

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 fourth quarter, we have continued to focus on implementing a structure and methods linked to the new legal requirements for sustainability reporting. We have spent considerable time on creating conditions that make it easier for our companies to do their reporting. The new reporting requirements and new measuring points mean that extensive work is often required to produce the right numbers and to create a method that ensures high-quality data every year.

We have therefore set aside significant resources during the quarter to collect high-quality data for our reporting, especially in Scope 3 where most of our emissions are generated. The absolute majority of our Scope 3 emissions come from Category 1, purchased goods and services. We therefore see that continued collaboration with our suppliers is crucial to reducing our climate impact.

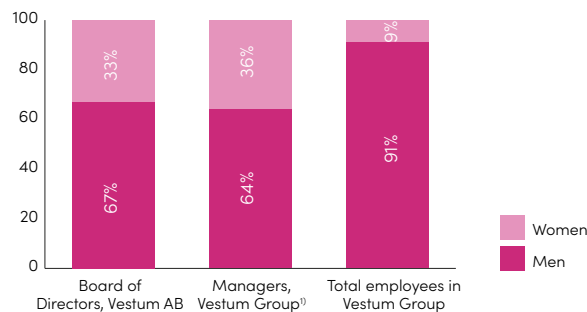
Vestum's target is to have provided 400 internships and apprenticeships by the end of 2026. To achieve this goal, we need at least 100 internships and apprenticeships per year. During 2023, we have had 136 internship and apprenticeship positions.

We had five accidents during the quarter that led to at least one day of sick leave, which is a decrease from the previous quarter. Annually, the trend is also downward.

When it comes to gender equality we can state that we have increased the proportion of women both on Vestum's board and among managers in the Group. During the year, we also exceeded our short-term goal of having 35% female managers within the Group.

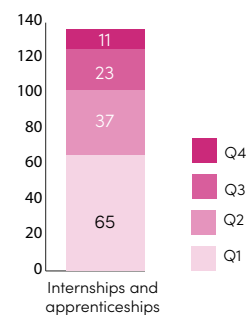
Gender equality

Gender distribution as of December 31, 2023



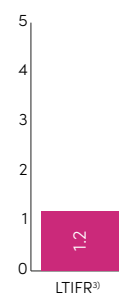
Skills recruitment

Internships and apprenticeships as of December 31, 2023 (accumulated 125 Internships and apprenticeships from January 1, 2023)



Work environment

Serious accidents during the fourth quarter 2023 ²⁾ (6 accidents)



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.

Sustainability targets

Climate

- By 2026, Vestum shall reduce CO₂e-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