

VESTUM'S SUSTAINABILITY WORK

Vestum's quarterly reporting describes selected parts of the work being carried out to ensure Vestum achieves its short-term and long-term sustainability goals, as well as providing a picture of Vestum's progress.

Internal sustainability reporting

During the first quarter, Vestum expanded the sustainability reporting conducted internally within the group. Starting this quarter, our companies report their greenhouse gas emissions in scope 1 and scope 2 every quarter, as well as additional selected social metrics. By conducting reporting quarterly, we aim to capture negative trends or potential misreporting at an early stage, enabling us to enhance the quality of our sustainability efforts. Additionally, our goal with more frequent sustainability reporting is to ensure that the data we collect and disclose externally is accurate and fair.

Workplace environment

Regarding work-related injuries, there has been no significant change compared to the corresponding quarter of the previous year. During the first quarter of 2024, the Lost Time Injury Frequency Rate (LTIFR)¹⁾ amounted to 2.1. For the same quarter of the previous year, the LTIFR was 2.4. The first quarter tends to be more accident-prone than the other quarters, and many of these accidents, especially slip accidents, are linked to the colder months.

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. A serious accident refers to work-related accidents that lead to at least one day of medical leave. LTIFR (Lost Time Injury Frequency Rate) refers to the number of accidents that led to at least one day of sick leave per 200,000 hours worked.

Skills recruitment

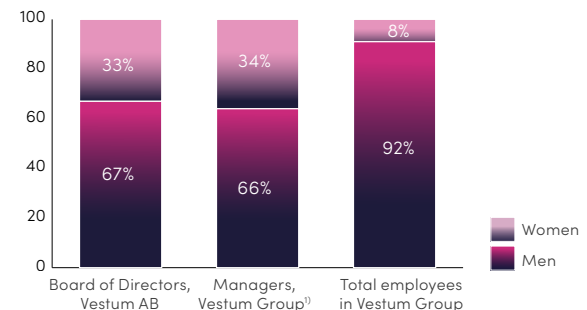
During the first quarter, we provided 21 internship and apprenticeship positions. In the corresponding quarter of the previous year, we provided 65 internship and apprenticeship positions. This decrease is partly explained by Vestum divesting certain companies that previously offered many internship and apprenticeship positions, and partly by the fact that Vestum's remaining companies have offered fewer internship and apprenticeship positions than the previous year. Vestum's short-term goal is to provide 400 internship and apprenticeship positions between 2023 and 2026. At the end of this quarter, Vestum had provided 157 positions, which indicates that we are aligned with our objective.

Gender equality

Regarding gender equality, the gender distribution within the group is consistent with the gender distribution reported at the end of the corresponding quarter of the previous year.

Gender equality

Gender distribution as of March 31, 2024



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