

Compliance Report

Human Rights Impact Assessment

For: **Micropower - Micropower OY**

Location: **Salo, Finland**

Issued by: **Louise Karlsson**

Issued on: **24-10-2025**

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| 22 | 8.b. Right to adequate clothing | Potential impact | EG91Y0NN |
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| # | Content | Impact type | Reference |
|----|-----------------------------------------------------------------------------------------------------|------------------|-----------|
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| 35 | 15. Right to liberty and security of person | Potential impact | OVFBENLE |
| 36 | 16. Right of detained persons to humane treatment | | 1IMG15N0 |
| 37 | 17. Right not to be subjected to imprisonment for an inability to fulfil a contract | | 9ZK08FNO |
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| 42 | 22. Right to recognition as a person before the law | | GMXOVQ4E |
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| 46 | 25.b. Right to freedom of expression | Potential impact | 0V4YXAFL |
| 47 | 25.c. Right to freedom of information | Potential impact | K1LYI7Q |
| 48 | 26.a. Right to freedom from war propaganda | | 6A3ANOVB |
| 49 | 26.b. Right to freedom from incitement of racial, religious or national hatred | | UZ5QOM29 |
| 50 | 27. Right to freedom of peaceful assembly | | 6TIMQU0S |
| 51 | 28. Right to freedom of association | | 6QYOGK9L |
| 52 | 29. Right to protection of the family and the right to marry | | T4RJ8BCC |
| 53 | 30. Right to protection of the child and right to acquire a nationality | | 5BBJ54DT |
| 54 | 31. Right to participate in public affairs | | M7XA33V8 |
| 55 | 32. Right to equality before the law, equal protection of the law and rights of non-discrimination | | IHQWWV2 |
| 56 | 33. Rights of minorities (culture, religious practice and language) | | PQXPRWCZ |
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▲ About this report

Methodology for Sustainability Due Diligence

Scope of this report

We appreciate that all companies, no matter where they operate or what they do, are at risk of sustainability impacts, and we intend to assess our business units at operational level or – where applicable – at representative level. This report is for Micropower OY.

To make this report, we have assessed adverse impacts that Micropower OY has or may have on each of the 48 human rights. 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 OY may 'cause' or 'contribute to' adverse impacts. When Micropower OY is merely 'linked to' adverse impacts, the assessments identify known severe impacts in the value chains only.

In case of multiple impacts on the same human right, each adverse actual or potential impact is treated separately.

Where we identify risks, we describe who is at risk or where the risks occur; what we do, or will do, to prevent or mitigate the risk; the indicators by which we measure effectiveness; who oversees managing the risk; and any additional resources that need to be allocated where added actions are deemed necessary or commendable.

Where we find 'no risks' of adverse impacts, we describe why we reached such conclusion.

This report consists of 55 impact assessments against all 48 human rights and constitutes a 100% complete human rights impact assessment for Micropower OY.

Micropower OY has identified a total of 27 impacts on 20 human rights whereof 3 are considered severe. Of the identified impacts, we have 27 potential and no actual impacts.

We found that we have no risk of impacts on 28 of the 48 human rights.

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Results of our impact assessment

What we have identified

The 27 impacts were identified on the following 20 human rights:

2. Right to non-discrimination (6)
3. Right to work (training, contract, termination) (3)
- 4.a. Right to equal pay for equal work (1)
- 4.b. Right to a living wage (minimum wage) (1)
- 4.c. Right to safe and healthy working conditions (1)
- 4.d. Right to equal opportunities for everyone to be promoted (1)
- 4.e. Right to rest, leisure, and paid holidays (1)
5. Right to form and join trade unions and the right to strike (1)
6. Right to social security, including social insurance (1)
- 7.a. Right to protection of mothers before and after childbirth (1)
- 7.b. Right to children's and young people's protection from exploitation (no child labour) (1)
- 8.b. Right to adequate clothing (1)
9. Right to health (1)
- 11.c. Right to material gains from inventions (1)
- 11.d. Moral rights of authors (protection of copyrights) (1)
- 13.a. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment (1)
15. Right to liberty and security of person (1)
23. Right to privacy (1)
- 25.b. Right to freedom of expression (1)
- 25.c. Right to freedom of information (1)

Each impact assessment is listed below in order of the human rights. The 3 severe impacts are marked with ●.

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▲ 1. Right to self-determination (indigenous peoples rights)

IMP NO #79RYTVD3

Impact identification:

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|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of causing or contributing to adverse impacts on the right to self-determination (indigenous peoples rights). We do not directly work in areas belonging to, owned by or shared with indigenous people. We do not use indigenous peoples inventions, symbols, culture or land. We acknowledge the Sami population in our countries of operation (Sweden and Finland). Our Finnish operation is located in Salo, which is an area without large representation of indigenous peoples. We acknowledge that raw material extraction activities occur in countries or areas where indigenous peoples live and exercise their cultural rights, and that these areas may be represented in our value chain, which we expect our business relationships to manage. Confer HuRi 15. Right to liberty and security of person for risk identification and mitigation of potential adverse impacts concerning conflict minerals. |

Additional information:

| | |
|------------------|------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Follow up date | <i>**Missing value** // There has not been set a date to follow up on this impact assessment. //</i> |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #UJKQ2SL4

Impact identification:

| | |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (RELIGION, SOCIAL STATUS, POLITICAL OPINION) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination based on religion, social status, or political opinion. Adverse impacts may result from: - Biases in the context of hiring procedures and promotions. - Not accommodating specific religious needs at the workplace (such as prayers, dietary constraints, or clothing), where possible. - People with specific religious beliefs, social backgrounds or political opinion experiencing social exclusion or bullying at the workplace. - Failing to consider religious holidays and practices in our offices/facilities, and holiday planning. See also: - HuRi 2. Right to non-discrimination (GENDER AND SEXUAL ORIENTATION) - HuRi 13.a. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment (harassment) |
| Identified stakeholder(s) | - Employees - Business partners - Candidates in hiring procedures - Customers - General public |

Impact management:

| | |
|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION) Micropower OY: - Allows flexible holiday planning to accommodate for religious practices and holidays. - Accommodates for different dietary preferences at the workplace and company-related events, when applicable. - Allows praying according to law. - Ensures that spaces are available for employees to pray or meditate in an adequate environment (vilorum) (not by law). |
| Indicators of effectiveness | 1. Number of reports/grievances based on the right to non-discrimination (religion/social status/political opinion) 2. Results of the employee satisfaction survey |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Sustainability Report - Company websites - Town hall meetings - Marketing materials |

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Additional information:

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|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | **Note** // There has not been assigned further resources to address this impact. // |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #J2BU0N4W

Impact identification:

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|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (LANGUAGE) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination based on language. Potential impacts may concern: - Employees, business partners, customers, and others who speak English (or another language), but not the local language at a place of operation, such as Finnish, may experience exclusion. - The company's Whistleblower system may not allow for complaints in native languages. - Employment documents and materials for customers, employees or candidates in hiring procedures may not be available in English. - Different languages may be used, in particular in-between meetings and in informal gatherings. - Language qualifications may present a barrier to recruitment and task execution in certain positions. See also HuRi 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION) |
| Identified stakeholder(s) | - Employees - Business partners - Candidates in hiring procedures - Customers - General public |

Impact management:

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|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Commits to providing equal opportunities regardless of listed and 'other' characteristics. While there is no explicit reference to language, it qualifies as an other characteristic. (MP Code of Conduct for Managers and Employees) - Ensures that (local) language requirements are clearly mentioned in job advertisements when necessary. - Ensures that all group policies, materials and internal systems are available in English. - Ensures that external instruction manuals, SOPs and safety procedures are available in relevant languages. - Ensures to have a translator or translations available, where necessary. - Seeks to ensure that English is spoken at the office and sites whenever employees or visitors may not be fluent in the native language to the location. - Has a Whistleblower system (and other mechanisms) that allows submissions in relevant languages. Micropower OY will (Group): - Consider whether all local policies, materials and internal systems should be available in English. - Consider formalising English as a corporate language. |
| Indicators of effectiveness | 1. Number of reports/grievances related to the right to non-discrimination (language) (employees) 2. Results from the employee satisfaction survey As for the suggested actions: 4. Consideration whether all local policies, materials and internal systems should be available in English: Decision 5. Consideration of formalising English as a corporate language: Decision |
| Results of tracking effectiveness based on the indicators | **Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. // |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report - Company websites - Marketing materials |

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Additional information:

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|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Considerations: 3 Day(s) - Consider whether all local policies, materials and internal systems should be available in English. - Consider formalising English as a corporate language. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #MJXAJZAD

Impact identification:

| | |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (AGE) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination based on age, for example, in recruitment processes, during promotion considerations and when providing benefits to employees. |
| Identified stakeholder(s) | - Employees - Business partners - Candidates in hiring procedures |

Impact management:

| | |
|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION). Micropower OY: - Does not consider age as a determining factor in decision-making in recruitment processes. - Ensures not to pose requirements or create opportunities for employees with specific age references. - Ensure age is not referenced in job listings. - Explains in relevant (privacy) policies whether information on the age of employees is collected and stored, where it is stored, who has access, and why it is necessary. - Only collects and assesses age data in background checks and information forms where there is a legitimate purpose. - Where applicable, communicates to applicants and employees that the provision of information on age for legitimate purposes, such as positive action programmes, is optional. |
| Indicators of effectiveness | 1. Number of reports/grievances concerning the right to non-discrimination (AGE) (2. Level of diversity among managers and employees management / employees (AGE), N/A ESRS 2024) 3. Results of employee satisfaction surveys |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report - Company websites - Town hall meetings - Marketing materials |

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Additional information:

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|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #X91CXT0D

Impact identification:

| | |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | ('RACE', COLOUR, NATIONALITY, ETHNICITY) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination based on race, colour, nationality, or ethnicity. Potential impacts may occur in: - Hiring and promotion of employees (including screening of candidates) - Treatment of employees - Selecting and treating business partners - Advertisements and other internal and/or external communications (representation, etc.) |
| Identified stakeholder(s) | - Employees - Business relationships - Candidates in hiring procedures - Customers - General public |

Impact management:

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|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Quarterly employee satisfaction survey for selected employees - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION) Micropower OY: - Addresses the risk of biases linked to 'race', colour, nationality, and ethnicity in recruitment processes. - Where applicable, discusses this right with recruitment agencies. Micropower OY will: - Consider formalising representation in marketing materials (Group update graphic profile). - Clarify this area in our employer branding materials. (Instructions to recruitment partners) |
| Indicators of effectiveness | 1. Number of reports/grievances based on the right to non-discrimination ('race'/colour/nationality/ethnicity) 2. Results of the employee satisfaction survey As for the suggested actions: 3. Consideration of formalising representation in marketing materials (Group update graphic profile): Decision 4. Area clarified in employer branding materials. |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job openings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Supplier Manual and contracts - Sustainability report - Company websites - Town hall meetings - Marketing materials |

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Additional information:

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|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Annika Undin HR Manager |
| Assigned resources | Actions: 5 Day(s) - Clarify this area in our employer branding materials (Group update graphic profile). Considerations: 1 Day(s) - Consider formalising representation in marketing materials. (Instructions to recruitment partners) |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #2MS541GG

Impact identification:

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|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (DISABILITY/FUNCTIONAL VARIATIONS AND HEALTH CHALLENGES) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination based on disability/functional variations and health challenges. This could especially occur through lack of attention to creating equal opportunities for including people with disabilities/functional variations or due to possible biases. In particular, impacts may include: - Possible biases towards people with disabilities/functional variations. - Unequal opportunities regarding employment and promotion. - Communication material may not take accessibility challenges into consideration. - Limited accessibility to facilities, including safe exit in case of emergency. - Social exclusion or harassment in the work environment. - Lack of infrastructure for employees with visual and auditory disabilities to allow them to work successfully and navigate resources. See also HuRI 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION) |
| Identified stakeholder(s) | - Employees - Business partners - Customers - General public |

Impact management:

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|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Sales and marketing procedures - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRI 2: Right to non-discrimination (GENDER AND SEXUAL ORIENTATION). Micropower OY: - Is committed to providing equal opportunities regardless of characteristics such as disability. (MP Code of Conduct for Managers and Employees) - The facility located in the business park meet contemporary accessibility requirements under national law. - Adjust tasks to people stating functional variations. - Where possible and needed, allows for hybrid working and other flexible arrangements (e.g. part-time, remote work, etc.) to accommodate for disabilities, functional variations and health challenges on the part of employees. - Assesses the psychosocial work environment continuously through employee interviews and training of managers and leaders. (MP Sustainability Report 2023) - Assesses how operating processes and working tools can be adapted to physical differences among employees and make reasonable adjustments, e.g. colour blindness. - Communicates health requirements in job ads, where needed. Micropower OY will: - Consider reviewing communications through text and visual representations to facilitate accessibility for people with disabilities/functional variations. |
| Indicators of effectiveness | 1. Number of reports/grievances related to this area 3. Results of the employee satisfaction survey As for the suggested actions: 4. Decision made concerning review of communication materials and guidelines |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Sustainability Report - Company websites - Marketing materials |

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Additional information:

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|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Considerations: 1 Day(s) - Consider reviewing communications through text and visual representations to facilitate accessibility for people with disabilities/functional variations (Group). |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Right to non-discrimination

IMP NO #PA0XB9ZG

Impact identification:

| | |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (GENDER AND SEXUAL ORIENTATION) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to non-discrimination, including discrimination based on gender and sexual orientation. Impacts may occur in: - Recruitment and promotion processes. - Remuneration, by not paying equal salaries for equal work (Gender Pay Gap, see also the right to equal pay for equal work), - Lack of representation of certain groups, in particular leadership positions, - Treatment of employees, - Treatment of business relationships, - Representation in marketing materials, related to stereotyped perceptions of customers, - Harassment, including sexual harassment in the workplace (see also right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment) - Company support for parenting and caregiving favouring one gender. Micropower OY always encourages a positive work environment, where everyone is appreciated, respected and valued for their differences and stimulates a culture of inclusion. See also: - HuRi 4.a. Right to equal pay for equal work - HuRi 4.d. Right to equal opportunities for everyone to be promoted - HuRi 13a: Right not to be subjected to torture, cruel, inhuman or degrading treatment |
| Identified stakeholder(s) | - Employees - Business relationships - Candidates in hiring procedures - General public |

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Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Is committed to providing equal opportunities regardless of characteristics, including all discrimination grounds. (MP Code of Conduct for Managers and Employees) - Recognises fair representation as an expectation in hiring procedures. - Has an equality perspective in recruitments, where recruitment advertisements must have a gender-neutral message and the selection process has a focus on equality. (MP Sustainability Report 2023) - Acknowledges challenges in recruiting women to leading positions in management groups and boards. (MP - Sustainability Report 2023) - Has a set goal of a 40% of women both in the management team and in the company as a whole. (MP - Sustainability Report 2023) - Publicly shares data on the number of men and women employed, as well as the ratio of women in the total workforce (MP Sustainability Report 2023) - Assesses the psychosocial work environment continuously through employee interviews and training of managers and leaders. (MP Sustainability Report 2023) - Works with recruitment firms to achieve gender representation goals - Supports positive actions to promote equal representation. - Is a member of the UN WEP (Women Empowerment Principles) - Ensures a gender-neutral language in all communications, where possible, and a gender-balanced representation in visual communications. - Ensures that at least two people review applicants' profiles during recruitment processes to counter individual biases. Micropower OY will, on Group level: - Update CoC - Consider providing regular implicit biases trainings, covering all discrimination grounds - Consider including non-discrimination in marketing policy - Consider recognising in policy documents that more gender identities exist, though the company's registration in accordance with regulation, is limited to a binary gender perception. - Establish grievance mechanisms for employees and other stakeholders in relation to all potential impacts. - Consider wording and targeting in job advertisements to attract diverse applicants and develop a formalised manner of informing on the company's aspiration for a diverse workforce and its encouragement for all applicants to apply regardless of status with regard to all discrimination grounds. |
| Indicators of effectiveness | 1. Number of reports/grievances related to this area 2. Percentage of women in employment / managing positions 3. Results of employee satisfaction survey With regards the actions suggested: 4. Update CoCE: 5. Implicit biases training considered: Decision 6. Non-discrimination in marketing policy considered: Decision 7. Consideration of policy documents adjusted to recognise additional genders: Decision 8. Grievance mechanism established 9. Consideration of wording in job advertisements: Decision |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and Supplier Portal and contracts - Sustainability Report - Company websites - Town hall meetings - Marketing materials |

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Additional information:

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|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | <p>Actions: 2 Day(s) (Group) - Establish grievance mechanisms for employees and other stakeholders in relation to all potential impacts: Considerations: 2 Day(s) (Group): - Update CoCE - Consider providing regular implicit biases trainings, covering all discrimination grounds - Consider including non-discrimination in marketing policy - Consider recognising in policy documents that more gender identities exist, though the company's registration in accordance with regulation, is limited to a binary gender perception. - Consider wording and targeting in job advertisements to attract diverse applicants and develop a formalised manner of informing on the company's aspiration for a diverse workforce and its encouragement for all applicants to apply regardless of status with regard to all discrimination grounds.</p> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 3. Right to work (training, contract, termination)

IMP NO #HPZFX1FF

Impact identification:

| | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (TRAINING) Micropower OY assesses that we may cause adverse impacts on the right to work by not providing sufficient training for employees to fulfil their tasks: - When they start working in the company - Throughout their employment in the company - When they transition from one position to another We also acknowledge that employees may have insufficient time for competence development and training. |
| Identified stakeholder(s) | - Employees |

Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Supports employees in development of skills and competencies. - Has on-boarding programmes for new employees. - Has an internal training portal for employees. (MP - Sustainability Report 2023) - Informs employees when they are entitled to trainings and encourages taking the time to complete trainings within work hours, including introductory trainings when starting a new role and that people in roles requiring specific certifications, receive training to obtain them. - Measures and publicly reports the average hours of training per year per employee. (MP - Sustainability Report 2023) - Offers development opportunities that enable our people to turn their ambition into sustainable development for the individual, the team, and the business. - Requires managers to review progress and coach employees by requesting and giving feedback. - Aim that employees/teams have individual/team performance plans with clear goals and development activities. - Has clear internal responsibility allocation for learning and development activities. Micropower OY/Group will: - Consider clarifying and formalising training requirements for people transitioning to different positions within the company. - Consider developing a leadership training programme for managers and leaders. - Dedicate a sufficient share of the annual budget to training and development. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Average hours of training per year per employee 3. Results of employee satisfaction surveys 4. Percentage of staff holding needed vocational certificates where necessary As for the suggested actions: 5. Consider clarifying and formalising training requirements for people transitioning to different positions within the company. 6. Consider developing a leadership training programme for managers and leaders. 7. Dedicate a sufficient share of the annual budget to training and development. |
| Results of tracking effectiveness based on the indicators | **Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. // |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Sustainability Report - Town hall meetings |

Compliance Report

Additional information:

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| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Considerations: 3 Day(s) Micropower OY/Group will: - Consider clarifying and formalising training requirements for people transitioning to different positions within the company. - Consider developing a leadership training programme for managers and leaders. - Dedicate a sufficient share of the annual budget to training and development. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 3. Right to work (training, contract, termination)

IMP NO #C9W4C1WG

Impact identification:

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|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (CONTRACT) Micropower OY assesses that we may have an adverse impact on the right to work, specifically to receive, in writing, adequate job descriptions and conditions of work. Impacts may occur by: - Failing to provide a written contract/employment letter before job start - Not having clear job descriptions in employment contracts or by not updating them when changes in the job occur - Requiring employees to carry out work that was not stated in their contract - Not stating the expected number of working hours - Not providing sufficient opportunities for employees and management to discuss the terms of their contract |
| Identified stakeholder(s) | - Employees |

Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Ensures that all employees have a signed contract by the beginning of their employment. - Ensures that employees receive the contract in advance with enough time before the start of employment to review and engage in dialogue on the conditions of work. - Ensures that employment contracts include average working hours, vacation, etc. - Requires signed contracts for salaries to be paid out as enabled by our salary system. - Updates contracts, when necessary. Micropower OY will: - Consider that all employees receive written job descriptions, which clearly outline tasks and responsibilities. Job descriptions related to the specific roles are available on the corporate intranet and by request, in addition to being shared upon employment. |
| Indicators of effectiveness | 1. Number of reports/grievances concerning this area 2. Results of the employee satisfaction survey 3. Percentage of employees with a written contract |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

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| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Pauliina Metsänoja HR Coordinator |
| Assigned resources | Micropower OY will (3 days): - Consider that all employees receive written job descriptions, which clearly outline tasks and responsibilities. Job descriptions related to the specific roles are available on the corporate intranet and by request, in addition to being shared upon employment. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 3. Right to work (training, contract, termination)

IMP NO #XMHD0KJY

Impact identification:

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|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | (TERMINATION) Micropower OY assesses that we may be at risk of causing adverse impacts on the right to work (termination) by not securing that notices of termination are issued within due time and with adequate rationale. |
| Identified stakeholder(s) | - Employees |

Impact management:

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|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Does not arbitrarily or unfairly dismiss employees, in line with national labour laws. - Gives fair notices of termination for all employees, as a minimum 14 days within first 1 year of employment, unless the employee exhibits gross neglect of service. The notice period differs in relation to the length of employment. - Follows practice in alignment with union agreements and processes when terminating an employment. - Gives fair warnings when possible, depending on severity, of non-compliance with employment terms. - Provides sufficient reason to the affected employees when terminating employment contracts. Micropower OY/Group will: - Consider clearly communicating the conditions of termination when relevant, for example during hiring and onboarding processes, as well as in engagements with managers. - Implement trainings for managers concerning this topic. |
| Indicators of effectiveness | 1. Number of reports/grievances concerning this area Concerning planned actions: 2. Consideration of clearly communicating the conditions of termination when relevant, for example during hiring and onboarding processes, as well as in engagements with managers: Decision 3. Implementation trainings for production leaders concerning this topic: Status |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

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| Additional notes | **No Notes registered** |
| Assigned responsible person | Pauliina Metsänoja HR Coordinator |
| Assigned resources | Actions: 5 Day(s) - Implement trainings for managers concerning this topic. Considerations: 1 Day(s) - Consider clearly communicating the conditions of termination when relevant, for example during hiring and onboarding processes, as well as in engagements with managers. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4.a. Right to equal pay for equal work

IMP NO #YO10EN3F

Impact identification:

| | |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | <p>Micropower OY assesses that we may cause adverse impacts on the right to equal pay for equal work in relation to any of the discrimination grounds. (See also HuRi 2: Right to non-discrimination and HuRi 4.d. Right to equal opportunities for everyone to be promoted). Micropower OY recognises that adverse impacts may occur: - when defining starting salaries in recruitment processes, - in the evaluation of employees' performance to determine bonuses or other benefits, Micropower OY acknowledges that Finland is known for a relatively high representation of women in the workforce. However, Finland is sometimes still criticised for lack of equal pay for equal work with regard to women. Further, we acknowledge that there may be differences in salaries related to the location of employment (regional within Finland). Confer HuRi 4.b. Right to a living wage (minimum wage).</p> |
| Identified stakeholder(s) | - Employees |

Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 2: Right to non-discrimination Micropower OY: - Has an equality perspective in our recruitments, where recruitment advertisements must have a gender-neutral message and the selection process has a focus on equality. (MP - Sustainability Report 2023) - Annually reviews our wage policy ensuring the use of objective and gender-neutral criteria to determine salaries. - Annually conducts a salary mapping to identify potential inequalities in pay based on discriminatory denominators, including measuring and reporting on relevant metrics, including the ratio of basic salary and remuneration of women to men (see also GRI 405-2, ESRS S1-16, and Article 9(1) Pay Transparency Directive) - Ensures that job titles are gender-neutral. (Article 5(3) Pay Transparency Directive) - Ensures that personal data obtained to ensure equal pay for equal work shall not be used for any purpose other than for the application of the principle of equal pay (See also HuRi 23: Right to privacy). (Article 12(2) Pay Transparency Directive) - Ensures that people having exercised or supported another person in obtaining their right to equal pay shall not face reprisals. (Article 25 Pay Transparency Directive) |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to unequal pay for equal work. 2. Results of employee satisfaction survey 3. Ratio of basic salary and remuneration of women to men 4. Annual salary mapping ongoing and wage policy completed |
| Results of tracking effectiveness based on the indicators | <p>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</p> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Sustainability Report - Company websites - Town hall meetings |

Compliance Report

Additional information:

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| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4.b. Right to a living wage (minimum wage)

IMP NO #4NS2JAAV

Impact identification:

| | |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we are at risk of causing adverse impacts on the right to a living wage, especially concerning employment of unskilled labour. In Finland, there is no universal minimum wage. Instead, pay and other minimum employment terms are commonly determined by collective bargaining agreements. |
| Identified stakeholder(s) | - Employees |

Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Pays wages that are market competitive and consistent with industry standards in the countries in which we operate. (MP - Code of Conduct for Managers and Employees) - Regularly reviews the wages of all low-skilled employees to ensure that they meet applicable collective agreements or comparable standards that guarantee a living wage at the site of operation. - Has an ongoing dialogue with relevant unions to ensure adequate wage for employees in production. - Trusts that the unions we engage with calculates and considers living wages in relation to policies and negotiations. - Applies wage agreements agreed upon with unions to all relevant employees. See also HuRi 4.a. Right to equal pay for equal work. |
| Indicators of effectiveness | 1. Number of reports /grievances concerning wages and cost of living. 2. Results of the employee satisfaction survey. |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report |

Compliance Report

Additional information:

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| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4.c. Right to safe and healthy working conditions

IMP NO #7POZEBK0

Impact identification:

| | |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on the right to safe and healthy working conditions in terms of physical health, covering non-ergonomic working positions and work-related accidents, as well as exposure to dangerous elements and tasks concerned with the manufacturing of our products. We may also have risks of adverse impacts in relation to mental health (stress) and the psychosocial work environment. We further recognise that people visiting our factories may be at risk of adverse impacts, as the sites may entail exposure to dangerous elements such as machines, vehicles and chemicals. |
| Identified stakeholder(s) | - Employees |

Compliance Report

Impact management:

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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | <p>Micropower OY: General, including all sites: - Integrates both physical and psychological health and safety into every aspect of our daily business. - Supports proactive and visible health and safety leadership. - Has a working environment policy covering health and safety areas - Requires employees to stop work and immediately report any issue to their manager if you believe a task may cause an injury or illness to you or your colleagues. - Monitors actions and improvements via our work environment system. - Integrates preventive psychosocial work as part of the company's overall health initiatives (illness and rehabilitation). - Conducts regular employee talks in which the topics of the working environment and the work pressure are raised. - When possible, places office desks in reasonable distance to windows to ensure natural light. - Provides guidance for employees on how to use work stations in an ergonomically good way. - When possible, has height adjustable desks for all employees enabling employees to stand or sit. - Has a partnership with a business partner who is focused on supporting us and our employees in the upholding of safe and healthy working conditions for the office environment as well as production, with a focus on preventative care and rehabilitation. - Has a work environment group dedicated to health and safety issues, and monitors accidents, incidents, risk observations (near-miss system), performed safety rounds and illness (short- and long term). - Meets all reasonable requests for special ergonomic needs when providing equipment for work. - Offers physiotherapy and psychological counselling if needed for rehabilitation purposes. - Sponsors memberships of sports clubs, gym memberships etc. with a max contribution of 250 EUR per year and FTE. - Regularly arranges physical activities to promote health, for which we set aside an annual budget per FTE. Production/Manufacturing sites: - Focuses, and conducts regular training for relevant staff on electrical safety, truck driving and fire safety. (MP - Sustainability Report) - Provides clear and updated instructions to employees in relation to their tasks. In particular concerning tasks that include dangerous components such as heavy lifting, exposure to hazardous substances, operating of machinery and vehicles etc. - Provides safety equipment and user instructions to all employees in manufacturing and visitors, as appropriate for their tasks/exposure. - Conducts extensive, cross-functional risk assessments when there are changes to the production processes, including in the introduction of any new equipment. Micropower OY will: - Consider communicating signs of stress-related conditions to all employees, creating a culture where team members are aware of signs of stress and collaborate as best possible to cover for colleagues in need. - Certificate according to ISO 45001 See also HuRi 9. Right to health</p> |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Number of workplace incidents 3. Number of workplace accidents 4. Number of reports to near-miss system 5. Number of performed safety rounds 6. Measured illness (long- and short term) 7. Consideration of communicating stress-related symptoms: Decision 8. Certificate according to ISO 45001 |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Sustainability Report - Working environment policy - Company websites - Town hall meetings - Standard operating procedures (SOPs) |

Compliance Report

Additional information:

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| Additional notes | **No Notes registered** |
| Assigned responsible person | Timo Liukkonen QES Manager |
| Assigned resources | Considerations (Group): 2 Day(s) - Consider communicating signs of stress-related conditions to all employees, creating a culture where team members are aware of signs of stress and collaborate as best possible to cover for colleagues in need. Micropower OY will: 5 Day(s) - Will certificate according to ISO 45001 |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4.d. Right to equal opportunities for everyone to be promoted

IMP NO #TIVPWEIC

Impact identification:

| | |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on the right to equal opportunities for everyone to be promoted. We acknowledge that, despite the fact that women in Finland are well represented on the labour market, representation of women in management in the private sector has been low. This may be due to lack of equal opportunities to be promoted for women compared to men. This may also be the case for other minority groups. See also HuRi 2: Right to non-discrimination, HuRi 4.a. Right to equal pay for equal work and HuRi 7.a. Right to protection of mothers before and after childbirth. |
| Identified stakeholder(s) | - Women and other minority groups amongst employees |

Impact management:

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| Actions to engage with affected stakeholder(s) | - Employee development talks - Grievance mechanism - Hiring procedures - Employee representative - Employee survey - Contract of employment - Hiring procedures - Individual talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Has gender-neutral messaging in all job advertisements, including promotions - Prioritises fair representation with regard to promotions and employment. - Has a goal to increase the proportion of women in leading positions at all levels: 40% women on the board, management team and in the company as a whole. - Seeks to ensure that candidates for open positions represent a balanced gender distribution. - Ensures, if possible, that candidates for open positions represent various minority groups. - Ensures that more than two people are involved in promotion and employment processes. Micropower OY will (Group): - Adopt a strategic focus on improving equal gender representation on all leadership levels and mid-level management. See also actions under HuRi 2. Right to non-discrimination. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Percentage of women in management 3. Percentage of female employees 4. Percentage of women on the board 5. Strategy developed and adopted |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Sustainability Report - In Job listings - Employment contracts - Access to impact assessments inviting for ideas or grievances - Code of Conduct for Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

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| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Actions (Group): 10 Day(s) - Adopt a strategic focus on improving equal gender representation on all leadership levels and mid-level management. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4.e. Right to rest, leisure, and paid holidays

IMP NO #W05CC0ET

Impact identification:

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|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have an adverse impact on the right to rest, leisure, and paid holidays by: - Allowing or encouraging overtime - Not ensuring that employees have the opportunity to take vacation - Not ensuring an adequate permanent or temporary replacement in key positions when necessary (See also HuRi 4c: Right to safe and healthy working conditions) |
| Identified stakeholder(s) | - Employees |

Impact management:

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|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 4c: Right to safe and healthy working conditions - stress. Micropower OY: - Expects full-time employees to work 37,5 hours per week, including breaks. - Encourages employees to take time off, or compensate for overtime in alignment with reports to internal system. - Informs employees in due time if additional work hours or overtime is needed. - Reminds and encourages employees to take vacation within the vacation year. - Engages in dialogue with employees on how to distribute vacation, and describe how to apply for holidays/days off. - Provides employees with a minimum of 5 weeks of paid vacation each year, 3 consecutive weeks of which are usually allocated to the summer period. - Allows new employees to take vacation unpaid. - Has a time registration system, enabling us to keep track of employee work hours in alignment with the EU Working Time Directive. - Records overtime with a maximum of 40 hours, adjusted annually. - Applies relevant regulation for temporary workers. - Allows employees to take one-day leaves (permission) in case of extraordinary circumstances, such as funerals, in alignment with union agreements. Micropower OY (Group) will: - Consider formalising explaining to relevant employees that they are not expected to read or act upon emails or other means of communication outside work hours, unless there is a crisis. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Average of registered overtime 3. Consideration of formalising expectations: Decision |
| Results of tracking effectiveness based on the indicators | **Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. // |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

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| Additional notes | **No Notes registered** |
| Assigned responsible person | Eva Degerman VP PLC |
| Assigned resources | Considerations (Group): 1 Day(s) - Consider formalising explaining to relevant employees that they are not expected to read or act upon emails or other means of communication outside work hours, unless there is a crisis. - Consider updating work environment policy. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 5. Right to form and join trade unions and the right to strike

IMP NO #V9WNSNO5

Impact identification:

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|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have a risk of adverse impacts on the right to form and join trade unions and the right to strike. We may experience that workers feel forced to join, or refrain from joining, specific unions. |
| Identified stakeholder(s) | - Employees |

Impact management:

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|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Respects employees right to freedom of association and collective bargaining and does not discriminate employees based on union membership status. - Does not allow harassment based on union membership. - Ensures workers have the right to appoint worker representatives and form workers' associations or join trade unions of their own choosing. (MP - Code of Conduct) - Cooperates with union representatives. (MP - Sustainability Report) - Does not advise employees on union memberships or non-memberships. - Does not interfere with employees' right to strike in alignment with collective agreements. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Employees covered by an employee representative or by a collective bargaining agreement |
| Results of tracking effectiveness based on the indicators | **Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. // |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Town hall meetings |

Additional information:

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| Additional notes | **No external notes registered** |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | **Note** // There has not been assigned further resources to address this impact. // |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 6. Right to social security, including social insurance

IMP NO #BJI2MD34

Impact identification:

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|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on the right to social security, including social insurance. We appreciate that the Finnish welfare state provides for universal healthcare for citizens, secures some pensions for elderly citizens, insures people in case that they seize to be able to work before age of retirement, and provides for basic insurances to employees through: - Parental leaves. - Universal and free medical care. - Sickness benefits beyond one month's absence. - Additional support in case of chronic diseases or disabilities. - Pensions by retirement according to the year of birth. Adverse impact may occur, e.g., when the pension fund coverage is insufficient. |
| Identified stakeholder(s) | - Employees |

Impact management:

| | |
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| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Ensures that all employees, including temporary employees, are covered by adequate workers compensation in case of accidents, as well as travel insurance. - The company is paying 25% of employee wage to the work pension fund. - The company is paying a group life insurance covering the employees according to the collective agreements. - Has union agreements covering all employees, relevant to each role. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook |

Additional information:

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|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Assigned responsible person | Eva Degerman PCL |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 7.a. Right to protection of mothers before and after childbirth

IMP NO #9R6EB291

Impact identification:

| | |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have adverse impacts on the right to protection of parents before and after childbirth: - By failing to adjust work tasks to pregnancy, e.g., heavy lifting whilst pregnant. - By failing to acknowledge inclusion of employees on parental leave when evaluating employees' possibilities for promotion, bonus, etc. We recognise that parental leave is a legal right for all parents in Finland, as well as the right to take care of sick children. (See also HuRi 4c: Right to safe and healthy working conditions and HuRi 4d: Right to equal opportunities for everyone to be promoted). |
| Identified stakeholder(s) | - Employees - Expecting parents |

Impact management:

| | |
|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring, promotion and recruitment procedures - Employee satisfaction survey twice a year - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Ensures that all employees are entitled to a leave in relation to pregnancy, adoption, and parenthood. We follow Finnish regulations, stipulating that new parents are entitled to 320 days leave with pay, to be shared between them. We acknowledge that each parent is to take at least 97 days of leave, and refer to Social insurance institution of Finland (SII) for additional information. - Covers this area in our union agreement, and clearly communicates to employees about how it applies. - Adapts work tasks to suit the individual pregnant employee's situation when made aware. - Follows a procedure as agreed upon with unions when assessing adaptations required to a pregnant person's tasks, with emphasis on employees in the production facilities due to the nature of tasks. - Are open to increase job-flexibility for expecting employees and new parents, and seeks to accommodate when possible. - Has guidelines on parental leave in our staff handbook, where procedures are outlined. - Refers employees to the responsible authorities (SII) for more information on procedures, and supports them in their process when needed. - Ensures good leave and return conditions for new parents, which also includes a conversation with the employee's direct manager on the topic. - Ensures that parental leave will not influence an employee's seniority or performance review and offer both salary conversations and promotions during the employee's leave. - Informs managers that they should have salary conversations with employees on leave. Micropower OY/Group will: - Include additional information on parental leave in employee handbook, clarifying our efforts to ensure job flexibility, adaptation in job tasks, information about return conditions and salary/promotion process inclusion for concerned parties. - Formalise that parental leave will not influence an employee's seniority or performance review and offer both salary conversations and promotions during the employee's leave. See also: - HuRi 4c: safe and healthy working conditions and HuRi 4e: right to rest leisure and paid holidays). - HuRi 4d: Right to equal opportunities for everyone to be promoted. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Employee handbook updated 3. Parental leave in relation to seniority, performance, promotions and salary conversations formalised. |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

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| Additional notes | **No Notes registered** |
| Assigned responsible person | Pauliina Metsänoja HR Coordinator |
| Assigned resources | Actions (OY/Group): 2 Day(s) - Include additional information on parental leave in employee handbook, clarifying our efforts to ensure job flexibility, adaptation in job tasks, information about return conditions and salary/promotion process inclusion for concerned parties. - Formalise that parental leave will not influence an employee's seniority or performance review and offer both salary conversations and promotions during the employee's leave. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 7.b. Right to children's and young people's protection from exploitation (no child labour)

IMP NO #PXAEXABO

Impact identification:

| | |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | <p>Micropower OY assesses that we may be at risk of adverse impacts on the right to children's and young people's protection from exploitation and child labour. Micropower OY occasionally employs people between the age of 16 and 18, primarily during the summer school holidays (feriearbete). Hence, we will assess risks in this area. We also host internships (prao) for primary school students between the age of 14 and 15 who spend short periods of time with us and perform light tasks with a focus on observation and education. Further, we occasionally host students under the age of 18 pursuing a specialised education related to our field during limited periods in relation to their school curriculum (praktik). In relation to our value chain, we acknowledge that there have been historical challenges in relation to exploitative child labour in the extraction/mining industry, most commonly found in artisanal and small-scale mines. Micropower OY has a zero tolerance to any form of exploitative child, forced, or compulsory labour and has responsible sourcing practices in place. We require suppliers to not engage in, or benefit from, the use of child labour, in accordance with the ILO convention 138. We have not experienced occurrences of actual adverse impacts in relation to exploitative child labour in our value chains. Should this change, we will reassess this area. We also note that adverse impacts to this human right are severe by nature. See also HuRi 15: Right to liberty and security of a person, concerning conflict minerals.</p> |
| Identified stakeholder(s) | - Employees under the age of 18 |

Impact management:

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|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Employee development talks - Grievance mechanisms - Workplace assessments - Employee representatives - Staff survey - Staff training - Onboarding of new employees - Employment contracts |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Complies with relevant work environment regulations in relation to this right. (SDK 998/1993), stipulating restrictions concerning the working conditions of employees and students in our care below the age of 18, working hours, including tasks, ergonomics, responsibilities and exposure. Micropower OY will: - Make a written policy that: - Ensures that people under 18 are offered employment with a guardian's permission only. - Ensures that employees or students in our care under 18's work hours do not exceed 40 hours per week. - Ensures that employees or students in our care under 18 never work alone. - Ensures that employees or students in our care under 18 never work evenings. - Ensures that employees or students in our care under 18 do not work with, or are exposed to, chemicals or hazardous substances. - Ensures that employees or students in our care under 18 do not perform work with machinery. - Ensures that employees under 18 receive proper compensation in alignment with union agreement. - Ensures that employees under 18's work won't affect school attendance. |
| Indicators of effectiveness | 1. Number of reports/grievances on the right to children's and young people's protection from exploitation (employees). 2. Number of reports/grievances on the right to children's and young people's protection from exploitation (Other). 3. Results from staff survey. |
| Results of tracking effectiveness based on the indicators | <p>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</p> |
| Actions to communicate our actions to the relevant stakeholders | - In Job listings - Access to impact assessments inviting for ideas or grievances - Code of Conduct for Employees (CoCE) - Code of Conduct for Business Relationships (CoCBR) - Website - PR-material - Intranet - Social media - Staff handbook |

Compliance Report

Additional information:

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| Additional notes | **No external notes registered** |
| Assigned responsible person | Pauliina Metsänoja HR Coordinator |
| Assigned resources | Micropower OY will (2 Days): Make a written policy that: - Ensures that people under 18 are offered employment with a guardian's permission only. - Ensures that employees or students in our care under 18's work hours do not exceed 40 hours per week. - Ensures that employees or students in our care under 18 never work alone. - Ensures that employees or students in our care under 18 never work evenings. - Ensures that employees or students in our care under 18 do not work with, or are exposed to, chemicals or hazardous substances. - Ensures that employees or students in our care under 18 do not perform work with machinery. - Ensures that employees under 18 receive proper compensation in alignment with union agreement. - Ensures that employees under 18's work won't affect school attendance. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 8.a. Right to adequate food and its fair distribution

IMP NO #NOIZEDK9

Impact identification:

| | |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to adequate food and its fair distribution. We do not handle nor distribute food. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 8.b. Right to adequate clothing

IMP NO #EG91Y0NN

Impact identification:

| | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may be at risk of adverse impacts on the right to adequate clothing, as we provide and require our employees to wear uniforms, including personal protection equipment in production and testing (R&D) facilities. (See also HuRi 4.c: Right to safe and healthy working conditions) |
| Identified stakeholder(s) | - Employees |

Impact management:

| | |
|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Provides clothing and personal safety equipment to employees as needed. - Ensures that all employees has adequate uniforms and safety equipment, in the right size, needed to perform their work in production and testing facilities (R&D). - Informs employees about correct handling of uniforms and personal safety equipment. - Offers replacement and repair of uniforms as needed. - Employees clean uniforms themselves with company provided detergent according to collective agreements. |
| Indicators of effectiveness | 1. Number of reports/grievances on the right to adequate clothing (employees) |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Town hall meetings |

Additional information:

| | |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Assigned responsible person | Pauliina Metsänoja HR Coordinator |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 8.c. Right to adequate housing

IMP NO #U8W32GFJ

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on this right. We do not operate in the housing industry, nor provide housing to employees. We occasionally host guests (business relationships) and colleagues, in which cases we arrange accommodation at nearby, reputable hotels. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 8.d. Right to water and sanitation

IMP NO #GCCF1JS1

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to water and sanitation. We always provide plenty of clean drinking water for our employees and delegates. In Finland, access to clean drinking water is further very cheap and available through tap. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 9. Right to health

IMP NO #VAKELDZ8

Impact identification:

| | |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assess that we may have risk of adverse impacts on the right to health, due to the risk Micropower OY's products may expose end-users and handlers to health-related hazards such as fire, explosions, electrocution, hazardous substance exposure, etc. The right to health with regard to our employees is managed under HuRi 4c: Right to safe and healthy working conditions. See also Environmental area 17: Handling, transportation and waste management of hazardous substances. |
| Identified stakeholder(s) | - Business relationships (concerned with the handling, installing, recycling and disposal of our products) - Customers (end-users) - General public |

Impact management:

| | |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Company websites (including contact form and phone number to customer support) - Grievance mechanism and access to impact assessments |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Recognises our responsibility to maintain the right to health of stakeholders in relation to our products. - Supports our business relationships in maintaining the correct standards for safety in relation to all handling of our products. - Has a system for incidents reporting. - Ensures updated and adequate user and safety manuals and instructions for product handling, available in relevant languages to the markets to which we sell. - Has management systems in place for quality, environment and occupational health and safety (ISO9001, ISO 14001) including a risk assessment, policies, targets and procedures. - Has CE & UL-certified products (Testing & Evaluating safety of the products), which are certified by third parties as applicable. - Requests that products and substances provided to Micropower OY are in accordance with RoHS and REACH. (D - ESG Due Diligence Report) - Has close collaborations with business relationships (partners/customers) concerning the safety of products, and service needs. - Conducts regular risk assessments of our products and production to ensure the safety thereof. - Works with a functional safety standards (ISO 26262/13849) in relation to chargers. - Requires a declaration of relevant (hazardous) substances and chemicals used in the components, materials and products delivered to and reported through BOMcheck, the International Material Data System (IMDS) or other systems supporting IPC 1752 format. (MP - Supplier Manual). - Has a product liability insurance. - Works continuously to align with the (evolving) requirements of the EU Battery Regulation. See also actions under HuRi 4c. - safe and healthy work conditions and Environmental area17: Handling, transportation and waste management of hazardous substances. Micropower OY/Group will: - Develop a procedure for product campaigns and call-backs. |
| Indicators of effectiveness | 1. Number of grievances/reports on the right to health 2. Numbers of customer health and safety incidents 3. Number of product recalls |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Product sheets and user manuals - Sustainability Report - Company websites - Marketing materials - Communication of certifications related to product safety |

Compliance Report

Additional information:

| | |
|-----------------------------|-----------------------------------------------------------------------------------------------|
| Additional notes | **No external notes registered** |
| Assigned responsible person | Timo Liukkonen QES Manager |
| Assigned resources | Micropower OY/Group will (2 Days): - Develop a procedure for product campaigns and callbacks. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 10. Right to education

IMP NO #GOZVRID2

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to education. We do not offer students positions at our company, nor do we offer internships or hire staff who requires management of studies outside their work. |

Additional information:

| | |
|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 11.a. Right to take part in cultural life

IMP NO #0FEONN9D

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to take part in cultural life. Our offices and production facilities are located within urban areas, where employees have the opportunity of participating in a diverse range of cultural activities. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 11.b. Right to benefit from scientific progress

IMP NO #45QZFGQR

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to benefit from scientific progress. Any (risks of) adverse impacts in relation to the right to benefit from scientific progress are managed under Environmental area 20: Diffusion of Environmentally Friendly Technologies. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 11.c. Right to material gains from inventions

IMP NO #TCT3HYAE

Impact identification:

| | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may be at risk of adverse impacts on the right to material gains from inventions by using inventions made by others without due consideration of the inventor(s) material interests. |
| Identified stakeholder(s) | - Other inventors |

Impact management:

| | |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews - Supplier Manual |
| Actions to cease, prevent and/or mitigate the adverse impact | - Has a policy on employee inventions, including a compensation policy which clearly outlines that the processes and opportunities for inventors to receive adequate compensation, should patents be taken out and the invention brought to market. Micropower OY/Group will consider: - Adding a routine on not using others patents in the existing invention policy. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Number of patents held |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and Supplier Portal and contracts - Sustainability Report - Company websites - Town hall meetings |

Additional information:

| | |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Patrik Alvånger VP Techonology |
| Assigned resources | Micropower OY/Group will consider (1 Day): - Adding a routine on not using others patents in the existing invention policy. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 11.d. Moral rights of authors (protection of copyrights)

IMP NO #SWREYZ5S

Impact identification:

| | |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on moral rights of authors. Micropower OY acknowledges that copy-pasting of, or using, material without consent from, or recognition of, the author constitutes an increasing challenge with digitalisation. Micropower OY may cause adverse impacts by: - Not acknowledging authors for their contributions, including acknowledgement between colleagues. - Using pictures or texts without consent from the author/creator. |
| Identified stakeholder(s) | - Employees (internal) - Authors/producers of material (external) |

Impact management:

| | |
|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Employee satisfaction survey twice a year - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Ensures that materials (pictures, models, etc.) used in Micropower's official communication are done so in alignment with the conditions of licenses or other agreements for such use. - Has a policy that prohibits downloads of copyrighted materials. Micropower OY/Group will: - Make employees aware that we do not approve copying of material without appropriate consent from the author, as outlined in materials/visual guidelines/communication guidelines. - Encourage employees, and in particular managers to recognise and acknowledge the authors of assignments, both internally and externally, and consider how to formalise this. |
| Indicators of effectiveness | 1. Number of grievances/reports on the moral rights of authors |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Sustainability Report - Company websites - Town hall meetings - Marketing materials (and guidelines) |

Compliance Report

Additional information:

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|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Tomas Källberg IT Manager |
| Assigned resources | Actions (Group): 2 Day(s) - Make employees aware that we do not approve copying of material without appropriate consent from the author, as outlined in materials/visual guidelines/communication guidelines. - Encourage employees, and in particular managers to recognise and acknowledge the authors of assignments, both internally and externally, and consider how to formalise this. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 12. Right to life

IMP NO #Z0VT28NB

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to life, we have never experienced any deaths on our work sites nor as a consequence of work or products. This right, in relation to our operations is covered by our efforts to manage adverse impacts on HuRi 4.c.)The right to safe and healthy working conditions). |

Additional information:

| | |
|------------------|-------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 13.a. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment

IMP NO #AYUGJC9C

Impact identification:

| | |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on the right to not be subjected to torture, cruel, inhuman and/or degrading treatment or punishment (harassment). We employ a large body of employees that may express views in the workplace, to customers, or in public - that amount to harassment. We further recognise that degrading treatment can occur anywhere, through harassment, sexual harassment, bullying, threats, physical or psychological violence, or similar. Confer also: - HuRi 2. Right to non-discrimination - HuRi 25.b. Right to freedom of expression |
| Identified stakeholder(s) | - Employees - Business relationships - Customers - General public |

Impact management:

| | |
|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 2: Right to non-discrimination Micropower OY: - Does not accept any form of intimidating or disrespectful behaviour, bullying, harassment, unwanted sexual advances or discrimination. (MP Code of Conduct for Managers and Employees) - Has policy that prohibits harassment and degrading treatment. - Has clearly outlined procedures, routines and consequences in case of occurrence. Consequences range from issued warnings to termination of employment. - Encourage a positive work environment, where everyone is appreciated, respected and valued for their differences. (MP - Code of Conduct) - Follows up on any reported incidents of harassment. - Encourages all employees to speak up if they experience or see impacts in relation to this right and ensures that employees who speak up are not met by reprisals by management or colleagues. - Has a whistleblower mechanism in place. - Has a grievance mechanism in place. |
| Indicators of effectiveness | 1. Number of grievances/reports on the right not to be subjected to torture, cruel, inhuman and/or degrading treatment (harassment) |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report - Company websites - Town hall meetings - Marketing materials |

Compliance Report

Additional information:

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|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | **Note** // There has not been assigned further resources to address this impact. // |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 13.b. Right to free, prior and informed consent to medical or scientific experimentation

IMP NO #ASPURZ43

Impact identification:

| | |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks on the right to free, prior and informed consent to medical or scientific experimentation. Whilst we develop battery chargers we do not conduct scientific or medical experiments and hence do not engage in activities that could lead to adverse impacts on this right. (Confer HuRi 4.c. The right to safe and healthy working conditions) |

Additional information:

| | |
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| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 14. Right not to be subjected to slavery, servitude or forced labour

IMP NO #1QLT624E

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | <p>Micropower OY assesses that we are not at risk of adverse impacts on the right not to be subjected to slavery, servitude or forced labor. We are not in an industry or environment where there have been risks in relation to this right. We always allow employees to freely leave their job and we do not offer loans to employees. We have not, at any time experienced that we were linked to adverse impacts on this right. However, we seek to have our business relationships meet the minimum standard for responsible business conduct (i.e. adhering to the UN Guiding Principles) and explicitly state in our code of conduct for suppliers that suppliers must not engage in modern slavery related activities, such as using force, threats or deception to get a person to work; destroying or otherwise denying access to an employee's identity or immigration documents; charging employees recruitment fees; and failing to provide an employment contract. We further acknowledge that adverse impacts on this right are classified 'severe' by nature. See also HuRi 15. Right to liberty and security of person, which concerns conflict minerals.</p> |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 15. Right to liberty and security of person

IMP NO #OVFBENLE

Impact identification:

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|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May be linked |
| Description | <p>Micropower OY assesses that we are not at risk of causing or contributing to adverse impacts on the right to liberty and security of a person. We do not employ security personnel, and do not provide products that could result in adverse impacts on this right. Micropower OY assesses, however, that we may be linked to severe adverse impacts on the right to liberty and security of person in relation to conflict minerals. Whilst we do not import any conflict minerals into the EU, we use minerals (including tantalum, tin, tungsten, gold and cobalt) in our products, which are acquired through our business relationships and may be associated with extraction and trade in conflict zones. Despite the fact that we are yet to experience any actual, known severe adverse impacts on this right, the dealing with these minerals may be linked to multiple human rights issues including the financing of conflicts.</p> |
| Identified stakeholder(s) | - People in conflict areas |

Impact management:

| | |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to use and/or build our leverage to make our business relationships address the impact | <p>Micropower Group - Makes use of the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), developed by the Reporting Minerals Initiative, facilitating transfer of information throughout supply chains, identifying pinch points and collect due diligence information in conflict minerals supply chains (MP - Declaration for Minerals Regulation) - Expects business relationships to exercise adequate due diligence with respect to sourcing, extraction and handling of Conflict Minerals (tantalum, tin, tungsten, gold and cobalt) and to make a reliable determination of the origin and source of such minerals. - Requires suppliers to have a policy and process in place to ensure that any of the above minerals contained in the products manufactured by the Supplier do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses or in any other way directly or indirectly contribute to human rights violations (gross impacts). (MP - Supplier CoC) Micropower Group will: - Update CoC for Business Relationships/Suppliers - Review our Conflict Minerals Policy in light of the EU Conflict Minerals Regulation. - Include a reference to the American legislation on conflict minerals: Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Act of 2010.</p> |
| Indicators of effectiveness | Planned actions: 2. Updating CoC: Decision 3. Systems looked into 4. Conflict Minerals Policy reviewed 5. Reference included |
| Results of tracking effectiveness based on the indicators | <p><i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i></p> |

Compliance Report

Additional information:

| | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No external notes registered** |
| Assigned responsible person | Therese Adenmark Sustainability Director |
| Assigned resources | Actions (Group): 2 Day(s) - Look into systems to support compliance checks. - Review our Conflict Minerals Policy in light of the EU Conflict Minerals Regulation. - Include a reference to the American legislation on conflict minerals: Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Act of 2010. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 16. Right of detained persons to humane treatment

IMP NO #1IMG15N0

Impact identification:

| | |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of having adverse impacts on the right of detained persons to humane treatment, as we do not detain people. |

Additional information:

| | |
|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 17. Right not to be subjected to imprisonment for an inability to fulfil a contract

IMP NO #9ZK08FNO

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right not to be subjected to imprisonment for an inability to fulfil a contract. We operate in the nordics, where this is not practiced. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 18. Right to freedom of movement

IMP NO #NGL90XCS

Impact identification:

| | |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom of movement. Micropower OY operates in urban areas with access to a multitude of public and private transportation opportunities. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 19. Right of aliens to due process when facing expulsion (seeking asylum)

IMP NO #EXVD993Q

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right of aliens to due process when facing expulsion (seeking asylum), as we are not active in asylum processes. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 20. Right to a fair trial

IMP NO #7R6P3B0N

Impact identification:

| | |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to a fair trial. Whilst we occasionally are a part of legal proceedings, this is very rare and hence, we do not assess this to be a risk. We always ensure to find amicable solutions. |

Additional information:

| | |
|------------------|-----------------------------------------|
| Additional notes | **No external notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 21. Right to be free from retroactive criminal law

IMP NO #M1FMZTAS

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to be free from retroactive criminal law. Despite discussions in the public on retroactive criminal law with regard to tax- and immigration law in Scandinavia, we estimate that our risk of contributing to adverse impacts is unlikely. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 22. Right to recognition as a person before the law

IMP NO #GMXOVQ4E

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to recognition as a person before the law. We operate in the nordic countries, where there are no known challenges to state ensuring adequate protection of persons in legal processes. Should we have potential adverse impacts in relation to this right, these will be managed as part of our work with non-discrimination. (See also HuRi 2: Right to non-discrimination). |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 23. Right to privacy

IMP NO #WSRKLYQI

Impact identification:

| | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impact on the right to privacy. We rely on technology to collect, store and manage information, including personal information. Risks may concern: - Collecting and storing information (personal data) on employees and other stakeholders. - Not adequately informing the employees about our surveillance (internet use, accessing emails, etc.). - Not ensuring that people are aware of for is what their information is used, how and where it is stored, how individuals can access their information, or whether individuals have possibilities to change their data storage settings (GDPR). (See also HuRi 25c: Right to freedom of information). |
| Identified stakeholder(s) | - Employees - Business partners - Customers - General public |

Impact management:

| | |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Employee development talks - Grievance mechanism - Hiring procedures - Employee representative - Employee survey - Contract of employment - Hiring procedures - Individual talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | See also HuRi 25c: Right to freedom of information. Micropower OY: - Has technical and organisational security measures in place to mitigate this risk, including policies, guidelines and procedures. - Enable necessary staff's access to systems with personal data and seeks to ensure that access to personal data is limited to retrieve only necessary information. - Has a privacy policy which clearly stipulates how Micropower OY collects, processes, transfers and stores data. The policy further includes information on the types of data processed, including the purposes of specific data in relation to business processes and objectives. - Has a data security training platform (Nimbler). - Has a personal data routine and procedure policy. - Ensures that the privacy policy, includes information on applicable regulation and clarifies the legal person's access to their data. - Informs stakeholders, in the privacy policy, how they may object and submit complaints concerning personal data. - Strives to always process personal data within the EU or EEA, when possible. - Has an IT policy describing our overall intent in preventing, detecting and managing cyber attacks and thereby protecting the organisation's information, assets and technical infrastructure. This includes regular risk assessments and management of security incidents. - Requires suppliers to inform Micropower OY in case on any security breaches or deviations that involves personal data of relevance to Micropower. Micropower OY/Group will: - Consider this right in relation to transition of roles and means of securing correct access, and revoking thereof where necessary. - Consider regular trainings concerning data management, covering requirements concerning the storing and processing of personal data. - Consider the right to privacy when adjusting policies, routines and procedures in relation to video surveillance, as applicable due to move to new facilities. |
| Indicators of effectiveness | 1. Number of open risks in annual audit reports 2. Number of whistleblower reports on the right to privacy (employees) 3. Number of confirmed information security incidents 4. Number of grievances or complaints in relation to this right 5. Number of reports to the Finnish data protection authority ('Integritetsskyddsmyndigheten') |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - In Job listings - Employment contracts - Access to impact assessments inviting for ideas or grievances - Code of Conduct for Employees (CoCE) - Intranet - Employee handbook |

Compliance Report

Additional information:

| | |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No external notes registered** |
| Assigned responsible person | Tomas Källberg IT Manager |
| Assigned resources | Considerations (Group): 1 Day(s) - Consider this right in relation to transition of roles and means of securing correct access, and revoking thereof where necessary. - Consider regular trainings concerning data management, covering requirements concerning the storing and processing of personal data. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 24. Right to freedom of thought, conscience and religion

IMP NO #OV2N60H3

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom of thought, conscience and religion. We can and will not influence a person's thought or conscience. Should we have potential adverse impacts on this right in relation to freedom of religion, such adverse impacts will be managed as part of our work with non-discrimination. (Confer HuRi 2: Right to non-discrimination.) |

Additional information:

| | |
|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 25.a. Right to freedom of opinion

IMP NO #6VXV5EJP

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom of opinion. We value differences of opinion and do not accept any attempts to control or manipulate people's opinions in our company. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 25.b. Right to freedom of expression

IMP NO #0V4YXAFL

Impact identification:

| | |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risk of adverse impacts on the right to freedom of expression by: - Establishing unclear limitations for employees' possibilities to express themselves about the company's circumstances (for example, confidential information on the company). - Not clearly describing what and how employees are expected to communicate about the company on social and public media. - Limiting what employees can say to other employees and customers in order to prevent adverse impacts on other rights (see also HuRi 2: Right to non-discrimination; HuRi 13a: Degrading treatment; HuRi 26b: Hate speech). - Removing offensive or business unrelated comments from social media platforms, controlled by Micropower OY. |
| Identified stakeholder(s) | - Employees - General public |

Impact management:

| | |
|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Does not accept any form of intimidating or disrespectful behaviour, bullying, harassment, unwanted sexual advances or unlawful discrimination. - Ensures to restrict employees' freedom of expression only where necessary, i.e. regarding company, client secrets, or expressions that amount to degrading treatment, harassment, or discrimination. - Has guidelines on social media usage in relation to limitations in IT policy and Code of Conduct for employees. - Expects employees to adhere to the inherent duty of loyalty (lojalitetsplikt), creating limitations to this right. Breach of the duty of loyalty is considered a material breach of the employment agreement, and may lead to termination of employment or instant dismissal. - Includes a link in IT policy to a information classification policy, covering definitions of confidentiality. - Expects employees to use our brand, patents, trademarks, know-how, and copyrights responsibly and as instructed. - Expects employees not to comment on information received within the company, outside the company in speech, social media or any other media. - Informs employees about limitations of expressions in public forums or on social media platforms, when such expressions can be associated with Micropower OY. See also: - HuRi 2: Right to non-discrimination - HuRi 13a: Degrading treatment (harassment) - HuRi 26.b: Right to freedom from incitement of racial, religious or national hatred Micropower OY/Group will: - Consider including the IT policy in the onboarding of new employees - Consider adding an attachment to employment contract where relevant, that clearly states what information employees need to keep confidential. |
| Indicators of effectiveness | 1. Number of whistleblower reports on the right to freedom of expression (employees) 2. Number of whistleblower reports on the right to freedom of expression (Others) |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report - Company websites - Town hall meetings - Social media channels run by Micropower OY |

Compliance Report

Additional information:

| | |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Micropower OY/Group will (1 Day): - Consider including the IT policy in the onboarding of new employees - Consider adding an attachment to employment contract where relevant, that clearly states what information employees need to keep confidential. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 25.c. Right to freedom of information

IMP NO #K1LY5I7Q

Impact identification:

| | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of adverse impacts on the right to freedom of information. While regard should be taken to confidentiality, business secrets, and personal information, we may have adverse impacts on this right by not adequately enabling employees' access to information which is necessary for the employees to adequately perform their work duties. (See also HuRi 3. Right to work - Training) |
| Identified stakeholder(s) | - Employees |

Impact management:

| | |
|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to engage with affected stakeholder(s) | - Hiring and recruitment procedures - Employee satisfaction survey twice a year - Procurement procedures - Sales and marketing procedures - Company websites - Grievance mechanism and access to impact assessments - Individual employee talks (1:1) - Exit interviews |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Has an open management culture where employees are encouraged to ask colleagues or managers if they need information. - Ensures adequate information is available for all employees, where relevant for their role, e.g., procedures, routines and manuals. - Has monthly company meetings where relevant information is shared with employees. - Has weekly (Monday) meetings where relevant, and updated information is shared. Micropower OY/Group will: - Consider formalising and communicating information management procedures - Add screens in the office environment where relevant information is shared continuously |
| Indicators of effectiveness | 1. Number of grievances/report on the right to freedom of information (employees) 2. Consideration of formalising and communicating information management procedures: Decision |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate our actions to the relevant stakeholders | - Job listings and recruitment procedures - Employment contracts - Access to impact assessments - Code of Conduct for Managers and Employees (CoCE) - Intranet - Employee handbook - Code of Conduct for Suppliers - Supplier Manual and contracts - Sustainability Report - Company websites - Town hall meetings |

Compliance Report

Additional information:

| | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Harry Lilja MD |
| Assigned resources | Considerations (Group): 1 Day(s) - Consider formalising and communicating information management procedures Micropower OY will: 3 Day(s) - Add screens in the office environment where relevant information is shared continuously |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 26.a. Right to freedom from war propaganda

IMP NO #6A3ANOVB

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom from war propaganda. We do not operate in an area where war propaganda is prevalent. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 26.b. Right to freedom from incitement of racial, religious or national hatred

IMP NO #UZ5QOM29

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom from incitement of racial, religious or national hatred. Any impacts related to this right are managed under HuRi 2. Right to non-discrimination, 13.a. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment (harassment) and HuRi 25.b. Right to freedom of expression. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 27. Right to freedom of peaceful assembly

IMP NO #6TIMQU0S

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom of peaceful assembly. We have never had challenges in relation to adverse impacts on this right, and finds it unlikely that our employees and/or citizens would assemble to demonstrate against our company. If any challenges should ever occur, we will reassess this right. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 28. Right to freedom of association

IMP NO #6QYOGK9L

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to freedom of association. We do not set any limitations for employees or others to participate in associations in their free time. Confer the human rights listed below for information and management of related areas. - HuRi 5: Right to form and join trade unions and the right to strike - HuRi 25.b. Right to freedom of expression |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 29. Right to protection of the family and the right to marry

IMP NO #T4RJ8BCC

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to protection of the family and the right to marry. We do not wish to interfere with the protection of the family or employees' possibilities to marry. (Confer for information and management of overwork, protection of parents, and discrimination: - HuRi 2: Right to non-discrimination - HuRi 4e: Right to rest, leisure, and paid holidays - HuRi 7.a. Right to protection of mothers before and after childbirth) |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 30. Right to protection of the child and right to acquire a nationality

IMP NO #5BBJ54DT

Impact identification:

| | |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to protection of the child and the right to acquire a nationality. We do not offer services or sell products for children. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 31. Right to participate in public affairs

IMP NO #M7XA33V8

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to participate in public affairs. We do not support political parties, nor do we do cause any hindrances for our employees to participate in the political contexts they choose (Confer HuRi 25.b. Right to freedom of expression for limitations in expression in relation to Micropower OY). |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 32. Right to equality before the law, equal protection of the law and rights of non-discrimination

IMP NO #IHQWWVV2

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of adverse impacts on the right to equality before the law, equal protection of the law, and rights of non-discrimination. Should we have potential adverse impacts in relation to this right, these will be managed as part of our work with non-discrimination, See HR 2. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 33. Rights of minorities (culture, religious practice and language)

IMP NO #PQXPRWCZ

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of having adverse impacts on the rights of minorities. We acknowledge that there are five recognised historical national minorities in Finland: Judar, Romer, Samer, Tatarer, and Ryskar. Any potential adverse impacts in relation to this right are managed as part of our work with: - HuRi 1. Right to self-determination (indigenous peoples rights) - HuRi 2. Right to non-discrimination - HuRi 24. Right to freedom of thought, conscience and religion |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

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Compliance Report

Environmental Impact Assessment

For: **Micropower - Micropower OY**

Location: **Salo, Finland**

Issued by: **Louise Karlsson**

Issued on: **24-10-2025**

Compliance Report

Table of contents:

For on-screen use of this document, click the content links to navigate directly to the content, and the ▲ in the headings to go back to this table of contents.

The reference number for each impact assessment is listed on the right of each assessment heading. You may refer to this number, when communicating with Micropower OY about the assessment.

| # | Content | Impact type | Reference |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------|
| 1 | About this report | | |
| 2 | 1. *Sustainable use and protection of water and marine resources (previously water consumption) | | MHFDN2D8 |
| 3 | 2. Use of energy | Potential impact | T5P6AYWD |
| 4 | 3. Use of raw materials (in particular, scarce natural resources) | Potential impact | 8CVEI66A |
| 5 | 4. Use of chemicals | | 5J2FH3PO |
| 6 | 5. Use of ozone depleting substances or Persistent Organic Pollutants | | WEMFUZBS |
| 7 | 6. *Transition to a circular economy (previously handling and transportation of dangerous substances) | Potential impact | US5ETU8Z |
| 8 | 7. Soil and groundwater emissions (Previously emissions to surface and groundwater) | | SNB2GWQ7 |
| 9 | 8. Surface water emissions (previously emissions into soil) | | VD3X8JNY |
| 10 | 9. *Climate change mitigation (previously air emissions) | Potential impact | MR3AS75F |
| 11 | 10. Noise emissions and light emissions | | 2LGZEDHU |
| 12 | 11. Odour and dust emissions | | JC0PR4RD |
| 13 | 12. *Pollution prevention and control (previously dust emissions) | | VNC7WKBN |
| 14 | 13. *Protection and restoration of biodiversity and ecosystems | | EMRPRUIA |
| 15 | 14. Animal welfare | | 2VH3I7IF |
| 16 | 15. Wastewater management | | LCCKV4A3 |
| 17 | 16. Solid waste management | | DCLYH8GW |
| 18 | 17. Handling, transportation and waste management of hazardous substances (previously Waste Management of Hazardous Substances) | Potential impact | 5G5SN3HC |
| 19 | 18. Food waste management | | EHZ39GG7 |
| 20 | 19. *Climate change adaptation (previously New Environmentally Friendly Technologies) | | 2P01S9B1 |
| 21 | 20. Use and diffusion of environmentally friendly technologies (Previously diffusion of environmentally friendly technologies) | Potential impact | T638UZ61 |
| 22 | DISCLAIMER | | |

Compliance Report

About this report

Methodology for Sustainability Due Diligence

Scope of this report

We appreciate that all companies, no matter where they operate or what they do, are at risk of sustainability impacts, and we intend to assess our business units at operational level or – where applicable – at representative level. This report is for Micropower OY.

To make this report, we have assessed adverse impacts that Micropower OY has or may have on each of the 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 OY may 'cause' or 'contribute to' adverse impacts. In our environmental impact assessments, we identify risks of significant impacts only.

In case of multiple impacts on the same environmental area, each adverse actual or potential impact is treated separately.

Where we identify risks, we describe where the risks occur; what we do, or will do, to prevent or mitigate the risk; the indicators by which we measure effectiveness; who oversees managing the risk; and any additional resources that need to be allocated where added actions are deemed necessary or commendable.

Where we find 'no risks' of adverse impacts, we describe why we reached such conclusion.

This report consists of 20 impact assessments against all 20 environmental areas and constitutes a 100% complete environmental impact assessment for Micropower OY.

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

Compliance Report

Results of our impact assessment

What we have identified

The 6 impacts were identified on the following 6 environmental areas:

2. Use of energy (1)
3. Use of raw materials (in particular, scarce natural resources) (1)
6. *Transition to a circular economy (previously handling and transportation of dangerous substances) (1)
9. *Climate change mitigation (previously air emissions) (1)
17. Handling, transportation and waste management of hazardous substances (previously Waste Management of Hazardous Substances) (1)
20. Use and diffusion of environmentally friendly technologies (Previously diffusion of environmentally friendly technologies) (1)

Each impact assessment is listed below in order of the environmental areas.

Compliance Report

▲ 1. *Sustainable use and protection of water and marine resources (previously water consumption)

IMP NO #MHFDN2D8

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | <p>Micropower OY assesses that we are not at risk of significant impacts in relation to 'Sustainable use and protection of water and marine resources'. We do not use significant amounts of water in our production facilities, nor in our office environments. Neither our operations nor products entail a significant risk to the protection of marine resources. We note that although water is not a scarce resource in Finland, the public water system has put a price to the consumption of water prompting both consumers and businesses to reduce water consumption. We further note that water is used in large quantities in the extraction industry, and ask that our suppliers monitor, track and document its consumption of natural resources such as water and raw materials. Should we experience any actual, significant impacts in our value chain that we are linked to, this area will be reassessed.</p> |

Additional information:

| | |
|------------------|------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 2. Use of energy

IMP NO #T5P6AYWD

Impact identification:

| | |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'use of energy'. We use energy in our daily operations and we are deeply dependent on the use of energy. Further, we may contribute to significant impacts in this area, as Micropower OY's core business consists of development, design, manufacturing and distribution of chargers and additional related products. We acknowledge that efficient use of energy is a key sustainability issue and we take this into consideration in all our processes, the efficiency and design of our products, and manufacturing processes. |
| Identified location(s) | - Production site - Products (customers) |

Impact management:

| | |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | (Concerning our products and their impact on the use of energy, confer area 20: Use and diffusion of environmentally friendly technologies and area 9: Climate change mitigation (scope 2)) Micropower OY: - Is committed to design systems and products with high efficiency, high energy density and a long lifespan, continuously improving to reduce energy consumption and the CO2 footprint of the customers application. - Keeps sustainability and energy efficiency as a key focus area in the design, development and manufacturing of products. - Seeks to minimise the use of energy for operations/manufacturing. - Holds ISO 14001 certifications for all sites, which includes continuous improvement of energy optimisations. - Makes active choices in purchasing of energy, prioritising fossil-free electricity to the extent possible. - Site powered by fossil-free energy - Chooses modern production equipment and estimates the energy consumption to minimise the risk of unnecessary energy waste. - Measures energy usage - purchased electricity and purchased thermal energy, incl. remote heating (MP - Sustainability Report) - Has set a an annual target to reduce the amount of purchased electricity by 2%, with 2023 as the baseline. |
| Indicators of effectiveness | 1. Total energy usage (own operations) 2. Results of ISO 14001 inspections 3. Use of fossil-free electricity 4. 2% annual reduction target |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Compliance Report

Additional information:

| | |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Louise Karlsson Environmental and sustainability engineer |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 3. Use of raw materials (in particular, scarce natural resources)

IMP NO #8CVEI66A

Impact identification:

| | |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May contribute |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'use of raw materials'. We do not use any raw materials in our operations, however, we purchase components that include raw materials, e.g. lithium, nickel, cobalt, aluminium oxides. Hence, we will assess that we may contribute to adverse impacts in this area. We are aware that some raw materials may derive from conflict zones, and whilst we do not import conflict minerals into the EU ourselves, we have rigid requirements and processes in place to mitigate risks in relation to this. It remains a significant risk, not least in relation to human rights. See HuRi 15. Right to liberty and security of person for more information on conflict minerals. |
| Identified location(s) | - Production site |

Impact management:

| | |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to use and/or build our leverage to make our business relationships address the impact | Micropower OY: - Requires selected first tier business relationships to conduct due diligence, including assessing risks in this area as applicable (CoCBR). - Requires our selected first tier business relationships to require from their next tier business relationships that they conduct due diligence (CoCBR). |
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Are aware of our responsibility along the supply chain. - Seeks to minimise use of raw materials when possible. - Makes use of the CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template) that has been developed by the internationally recognised initiative RMI (Responsible Minerals Initiative) in our supply chain management. Micropower OY/Group will: - Seek to purchase recycled materials for packaging whenever possible. - Update CoCBR and Supplier Manual with reference to UNGPs/OECD guidelines and DD. |
| Indicators of effectiveness | 1. Use of raw materials 2. Results of ISO 14001 inspections 3. Reported/known incidents in our value chain 4. CoCBR updated with references 5. Supplier Manual updated with references |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Compliance Report

Additional information:

| | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | **No external notes registered** |
| Assigned responsible person | Therese Adenmark Sustainability Manager |
| Assigned resources | Actions (Group): 2 Day(s) - Update CoCBR and Supplier Manual with reference to UNGPs/OECD guidelines and DD. Continuous processes, no additional resource allocation required: - Seek to purchase recycled materials for packaging whenever possible |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 4. Use of chemicals

IMP NO #5J2FH3PO

Impact identification:

| | |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of significant impacts in relation to 'use of chemicals'. We do not use significant amounts of chemicals in the daily operations of our manufacturing, or in our office environments. Confer 17: Handling, transportation and waste management of hazardous substances. |

Additional information:

| | |
|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 5. Use of ozone depleting substances or Persistent Organic Pollutants

IMP NO #WEMFUZBS

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have significant impacts in relation to 'use of ozone depleting substances or Persistent Organic Pollutants'. Our facilities were established long after the global ban of ozone depleting freon and the stop of production of cooling elements with ozone depleting freon* and we do not use persistent organic pollutants (POPs). *The productions of cooling elements was banned from 1995, and from 2014 repairing cooling elements with ozone depleting freon was also banned. |

Additional information:

| | |
|------------------|-----------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 6. *Transition to a circular economy (previously handling and transportation of dangerous substances)

IMP NO #US5ETU8Z

Impact identification:

| | |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have significant impacts in relation to the transition to a circular economy. We operate in an industry where circularity is a key focus, especially with regard to the use of minerals. We acknowledge the EU Battery Regulation and its aim to extend the end-of-life (EoL) focus and promoting circularity in the battery sector. See also area 2: Use of energy. |
| Identified location(s) | - Production site - Business relationships (own and business relationships) - Customers and end-users |

Impact management:

| | |
|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Has included circularity as a focus area for our business development, and will continue to put emphasis on this. - Collaborates with businesses who specialise in the collection of our products by EoL. - Ensures that our products include clear instructions for efficient EoL collection (free for end users). - Designs our products in a manner that ensures, and continuously improves, lifespan, efficiency and recycling possibilities. - Ensures to include relevant information, including the above mentioned areas, in relation to our products, and seeks to provide this through a product passport format when available. |
| Indicators of effectiveness | 1. Number of reported reports/grievances related to this area 2. Number of business relationship engagements related to this area |
| Results of tracking effectiveness based on the indicators | **Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. // |
| Actions to communicate to the relevant authorities | **Note** // Only when relevant, should actions to communicate to authorities be described. // |

Additional information:

| | |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | **No Notes registered** |
| Assigned responsible person | Louise Karlsson Environmental and sustainability engineer |
| Assigned resources | **Note** // There has not been assigned further resources to address this impact. // |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 7. Soil and groundwater emissions (Previously emissions to surface and groundwater)

IMP NO #SNB2GWQ7

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that are not at risk of significant impacts in relation to 'emissions to soil and groundwater'. Whilst we operate production facilities, where spillages can occur, we assess the risk of such spillages contaminating groundwater or soil to be minimal. Hence, we assess that there are no significant risks of impacts. We recognise that the extractive industry industries may face challenges concerning this area, as water is used in large quantities and may pose a challenge in exploration, extraction, processing, ground water exposure, in relation to rainfall and related operations. This may lead to contamination. We require our business relationships to manage their risks in all environmental areas, including soil and water emissions. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 8. Surface water emissions (previously emissions into soil)

IMP NO #VD3X8JNY

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'surface water emissions'. We acknowledge that we operate in production facilities, where spillages into soil can occur. As our production sites are located close to water surfaces, additional risks may be present in case of flooding. Hence we assess that there could be a significant risk of impact. (See also Areas 7, 15 and 16). |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 9. *Climate change mitigation (previously air emissions)

IMP NO #MR3AS75F

Impact identification:

| | |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant adverse impacts in relation to 'climate change mitigation'. We develop technologies (charging systems) and have a key focus on creating sustainable energy solutions for the future, therefore, we will assess our impacts in this area. We further acknowledge that our core operations and products have a key focus on driving electrification in industrial sectors, which leads to positive impacts in this area. |
| Identified location(s) | - Production site |

Impact management:

| | |
|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | (See also Area 2: Use of energy) Micropower OY: - Uses the Green House Gas (GHG) protocol to measure and calculate our emissions and measures Scope 1 and 2 with high precision. (MP - Sustainability Report) - Operates in an industry focused on climate change mitigation. - Calculates our scope 3 emissions using GHG protocol. - Aims to become CO2-neutral by 2045. - Encourages employees to travel by train, bus, or car instead of air travel, wherever the distances allow. - Encourages all employees to act with environmental awareness. - Makes use of technological solutions, including virtual meetings, to reduce the need for travel. - Encourages less traveling (based on necessity) both for financial and environmental reasons. - Allows remote working twice a week. - Is in continuous dialogue with our upstream and downstream business relationships on the topic of emissions and climate change. - Encourages our suppliers to include information about products' CO2 footprint per article in purchasing processes. - Is seeking to prioritise near-sourcing, as to reduce the environmental footprint of transportation to our facilities, and includes this in our purchasing strategy. See area 20: Use and diffusion of environmentally friendly technologies, for further information concerning our products. |
| Indicators of effectiveness | 1. Total emissions scope 1 2. Total emissions scope 2 3. Total emissions scope 3 4. Number of company cars powered by electricity 5. Use of flights per. employee |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Compliance Report

Additional information:

| | |
|-----------------------------|----------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Therese Adenmark Sustainability Manager |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 10. Noise emissions and light emissions

IMP NO #2LGZEDHU

Impact identification:

| | |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to 'noise emissions and light emissions'. Our production facilities are located in industrial areas and are only running during business hours. Additionally, we operate in an industry where noise and light emissions are not a known issue, nor have we received complaints related to this area. |

Additional information:

| | |
|------------------|---------------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 11. Odour and dust emissions

IMP NO #JC0PR4RD

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to odour emissions. We do not emit odours or dust in our daily operations, and we have never received complaints. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 12. *Pollution prevention and control (previously dust emissions)

IMP NO #VNC7WKBN

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY does not assess that whilst we may have risks of adverse impacts in relation to pollution, prevention and control, these are not deemed significant. Our risks related to this area concern air emissions, waste management and handling/transportation of hazardous substances and are described and managed under area 2, 6, 7, 9 and 17. We acknowledge that our core operations and products have a key focus on driving electrification in industrial sectors, which leads to positive impacts in this area (See also Environmental area 2: Use of energy and area 20: Use and diffusion of environmentally friendly technologies). |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 13. *Protection and restoration of biodiversity and ecosystems

IMP NO #EMRPRUIA

Impact identification:

| | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to biodiversity and ecosystems. We do not use products or other in our operations that would amount to a risk of significant impacts on biodiversity. We do, however, acknowledge that this area links to our risks concerning waste management, hazardous substances and climate change. We refer to these areas and the prevention and mitigation of adverse impacts thereof. |

Additional information:

| | |
|------------------|-----------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 14. Animal welfare

IMP NO #2VH3I7IF

Impact identification:

| | |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to animal welfare. We do not deal with animals, nor do we use animal products in our production, or produce products for animals. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 15. Wastewater management

IMP NO #LCCKV4A3

Impact identification:

| | |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of significant impacts in relation to 'waste management of water'. We do not use significant amounts of water in our production facilities nor offices, and do not dispose of significant amounts of water, which warrants management. We acknowledge that wastewater management may be an issue in production and extraction in our upstream value chain, and require our business relationships to manage this risk. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 16. Solid waste management

IMP NO #DCLYH8GW

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of significant impacts in relation to 'waste management of solid waste'. Whilst there is waste generated in our daily operations, mainly at our offices and production sites, this is not of a quantity that amounts to a significant impact. The solid waste occurring from our operations are mainly plastics, cardboard etc. We appreciate that Finlands legislation is continuously improving recycling requirements and works with a partner to ensure adequate and effective recycling of fractions. We acknowledge that our products generate waste at the end of their lifecycle. Confer environmental Area 17: handling, transportation and waste management of hazardous substances and Area 6: transition to a circular economy. |

Additional information:

| | |
|------------------|-----------------------------------------|
| Additional notes | **No external notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

17. Handling, transportation and waste management of hazardous substances (previously Waste Management of Hazardous Substances) IMP NO #5G5SN3HC

Impact identification:

| | |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'waste management of hazardous substances'. We handle, transport and manage hazardous substances in our production processes, as well as generate waste in our operations that contain hazardous substances and need to be handled with caution. We therefore assess this to be a significant risk. Further, our products contain hazardous substances and must be dealt with in an adequate manner throughout their lifecycle, and at EoL. See also HuRi 9: Right to health and area 6: Transition to a circular economy. |
| Identified location(s) | - Production site - Business partners (transportation, supply and distribution) - End users (at the end of product lifecycle) |

Impact management:

| | |
|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Is compliant with relevant chemical regulations. - In alignment with RoHS, complies with allowed exemptions. - Reports according to SCIP in alignment with REACH regulation. - Measures the amount of hazardous waste managed. - Has clear instructions, trainings, SOPs and policies concerning the management of hazardous substances. - Has procedures in place to track deviations. - Has a procedure in place for educating (new) employees on management of hazardous substances. - Includes clear instructions in product material and information for customers in order to ensure correct handling of products and waste management of components containing hazardous substances. Micropower OY will: - Look into data disclosures of hazardous waste in light of upcoming regulations. See also HuRi 4.c. Right to safe and healthy working conditions, HuRi 9: Right to health, and environmental area 6. Transition to a circular economy. |
| Indicators of effectiveness | 1. Number of deviation reports 2. Number of reports/grievances in relation to this area 3. Amount of hazardous waste 4. Results of ISO 14001 inspections 5. Percentage of products with instructions for recycling/disposal 6. Data disclosures looked into |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Compliance Report

Additional information:

| | |
|-----------------------------|-------------------------------------------------------------------------------------------------------------|
| Additional notes | **No external notes registered** |
| Assigned responsible person | Louise Karlsson Environmental and sustainability engineer |
| Assigned resources | Actions (Group): 1 Day(s) - Look into data disclosures of hazardous waste in light of upcoming regulations. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 18. Food waste management

IMP NO #EHZ39GG7

Impact identification:

| | |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to food waste management. We do not produce, nor manage significant amounts of food waste. |

Additional information:

| | |
|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 19. *Climate change adaptation (previously New Environmentally Friendly Technologies)

IMP NO #2P01S9B1

Impact identification:

| | |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we are not at risk of significant impacts in relation to climate change adaptation. We do not assess that the areas in which we operate entail the need for explicit climate change adaptation of our sites or operations. We assess the risks and impacts of our operations and products in relation to climate change under area 9: climate change mitigation and area 20: Use and diffusion of environmentally friendly technologies. |

Additional information:

| | |
|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

20. Use and diffusion of environmentally friendly technologies (Previously diffusion of environmentally friendly technologies)

IMP NO #T638UZ61

Impact identification:

| | |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'use and diffusion of environmentally friendly technologies'. We develop, produce and hold patents for environmentally friendly technology (energy-efficient charging systems), including investing in, and R&D of more efficient chargers. Our customers further rely on us to drive development and mitigate risks in this area. See also area 2: Use of energy. |
| Identified location(s) | - Customers and potential customers - End users - Other manufacturers in the field |

Impact management:

| | |
|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Has a core business focus on the production and distribution of environmentally friendly technologies. - Utilises environmentally friendly technologies in our production processes (see also area 2: Use of energy) - Operates in a highly competitive market, and upholds a business model that makes the diffusion of environmentally friendly technologies accessible. See also area 2: Use of energy. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Additional information:

| | |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Assigned responsible person | Therese Adenmark Sustainability Manager |
| Assigned resources | <i>**Note** // There has not been assigned further resources to address this impact. //</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

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Compliance Report

Economic Impact Assessment

For: **Micropower - Micropower OY**

Location: **Salo, Finland**

Issued by: **Louise Karlsson**

Issued on: **24-10-2025**

Compliance Report

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| # | Content | Impact type | Reference |
|----|----------------------------------------------------------------------------------------------------------------------|------------------|-----------|
| 1 | About this report | | |
| 2 | 1. Accurate books and records, including data on income from past five years | | R6AKS10H |
| 3 | 2. Bribes to or corruption of public officials | | HHHOWE1M |
| 4 | 3. Bribes to or corruption of private counterparts | Potential impact | XOX32TD4 |
| 5 | 4. Trading in influence in relation to business partners, government officials or employees | | 0A4YIX9S |
| 6 | 5. Bribes, corruption or trading in influence through the use of intermediaries | | CNYBMXZT |
| 7 | 6. Use of facilitation payments, unless you are subject to threats or other coercion | | 5QFZ7WB2 |
| 8 | 7. Political contributions, charitable donations and sponsorships in expectation of undue advantages | | C59G9IDR |
| 9 | 8. Offering or accepting gifts beyond stated value (approvals) | Potential impact | 92UW5E92 |
| 10 | 9. Permitting or participating in money laundering | | KL4Y3E7S |
| 11 | 10. Hiring government employees for jobs relating to former areas of responsibility | | YMOWSNWP |
| 12 | 11. Abstain from cronyism and nepotism | Potential impact | FVLZMG6C |
| 13 | 12. Clearly define job duties based on skills, qualifications and experience | | YONMK2FZ |
| 14 | 13. Extortion or blackmail | | JL0XMMN4 |
| 15 | 14. Fraud or embezzlement | | 4Y057UWX |
| 16 | 15. Anti-trust or anti-competition | | 1RMDPHTO |
| 17 | 16. Tax avoidance | | F3XYAZBP |
| 18 | DISCLAIMER | | |

Compliance Report

▲ About this report

Methodology for Sustainability Due Diligence

Scope of this report

We appreciate that all companies, no matter where they operate or what they do, are at risk of sustainability impacts, and we intend to assess our business units at operational level or – where applicable – at representative level. This report is for Micropower OY.

To make this report, we have assessed adverse impacts that Micropower OY has or may have on each of the 16 economic 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 OY may 'cause' or 'contribute to' adverse impacts. In our economic impact assessments, we identify risks of significant impacts only.

In case of multiple impacts on the same economic area, each adverse actual or potential impact is treated separately.

Where we identify risks, we describe where the risks occur; what we do, or will do, to prevent or mitigate the risk; the indicators by which we measure effectiveness; who oversees managing the risk; and any additional resources that need to be allocated where added actions are deemed necessary or commendable.

Where we find 'no risks' of adverse impacts, we describe why we reached such conclusion.

This report consists of 16 impact assessments against all 16 economic areas and constitutes a 100% complete economic impact assessment for Micropower OY.

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

Results of our impact assessment

What we have identified

The 3 impacts were identified on the following 3 economic areas:

- 3. Bribes to or corruption of private counterparts (1)
- 8. Offering or accepting gifts beyond stated value (approvals) (1)
- 11. Abstain from cronyism and nepotism (1)

Each impact assessment is listed below in order of the economic areas.

Compliance Report

▲ 1. Accurate books and records, including data on income from past five years

IMP NO #R6AKSIOH

Impact identification:

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|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to accurate books and records, including data on income from past five years. According to the Finnish Accounting Act, accounting vouchers, such as receipts and invoices, must be retained for at least six years from the end of the calendar year in which the financial year ended. The financial statement material itself, however, must be stored for at least ten years from the end of the financial year. Micropower Oy stores accounting documents and financial statement material according to these rules. Further, we are subject to external, annual financial audits by reputable third-parties and have not received any remarks during the past 5 years. Therefore, we do not assess this to be a risk of significant impact. |

Additional information:

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|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 2. Bribes to or corruption of public officials

IMP NO #HHHOWE1M

Impact identification:

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|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to bribes to or corruption of public officials. Micropower OY is not dependant on special collaboration or approvals from the authorities, hence we do not assess this to be a significant risk. |

Additional information:

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|------------------|--------------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 3. Bribes to or corruption of private counterparts

IMP NO #XOX32TD4

Impact identification:

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|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to the area of bribes to or corruption of private counterparts. Micropower OY works in close partnership with a range of business relationships, and we are greatly dependant on these partnerships. We cannot rule out that benefits will be sought through bribery. (See also Area 8: Offering or accepting gifts) |
| Identified location(s) | - Sourcing - Business Partners |

Impact management:

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|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Is committed to conducting business with high integrity and has zero tolerance for all forms of bribery and corruption. - Is committed to the fight against corruption throughout our operations, which also includes our suppliers. - Does not directly, or indirectly through third-parties acting on our behalf, pay or offer to pay bribes. - Has a code of conduct for suppliers which addresses this area. - Covers this area in our employee code of conduct. - Trains employees in this area as a part of our onboarding process, and repeats trainings when relevant. Micropower OY/Group will: - Consider formalising training for most relevant staff, i.e. procurement, sales and executive management, to be repeated regularly. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Formalising training |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Additional information:

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|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Considerations (Group): 1 Day(s) - Consider formalising training for most relevant staff, i.e. procurement, sales and executive management, to be repeated regularly. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 4. Trading in influence in relation to business partners, government officials or employees

IMP NO #0A4YIX9S

Impact identification:

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|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to trading in influence in relation to business partners, government officials or employees. We do not have the market share or power to influence that would make trading in influence a likely risk. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 5. Bribes, corruption or trading in influence through the use of intermediaries

IMP NO #CNYBMXZT

Impact identification:

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|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to bribes, corruption or trading in influence through the use of intermediaries. Micropower OY ensures that all interactions with intermediaries are properly accounted for, and we only work with reputable intermediaries (accountants, law firms etc.). |

Additional information:

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| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 6. Use of facilitation payments, unless you are subject to threats or other coercion

IMP NO #5QFZ7WB2

Impact identification:

| | |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to the use of facilitation payments, unless you are subject to threats or other coercion. Facilitation payments are known not to be a challenge in Finland, where we operate. |

Additional information:

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| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 7. Political contributions, charitable donations and sponsorships in expectation of undue advantages

IMP NO #C59G9IDR

Impact identification:

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|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to political contributions, charitable donations and sponsorships in expectation of undue advantages. We do not support political parties through donations or sponsorships. Any charitable donations and sponsorships are subject to the four-eye principle and are never used to obtain undue advantages. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 8. Offering or accepting gifts beyond stated value (approvals)

IMP NO #92UW5E92

Impact identification:

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|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to 'offering or accepting gifts beyond stated value (approvals)'. We may be in a position to give or receive gifts of a size that could influence business decisions. |
| Identified location(s) | - Sales and procurement - Business Relationships |

Impact management:

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|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Is committed to conducting business with high integrity and has zero tolerance for all forms of bribery and corruption. - Does not offer or accept gifts that will improperly influence our business decisions or those of our partners. - Encourages employees to make use of the four-eye principle when in doubt concerning this area. (MP - Code of Conduct) Micropower OY/Group will: - Consider developing procedures, clarifying and regulating requirements, approval processes and value limits for internal and external gifts and donations (both giving and receiving). - Consider developing a gift-registry for high value gifts. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. Procedures for gifts: Decision 3. Gift registry: Decision |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Additional information:

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|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Considerations (Group): 2 Day(s) - Consider developing procedures, clarifying and regulating requirements, approval processes and value limits for internal and external gifts and donations (both giving and receiving). - Consider developing a gift-registry for high value gifts. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 9. Permitting or participating in money laundering

IMP NO #KL4Y3E7S

Impact identification:

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|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks significant impacts in relation to 'permitting or participating in money laundering'. We do not run a business that is at risk of allowing or making possible money laundering, as we do not handle cash, nor work in an industry where this is a known risk. |

Additional information:

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| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 10. Hiring government employees for jobs relating to former areas of responsibility

IMP NO #YMOWSNWP

Impact identification:

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|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to 'hiring government employees whose jobs conflict with obligations of such employees'. We do not offer positions that would be relevant to government employees, nor do we have experience with hiring government officials. However, should Micropower OY hire any (former) government employees, we will reassess this area. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 11. Abstain from cronyism and nepotism

IMP NO #FVLZMG6C

Impact identification:

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|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | Potential |
| Connection to impact | May cause |
| Description | Micropower OY assesses that we may have risks of significant impacts in relation to abstaining from cronyism and nepotism. Micropower OY hires employees and makes use of contractors that may have both personal and business partnerships with existing Micropower OY employees. This further concerns promotions and other types of benefits. We have developed, and are still developing, close relationships and networks within our industry (See also Area 3: bribes to private counterparts). We acknowledge that we employ temporary (summer) workers as needed, who usually have relationships with Micropower OY employees. |
| Identified location(s) | - HR-recruitment - Employment - Promotions - Contracting and Consulting - Business relationships |

Impact management:

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| Actions to cease, prevent and/or mitigate the adverse impact | Micropower OY: - Clearly includes nepotism/cronyism in our code of conduct for employees. - Ensures that anyone who recommends friends or family relationships for an internal position or as a supplier/ contractor shall not be involved in the decision-making. - Ensures that decisions concerning recruitment and promotions are made with regard to skills, qualifications and experience (see also HuRi 3: Right to work (contract)). Micropower OY/Group will: - Update the CoCE with our position on nepotism and cronyism, and what that means in practice. - Consider formalising procedures to restrict and limit nepotism or cronyism in recruitment/ procurement processes. |
| Indicators of effectiveness | 1. Number of reports/grievances in relation to this area 2. CoCE updated to cover this area 3. Formalising procedures: Decision |
| Results of tracking effectiveness based on the indicators | <i>**Note** // Results of tracking effectiveness based on the listed indicators should be described, but it is common not to have tracking results to describe in this first version of the impact assessment. //</i> |
| Actions to communicate to the relevant authorities | <i>**Note** // Only when relevant, should actions to communicate to authorities be described. //</i> |

Additional information:

| | |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Assigned responsible person | Eva Degerman VP PCL |
| Assigned resources | Actions (Group): 2 Day(s) - Update the CoCE with our position on nepotism and cronyism, and what that means in practice. Considerations (Group): 1 Day(s) - Consider formalising procedures to restrict and limit nepotism or cronyism in recruitment/ procurement processes. |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 12. Clearly define job duties based on skills, qualifications and experience

IMP NO #YONMK2FZ

Impact identification:

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| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to 'clearly define job duties based on skills, qualifications and experience'. Any risks in relation to this area are managed under HuRi 4: Right to enjoy just and favourable conditions of work. We acknowledge that the activities of Micropower OY demand clear and defined competencies, due to the industry we operate in. (See also Area 11: Abstaining from cronyism and nepotism, HuRi 3: Right to work and HuR 2: Right to non-discrimination). |

Additional information:

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|------------------|-----------------------------------------|
| Additional notes | <i>**No external notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 13. Extortion or blackmail

IMP NO #JL0XMMN4

Impact identification:

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|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to extortion or blackmail. We reject all forms of extortion or blackmail. Although Micropower OY handles private information on clients, we have very strict rules on privacy (See HuRi 23: Right to privacy). Micropower OY has never experienced accusations of extortion or blackmail. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | <i>**No Notes registered**</i> |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 14. Fraud or embezzlement

IMP NO #4Y057UWX

Impact identification:

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|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to fraud or embezzlement. We have never experienced being accused of any association with fraud or embezzlement. We ensure high quality standards in all of our procedures and strongly oppose all forms of fraud or embezzlement |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

▲ 15. Anti-trust or anti-competition

IMP NO #1RMDPHTO

Impact identification:

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|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have risks of significant impacts in relation to anti-trust or anti-competition. We are not yet of a size or market position, where we could be invited to participate in anti-competitive activities. Additionally, EU regulations are in place to prevent unfair competition and abusive behaviour. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

Compliance Report

▲ 16. Tax avoidance

IMP NO #F3XYZBP

Impact identification:

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|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Impact type | No impact |
| Description | Micropower OY assesses that we do not have significant impacts in relation to tax avoidance. Our company structure is transparent and does not include entities that are listed in tax havens, nor do we engage in trans-border operations with these areas. Thus, we assess that we do not have risks of significant impacts in this area. |

Additional information:

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|------------------|--------------------------------|
| Additional notes | **No Notes registered** |
| Follow up date | Jan 31 2027 12:00AM |
| Approved on | 22-10-2025 by Louise Karlsson |

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