

# Vestum's sustainability work

Sustainability is a strategically important issue for Vestum and we have made a long-term commitment to contribute to a sustainable society. Vestum's quarterly reports describe selected parts of the work that is being carried out to ensure that Vestum reaches its long-term sustainability targets and provide an overview of the progress Vestum has made.

During the last quarter, Vestum's sustainability work has focused on the implementation of the Corporate Sustainability Reporting Directive (CSRD) in our operations. Our primary focus for the upcoming period is to improve our capacity for sustainability reporting and increase transparency regarding our impact and responsibility. As a listed company, we are subject to the new legal requirements starting from the reporting year 2024.

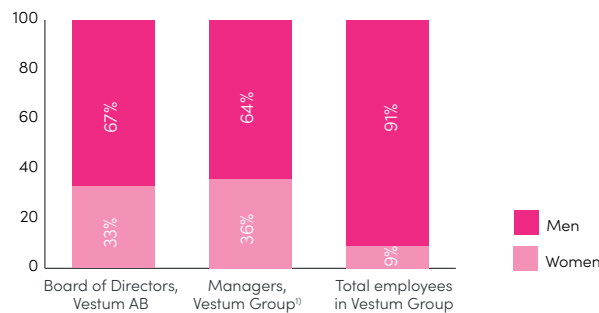
Being part of the first wave of companies covered by the new legal requirements gives Vestum an opportunity to deliver sustainability data in accordance with the new

standards to our customers. This not only strengthens our competitiveness, but also gives us a strategic advantage in shaping our future within an increasingly conscious and responsible business climate as we transition to more sustainable operations.

During the past quarter, Vestum's board has established short-term sustainability targets that extend to 2026. By focusing on these shorter time frames, Vestum can strategically navigate towards the long-term targets.

## Gender equality

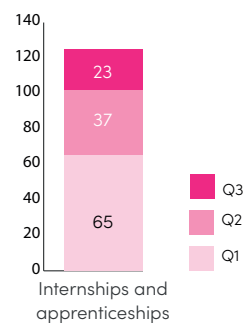
Gender distribution as of September 30 2023



1) Managers in the Vestum Group refers to employees at Group level with personnel or functional responsibilities as well as the CEO and CFO of Vestum's operating companies.  
 2) A serious accident refers to work-related accidents that lead to at least one day of medical leave  
 3) LTIFR (Lost Time Injury Frequency Rate) refers to the number of accidents per 200,000 hours worked.

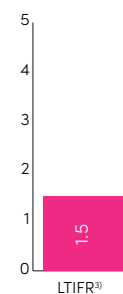
## Skills recruitment

Internships and apprenticeships as of September 30 2023 (accumulated 125 Internships and apprenticeships from January 1 2023)



## Work environment

Serious accidents during the third quarter 2023<sup>2)</sup> (6 accidents)



## Sustainability targets

### Climate

- By 2026, Vestum shall reduce CO<sub>2</sub>e-emissions by 25%
- By 2040, Vestum shall have net-zero climate impact

### Biodiversity

- By 2026, Vestum shall have mapped its impact on biodiversity
- By 2040, Vestum shall reach net zero impact on biodiversity

### Work environment

- By 2026, Vestum shall establish a group-wide structure and culture that both ensures accurate reporting of incidents and accidents, and encourages individual employees to speak up if the workplace is perceived as unsafe
- By 2040, Vestum shall eliminate serious work accidents

### Gender equality

- By 2026, at least 35% of Vestum managers shall be female and at least 15% of total employees in the Group shall be female
- By 2040, Vestum shall have an even gender distribution

### Skills recruitment

- By 2026, Vestum shall have provided at least 400 internship and apprenticeship positions
- By 2040, Vestum shall have provided at least 1,000 internship and apprenticeship positions