2% compared to 2023. This relates to both purchased transports, as well as business travels.

The work on reducing impacts from business travels has resulted in an updated travel policy, which states guidelines for choosing more sustainable transport options, such as digital meetings or travels by train.

We work towards our goal related to our purchased transports by working with serious transport suppliers, one of which we received a diploma for sustainable transports 2024.

MATERIAL

Our target related to materials is to decrease our CO_2 emissions by 3% annually, compared to 2023. Primary data is one key action made in the light of materials during 2024. We have managed to collect primary CO_2 data on our BRIX modules,



Environmental Sustainability

and have by that set up the foundation for the continuous collection of primary CO_2 data on other products. Primary data reflects on reality, which increases our knowledge and enables us to make active decisions in terms of choices of materials.

The ongoing work with the collection of primary data has led to an increased collaboration and transparency with our suppliers, customers and other business relationships. By working together, we can share experiences and knowledge, making more sustainable decisions throughout the value chain. Lowering CO_2 emissions is a collective issue, where everyone involved can make a difference.

During 2024 we have also worked on collecting more granular data on our electronic components. Using a more detailed level to calculate the impacts from our electronics makes a theoretical decrease on our CO_2 emissions derived from our products. It also gives us a higher level of availability, enabling us to make more adequate decisions in terms of product development.

WASTE

The move to our new facility has enabled us to increase the number of fractions of waste being sorted out. We have expanded our sorting with new fractions and are planning on increasing the number of fractions even further.

The overall target related to waste is to decrease the annual amount of waste by 2%, compared to 2023. Apart from enabling us to sort out more fractions, the move has also challenged us to reach our waste target. Emptying a premises leads to increased waste volumes. However, reducing waste has been key focus in the planning and execution of the move, where furniture and other gadgets from the old facility has been cleaned up and reused in the new office.

By working closely with our recycling partners, we have secured that our waste has been handled as sustainable as possible, where recycling has been the first choice.

During 2024 our Swedish waste supplier has developed a system for tracking our CO_2 impacts related to waste on a high level, using a combined method between measured, primary data and highly granular database data. This enables us to track our CO_2 impacts from our waste with high precision.

EXTERNAL ENDORSEMENTS

Micropower Group is engaged in several external endorsements, both locally and globally. We are part of UN Global Compact, a global initiative that commits companies to align strategies towards a more sustainable world. Micropower has also joined the Women's Empowerment Principles, WEP, working towards gender equality and women's empowerment.

Sustsainable Småland and Växjödeklarationen are regional, cross sectoral and membership driven endorsements where we are engaged. There, we are networking with other sectors, sharing experiences and knowledges to contribute to a more sustainable municipality.

Micropower has assessed our sustainability work through Ecovadis. We received silver in 2024. During 2025, we will rearrange the structure of the reporting to be align with the Ecovadis requirements.

"Sustainability is a common effort"

Micropower Group's corporate environmental goals are designed to promote sustainability across the entire organization. Reaching CO_2 neutrality by 2045 is a shared commitment that requires active participation of all employees.
"– The targets are designed to ensure that sustainability is a share responsibility rather than an isolated effort" explains Louise Karlsson, Environmental and Sustainability Engineer at Micropower Group.

Micropower Group's goals are based on 4 key environmental focus area energy, transportation, waste and materials. The primary objective is to establish a strong foundation for continuous improvements, and based on the outcome adjustments may be made to refine the goals further as they mature over time.

Implementation of our environmental goals
The development of our environmental targets has been an evolving learning process. As these targets are relatively new, they have been formulated based on our key environmental focus areas - energy, transportation, waste, and materials. Extensive discussions have taken place within the company to ensure alignment with our sustainability vision. While full achievement of these goals may not be immediate, the primary aim is to establish a solid foundation for ongoing improvement. By the end of 2024, collected data will be thoroughly analysed, and necessary adjustments may be made to further refine the targets as they evolve over time.

External influences on the goal-settings
Louise Karlsson acknowledges that customer requirements and industry regulations increasingly emphasize sustainability. However, Micropower Group's environmental goals primarily focus on internal improvement initiatives. The company continuously monitors its environmental impact through data analysis, allowing it to implement meaningful improvements. While external factors such as legislation and customer expectations align with these efforts, the company's proactive approach ensures it stays ahead of regulatory demands. Staying informed about industry trends is crucial for maintaining both competitiveness and compliance.

Energy efficient initiatives
Micropower Group's strongest contribution to energy efficiency is improving the efficiency rate. By maximizing efficiency in our products as well as the production processes, it directly reduces energy consumption and CO_2 emissions both internally and at our customers.

Energy efficiency related to the production process is something that is considered from the beginning of the product development process. Considering this in the early in the design process does not only contribute to reducing environmental impact but also lowering costs for Micropower and in the end - its customers - strengthening competitiveness. –These combined efforts create a snowball effect – meeting environmental goals but also driving financial and operational efficiencies, states Karlsson.

Collaboration with External Partners
Suppliers and partners play a crucial role in achieving Micropower Group's environmental goals. The company actively collaborates with suppliers across key sustainability areas—energy, transportation, and materials. A notable example is the partnership involving the "milk run" which has helped reduce transportation emissions. Additionally, collaboration with Stena Recycling has improved waste management by expanding recycling fractions.

Louise Karlsson, Environmental and Sustainability Engineer

Material suppliers are also essential in the pursuit of sustainable product development. By sharing knowledge and working cross-functionally, industry players can collectively reduce environmental impact without competitive disadvantages. Micropower Group has also improved coordination within the group by standardizing supplier agreements and waste management contracts across all sites, simplifying follow-ups and sustainability tracking.

CO_2 Commitments

At Micropower, we are dedicated to addressing global climate change and environmental degradation. Our ambition is to achieve CO_2 neutrality for Scope 1 and 2 emissions by 2030 and for our entire operations by 2045. To effectively reduce our emissions, we first need a deep understanding of their sources – ensuring that our actions are data-driven and impactful.

We assess our climate impact across our entire value chain using the Greenhouse Gas Protocol, the leading standard for greenhouse gas accounting. This framework requires us to track and report emissions in Scope 1, Scope 2, and Scope 3. In 2024, 99,9 % of our total emissions fell under Scope 3, with the largest contributors being purchased goods and services, as well as the usage phase, accounting for 97 % of Scope 3. As a result, these areas are the primary focus of our sustainability strategy.

Through continuous measurement, transparency, and targeted action, we are committed to making meaningful progress toward our climate goals.

METHODOLOGY AND SCOPE

For 2024, our US site is fully included in the calculations. Swede Electronics, acquired in 2024, is not in the scope.

Category 8, 10, 14 and 15 is not applicable to Micropower operations.

For data collection, we use a combination of supplier-specific and average methods, with a small portion calculated using the spend-based method. Our goal is to increase the amount of supplier-specific data across all scopes, particularly improving accuracy from our material and component suppliers.

All calculations are collected and compiled in our ESG platform, Position Green.

Scope 1 - Base year 2020

Definition
Refers to direct missions from company-owned and controlled resources. Includes combustion of fuels in facilities and vehicles, cooling agent leakage from facilities and emissions from industrial processes and on-site manufacturing.

Target
50% decrease 2030
CO_2 neutral 2045

Scope 2 - Base year 2020

Definition
Refers to indirect missions from the generation of purchased energy by utility providers. Includes consumption of electricity, district heating and district cooling.

Target
50% decrease 2030
CO_2 neutral 2045

Scope 3 - Base year 2023

Definition
Refers to indirect missions that occur upstream and downstream in a company's value chain and are not included in scope 2. Includes purchases of goods and services from suppliers, such as raw materials and transports. Include usage phase, waste and products' end of life.

Target
CO_2 neutral 2045

CO_2 Commitments

The 2024 emissions analysis highlights key sources and areas for reduction. The results provide insights to support sustainability efforts and emission reduction strategies.

SCOPE 1: Increase in Direct Emissions

Our Scope 1 emissions increased in 2024, rising from 8 tCO_2e to 33 tCO_2e. The increase comes from adding Micropower US to the scope in full. Combustion of heat used for heating adds 28 tCO_2e to the scope.

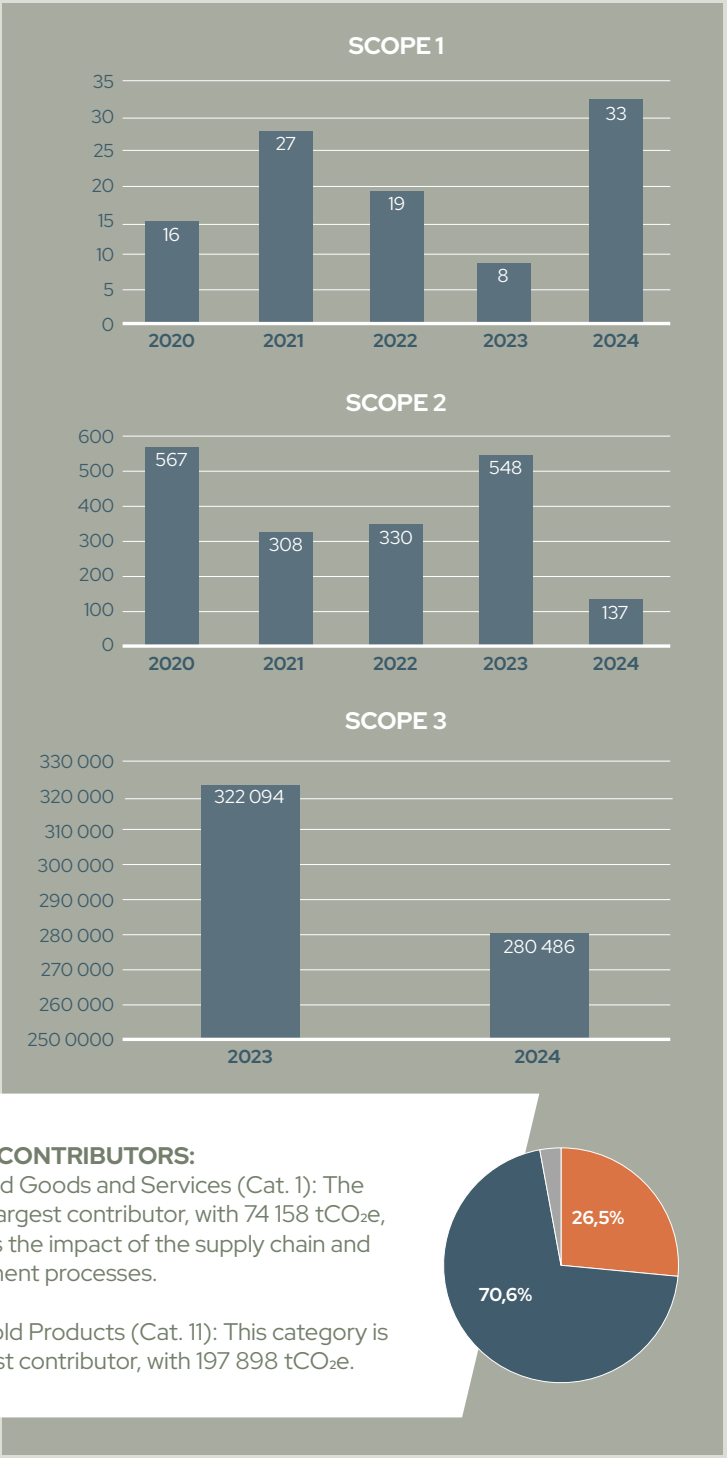
SCOPE 2: Significant Reduction in Purchased Energy Emissions

Scope 2 emissions saw a substantial 75% reduction from 548 tCO_2e in 2023 to 137 tCO_2e in 2024. The main driver is changed electricity agreement in Micropower OY to fossile free electricity. The adding of Micropower US in full adds 120 tCO_2e.

SCOPE 3: Continued Reduction in Value Chain Emissions

Scope 3 emissions, which make up the vast majority of our carbon footprint, decreased by 13% from 322 094 tCO_2e in 2023 to 280 486 tCO_2e in 2024.

The key factor driving this decline is that customer owned material is removed from category 1, 9 and 12. The impact from the complete sold products in usage phase remains and is compairable with 2023.



MINOR CONTRIBUTORS:
Categories such as Fuel- and Energy-related Activities (Cat. 3), Business Travel (Cat. 6), and Employee Commuting (Cat. 7) contribute less significantly but are still areas for potential improvement.

MODERATE CONTRIBUTORS:
Capital Goods (Cat. 2): Emissions of 6348 tCO_2e mainly impacts from new building and the purchase of machinery equipment related to production.

Upstream Transportation (Cat. 4): Emissions of 1014 tCO_2e, related to the logistics of getting goods to the company. The category has an improved scope.

MAJOR CONTRIBUTORS:
Purchased Goods and Services (Cat. 1): The second-largest contributor, with 74 158 tCO_2e, highlights the impact of the supply chain and procurement processes.

Use of Sold Products (Cat. 11): This category is the largest contributor, with 197 898 tCO_2e.

KPI

Indicators	Unit	2024	2023	2022	Comments
Procurement practices - Performed audits	Audits	14	4	4	
Procurement practices - Performed CSR audits	Audits	0	0	0	
Employees trained in business ethics	%	100	100	100	
Number of reported incidents or legal actions brought against the organization	cases	0	0	0	
Reported cases from Whistleblowing chanel	cases	0	1	0	
Number of confirmed corruption cases	cases	0	0	0	
Greenhouse gas emissions from own operations, Scope 1	ton	33	8	19	
Indirect greenhouse gas emissions, Scope 2, location-based calculation	ton	229	151	165	
Indirect greenhouse gas emissions, Scope 2, market-based calculation	ton	137	548	330	
Other indirect (Scope 3) GHG emissions	ton	280,486	322,094	348	
Electricity from internally generated solar power, sold	kWh	21,719	29,249	34,305	
Total energy usage, own operations	kWh	4,201,040	3,057,207	2,919,968	Consumption related to new factory and several sites in operation
Energy usage - purchased electricity	kWh	4,090,154	2,953,716	2,818,423	Consumption related to new factory and several sites in operation
Energy usage - purchased thermal energy, incl. remote heating	kWh	1,061,925	755,403	1,076,579	Comsumption related to change in ownership of facilities
Waste by type - sorted	tonnes	320	222	193	
Waste by type - hazardous	tonnes	6	10	5	
Waste by type - non-hazardous	tonnes	320	223	193	
Waste by type - other/unsorted	tonnes	0	1	4	
Waste by disposal method - recycled	tonnes	178	144	93	
Waste by disposal method - landfill	tonnes	2	0	0	
Waste by disposal method - energy recovery	tonnes	146	104	84	
Waste by disposal method - biotreated	tonnes	0	2	0	
Suppliers that were screened using environmental criteria	%	53	48	41	
Targeted contracts that include clauses on environmental, labor, human rights requirements	%	39	36	26	Signed Code of Conduct

KPI

Indicators	Unit	2024	2023	2022	Comments
Buyers who received training on sustainable procurement	%	100	100	0	
Suppliers screened for environmental risk through audit or self-assessment	suppliers	15	15	10	
Employee turnover ESRS	%	9	-	-	2024 New way of calculating according to ESRS
Employee turnover GRI	new hires	36	29	11	
Number of cases lost time work-related injury, employees	cases	4	7	4	LTI
Number of cases lost time work-related injury, other workers	cases	1	1	1	LTI
Number of hours (lost time) work-related injury, employees	hours	456	356	32	
Number of hours (lost time) work-related injury, other workers	hours	8	144	51	
Average hours of training per year per employee	hours	6	5	6	
Diversity of board - share of women	%	20	20	0	
Diversity of management - share of women	%	10	7	5	2024 Group management team
Diversity of management - employees under 30 years	employees	0	0	0	2024 Group management team
Diversity of management - employees 30-50 years	employees	5	31	31	2024 Group management team
Diversity of management - over 50 years	employees	5	25	33	2024 Group management team
Diversity of employees - share of women	%	25	27	29	
Diversity of employees - employees under 30 years	employees	94	84	95	
Diversity of employees - employees 30-50 years	employees	273	232	217	
Diversity of employees - over 50 years	employees	168	154	133	
Employees covered by an employee representative or by a collective bargaining agreement	%	92	97	97	
Number of reportet cases of child labor	cases	0	0	0	
Employees trained on modern slavery	%	100	100	100	
Number of confirmed information security incidents	cases	1	1	0	
Share of suppliers that was screened using social criteria	%	11	10	8	
Number of product recall	cases	0	0	0	
Numbers of customer health and safety incidents	cases	0	0	0	

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