

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.

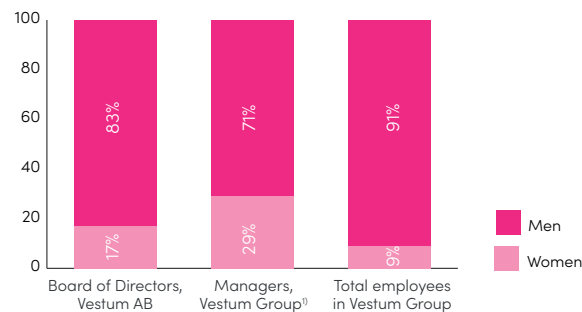
During the quarter, Vestum's sustainability work has had a special focus on climate issues. In connection with Vestum's board setting a long-term climate target for Vestum to have a net zero climate impact by 2040, a decision was also made that Vestum shall set science-based climate targets, and that a process will be initiated to have these targets approved by the SBTi (Science Based Targets initiative). That process was initiated during the quarter as Vestum submitted a commitment letter to the SBTi regarding scientifically based climate targets.

Vestum also conducted a sustainability forum with the theme "Climate and reduced climate impact" during

the quarter. The sustainability forum is a meeting place for all employees within the Vestum Group who work with sustainability issues. The sustainability forum included training sessions on various climate issues, in collaboration with sustainability consultant Trossa. The participants also shared good examples from their respective businesses of possible ways to reduce climate impact. Measures that were discussed included choosing fossil-free and renewable electricity, producing energy through solar cells, increasing recycling and reuse, and reducing driving distances and increasing the use of electric vehicles.

Gender equality

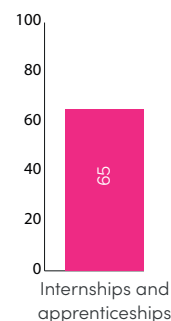
Gender distribution as of March 31 2023



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.

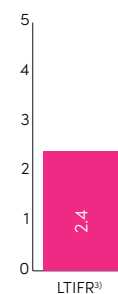
Skills recruitment

Internships and apprenticeships that have been offered during the first quarter 2023 (65 Internships and apprenticeships)



Work environment

Serious accidents during the first quarter 2023²⁾ (12 accidents)



Sustainability targets

Vestum's sustainability work focus on climate, biodiversity, work environment, gender equality and skills recruitment. In these areas Vestum has set long-term targets that extend to 2040.

Climate

Vestum shall reach net zero climate impact by 2040

Biodiversity

Vestum shall reach net zero impact on biodiversity by 2040

Work environment

Vestum shall have no serious work accidents by 2040

Gender equality

Vestum shall have an even gender balance by 2040

Skills recruitment

Vestum shall create 1,000 internships and apprenticeships by 2040