

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 second quarter, we continued our efforts to improve data quality in our sustainability reporting. To achieve this, it is important that our internal reporters understand the reporting process and the purpose of the metrics we use. To ensure this understanding, we organized a sustainability forum focused on quarterly reporting and the challenges that companies often face in this process. At the sustainability forum, we discussed specific, recurring challenges and methods to address them.

Workplace environment

Work-related injuries have increased compared to the same period last year. During the second quarter of 2024, the Lost Time Injury Frequency Rate (LTIFR)¹⁾ amounted to 5.4. For the same quarter of the previous year, the LTIFR was 4.4. It should also be noted regarding the LTIFR measurement that, starting from this report, we calculate LTIFR based on 1,000,000 hours worked, instead of the 200,000 hours worked we previously used. This change aligns with ESRS, where 1,000,000 hours worked is used as the standard.

1) LTIFR (Lost Time Injury Frequency Rate) refers to the number of accidents that have resulted in at least one day of sick leave per 1,000,000 hours worked. Serious accidents are defined as work-related incidents that result in at least one day of sick leave.

2) Managers in the Vestum Group refer to employees at the group level with personnel or functional responsibilities, as well as the CEO and CFO of Vestum's operating companies.

Skills recruitment

During the second quarter, we provided 16 internships and apprenticeships, compared to 37 internships and apprenticeships in the same quarter the previous year. This decrease is partly due to Vestum divesting certain companies that previously offered many internships and apprenticeships, and partly because Vestum's remaining companies have had fewer internships and apprenticeships than the previous year. Vestum has a short-term goal of providing 400 internships and apprenticeships between 2023 and 2026.

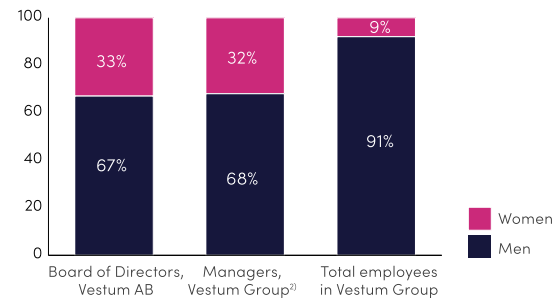
At the end of the period, Vestum has provided a total of 173 positions, which means we are aligned with our targets.

Gender equality

The proportion of female managers within the group has decreased slightly compared to the gender distribution reported at the end of the same quarter last year. The gender distribution for Vestum's board and employees in the group remains unchanged compared to the same quarter the previous year.

Gender equality

Gender distribution as of June 30, 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