

Sustainability Report 2025

Contents

Sustainability at Premix

Message from Managing Director	3
Sustainability Reporting	4
Our Values	5
Highlights 2025	6
Our Strategy	7
Premix Sustainability Promises	8
Sustainability Management	9
Board of Directors	13
Management Team	14
Premix Sustainability Roadmap	15
Stakeholders	16
Sustainability Score in Customer Survey	17
Value Chain	18
Materiality	19
Materiality Matrix	21

Environmental

Environmental Sustainability at Premix	23
Environmental Objectives	24
Climate Change	25
Climate-Related Risks	26
Carbon Footprint Tracking	28
Energy Consumption	29
Use of Materials	30
Waste Management	31

Social Sustainability

Social Responsibility at Premix	33
Characteristics of Employees	34
Equality and Equity	35
Employee Well-being and Training	36
Occupational Safety	37
Fire Safety	38

Governance

Governance at Premix	40
Supplier Sustainability	41
Business Conduct Policies and Corporate Culture	42
Internal Control	43
Tax Footprint	44

Message from Managing Director

I am proud to present our new sustainability report, summarizing a year of meaningful progress and milestones. In 2025 we expanded our global footprint by opening a new production facility in North Carolina, USA, and achieved EcoVadis Gold sustainability rating. These accomplishments highlight how growth and responsibility go hand in hand at Premix.

For us, sustainability is a long-term commitment, not always the easiest or cheapest choice, but the only way forward. We favour steady, step-by-step progress over quick fixes, integrating sustainability into decisions to drive meaningful impact.

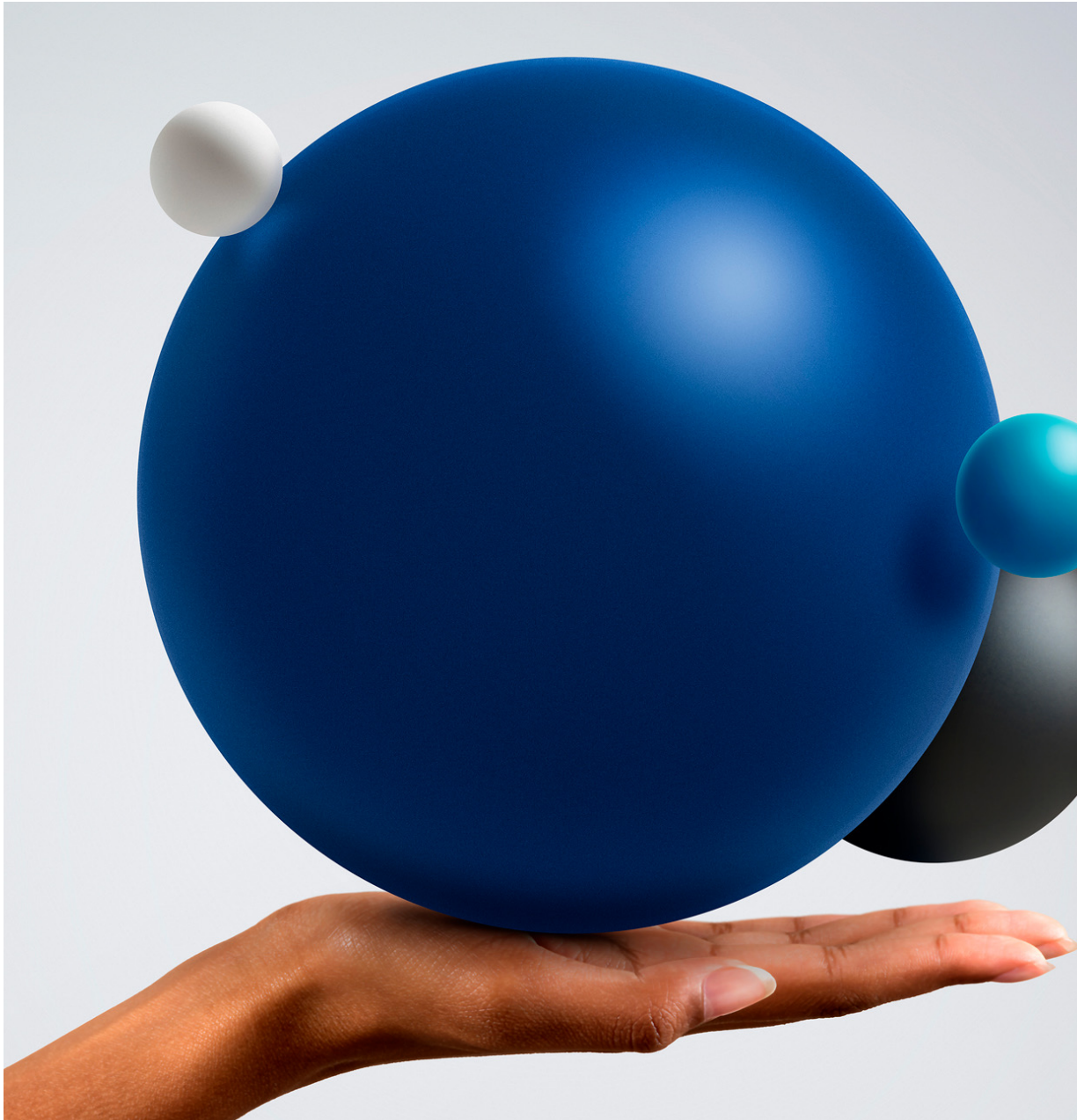
Over the past year, we backed up our commitments with action. We launched our first carbon-neutral product, achieving a net-zero CO₂ footprint for a Premix material. We also continued to run our operations on 100% renewable energy, eliminating our Scope 2 emissions entirely in Finland. This equals roughly 4 million kilograms of CO₂ emissions avoided. In supply chain, we scaled up circular materials, resulting the share of recycled raw materials rising by 42% in 2025. Encouraged by these and other results presented in this report, we updated our Sustainability Roadmap through 2030 with even more ambitious climate targets to keep raising the bar.

Safety and integrity remain non-negotiable. We continued systematic work to strengthen our safety culture through proactive observations and daily leadership. We maintained strong compliance practices, with no incidents of discrimination, harassment, corruption, data breaches, or other serious integrity violations during the year.

These achievements are the result of determined work by our people, and close collaboration with our customers and partners. Thank you for being part of this journey. We remain fully committed to meeting future challenges and building a safer, more sustainable society with our functional materials.



Jaakko Aho
Managing Director



Sustainability Reporting

Basis of Preparation

The aim of this sustainability report is to provide our stakeholders with transparent, comparable and decision-useful information about Premix's operations. Sustainability is a strategic cornerstone for Premix, and an integral part of our business model and long-term development.

Currently, Premix is not subject to mandatory sustainability reporting obligations or commitments. Nevertheless, Premix has proactively initiated structured sustainability reporting and intends to further develop its reporting practices in the coming years in anticipation of the requirements of the Corporate Sustainability Reporting Directive (CSRD).

This report has been prepared in accordance with the principles and structure of the European Sustainability Reporting Standards (ESRS) to the extent that they are applicable to the size and operations of our company. The content of this report complies also with the EU's Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) and complies with the requirements of both the Basic and Comprehensive modules. VSME Index table can be found from the end of this report.

This sustainability report covers the period from January 1 to December 31, 2025. This report has been prepared at the Premix Group level, however majority of the data is from Premix Finland, as the commercial US Operations began fully in 2026.

This report has been prepared in cooperation with external sustainability organization.

Our Values



APPRECIATION

We consider and encounter people as individuals. We make sure that they are understood and feel that they are appreciated. Our appreciation is visible both in major policies and day-to-day actions –taking the environment and people into consideration. We genuinely understand our customers and are trustworthy partners.

Cooperation gives rise to shared added value and success. Mutual trust lays the foundation for a work culture in which everyone can develop and prosper individually.



COURAGE

As trailblazers, we revise both our own operations and our operating environment. We find new perspectives and innovate. We promote the development of our customers' businesses by helping to generate new ideas and offering new solutions and services.

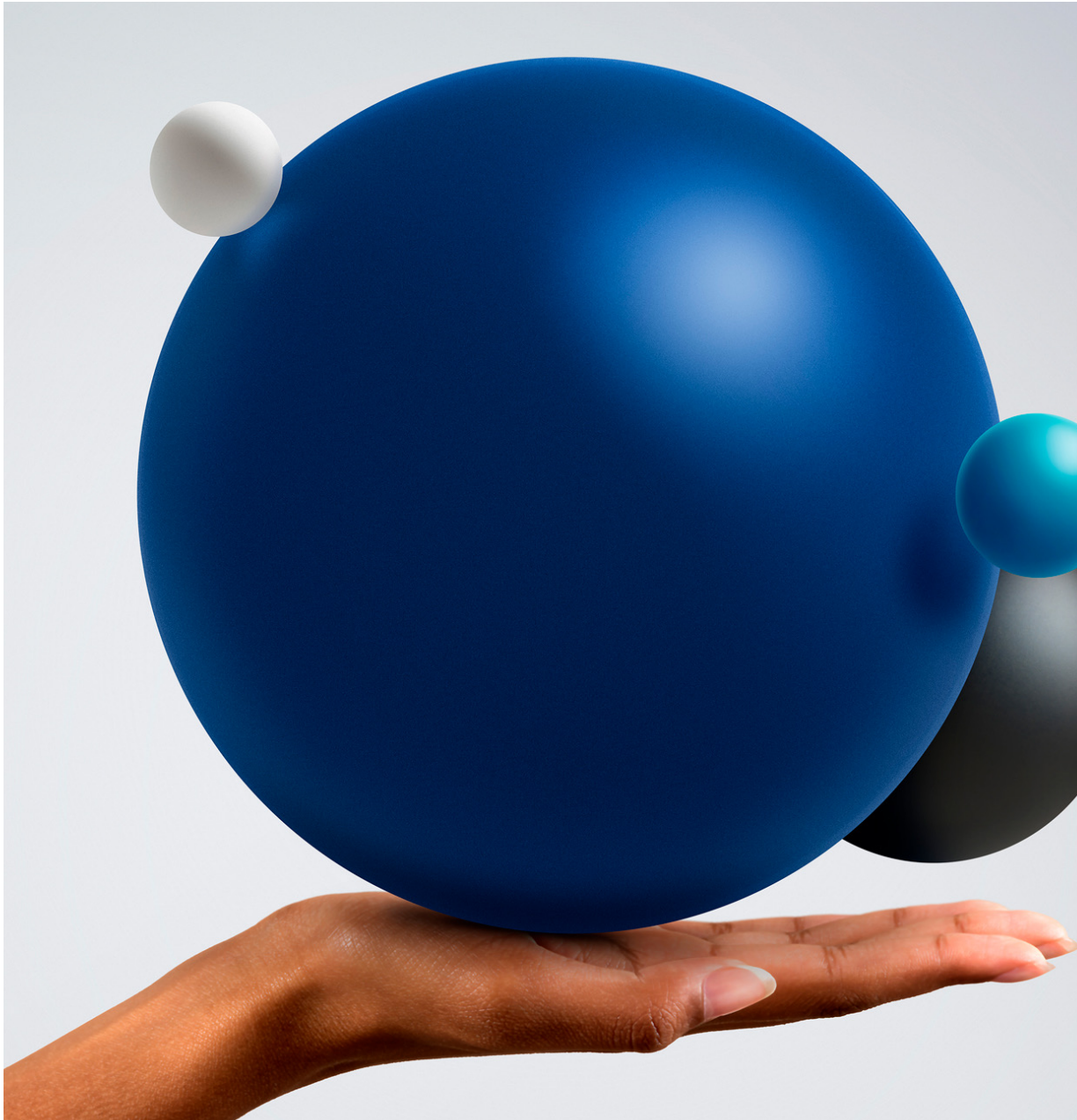
Together, we renew ourselves. We encourage ourselves and each other to throw ourselves into new things and to excel. We dare to try without being afraid of mistakes and present differing opinions in an appreciative way to reach the optimum outcome.



PASSION

Our enthusiasm is contagious and inspires us always to do our best. Together, we make the nearly impossible possible. We are committed to high quality, premium service, and successful cooperation.

Our passion for customer work and technology means engagement in developing new. Meaningful work in an immersive working community inspires and encourages us to always perform our work with high quality.



Highlights 2025

USA Plant Launch – Our new facility in North Carolina expands our production capabilities and brings us closer to our customers, while operating to the same high sustainability standards that have always defined Premix.

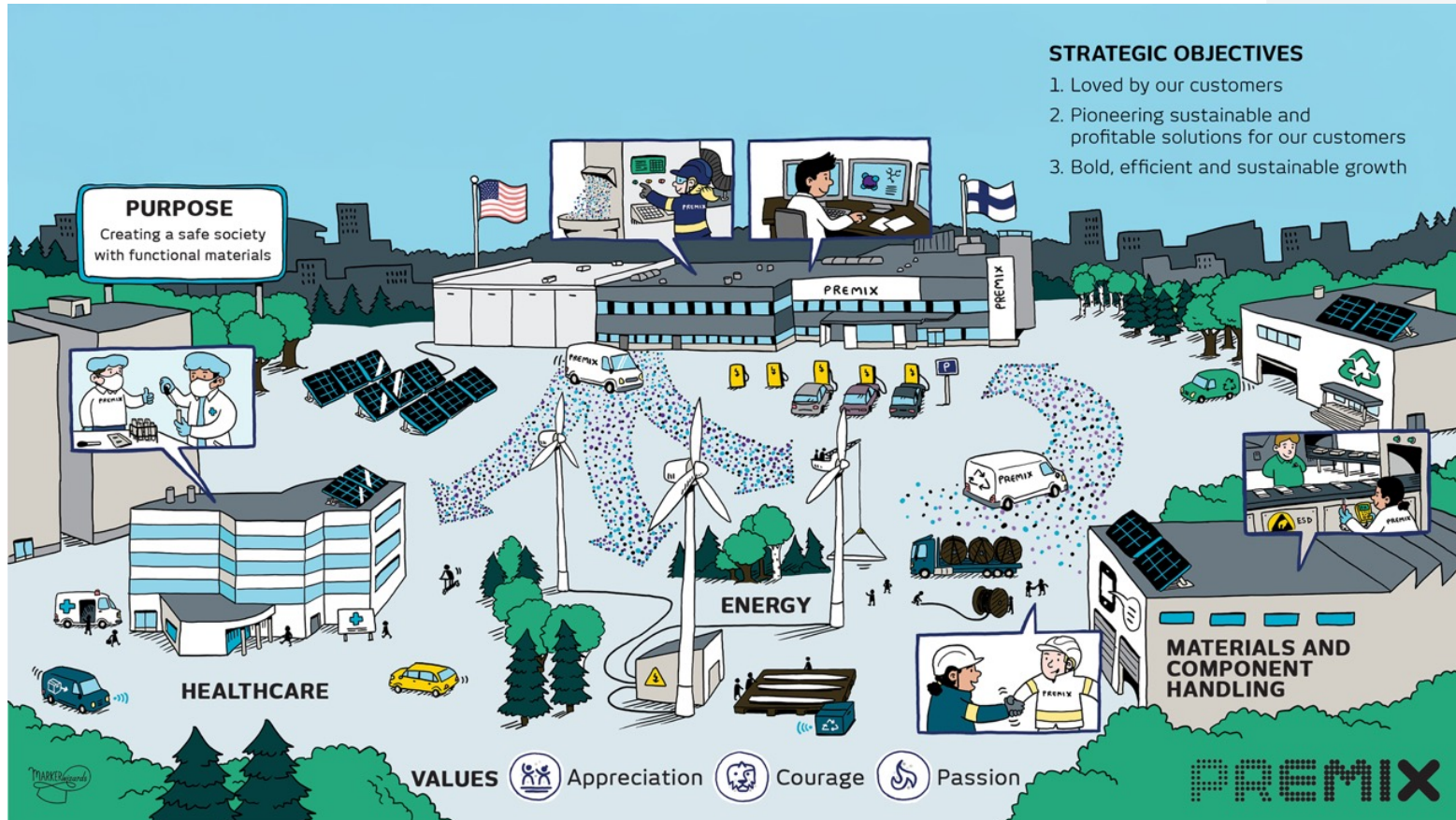
Leadership Continuity - At the beginning of 2025, Hanna Ristola became Chair of the Board and Jaakko Aho assumed the role of CEO, ensuring continuity in the company's sustainability-focused strategy.

Ecovadis Gold Level – Achieving Ecovadis Gold to Rajamäki plant is a significant milestone, demonstrating our leadership in sustainability and strong commitment to responsible business practises.

Sustainability Roadmap – The Sustainability Roadmap for 2026-2030 is updated for reaching the ambitious targets for 2030 and ensure the continued, systematic development of our sustainability work.



Our Strategy



STRATEGIC OBJECTIVES

1. Loved by our customers
2. Pioneering sustainable and profitable solutions for our customers
3. Bold, efficient and sustainable growth

Sustainability isn't just a trend for us. It's the backbone of our strategy and everyday thinking. We see it as the single most important force shaping the future of our industry, and we are committed to staying ahead of the curve. At Premix, we create materials that matter, and sustainability touches every part of what we do, from the products we develop to the way we work and the impact we have on society.

Our purpose is simple but powerful: to create a safer society with functional materials. For this we have chosen to focus on three key market segments: **Healthcare, Energy, and Materials and Component Handling**. We translate our strategy into tangible actions through OKR-model, which is implemented both at company and market segment level.

Premix Sustainability Promises

Sustainable with Purpose



Sustainable Solutions

We help customers replace high-carbon materials with our low-carbon alternatives and continuously increase recycled and renewable content.

Material with Purpose

We design materials that create value across their lifecycle and society, enabling high-performance applications that enhance health, safety and well-being.

Forerunners in Sustainability

We work closely with stakeholders across our value chain to advance sustainability and aim to deliver electrically conductive products with the lowest-carbon-footprint on the market by 2030.

People & Responsibility



Safe and Respectful Workplace

We have a safe, healthy, and respectful environment where employees can thrive.

Ethical Practices and Human Rights

We uphold human rights, ethical standards, and responsible sourcing across our operations and supply chain.

Empowering our People

We empower our people through continuous learning, growth, and development.

Transparent & Verified



Sustainability Performance

We continuously improve our externally audited sustainability performance, targeting EcoVadis Platinum level by 2030.

Standard & Verification

We apply internationally recognized standards and ensure transparency through independent third-party verification across our operations.

Transparent Reporting

We go beyond compliance by publishing our Sustainability Report annually and sharing our carbon footprint calculations, ensuring transparency and insights.

Sustainability Management

Ownership and Board Commitment to Sustainability

Our approach to sustainability is deeply rooted in our core values and strategic vision. Responsibility starts with the will of our owners and is reflected in leadership that aligns with our values. Sustainability is not a separate initiative but an integral part of our strategy, embedded across all operations.

To ensure strong and independent oversight, we have professional, independent board that also plays key role in guiding our sustainability efforts. This governance structure strengthens our commitment to comprehensive sustainability and ensures that it remains a central focus in our decision-making and long-term strategy.

Integrity and accountability are central to the selection of both board and management team members, ensuring openness and transparency that build stakeholder trust.

Business Continuity and Operational Resilience

Ensuring business continuity is an important part of responsible management. We regularly assess and develop our operations to maintain reliability, safety and compliance across our value chain. Through systematic evaluation and continuous improvement, we strengthen our operational resilience and preparedness.

Recent actions to enhance operational robustness include the construction of a second production unit in the United States, fire protection improvements at our Rajamäki plant, and strengthened cybersecurity through the consolidation of business-critical data into a unified cloud-based ERP system. Through these ongoing efforts, we support stable operations and sustainable long-term growth.

Sustainability Management

Board Governance and Strategic Oversight

The Board of Directors oversees and refines company operations and strategy, with owners' representation ensuring alignment with long-term company objectives.

There are 6 members on the Board of Directors. Regular reviews and updates of policies and sustainability objectives underscore the commitment to responsible business practices and continuous improvement. Dialogue with stakeholders and monitoring of their actions demonstrate openness to diverse perspectives.

A commitment to comply not only with laws but also with good practices emphasizes sustainable business conduct, reinforcing the board's dedication to long-term success and shareholder value creation.

Board's ESG statement:

"Our ESG achievements and new targets reflect our strong commitment to sustainability. Guided by our sustainability roadmap, we have worked hard to make our society safer and cleaner and to reduce our carbon footprint. Now we have set even more ambitious goals to further cut energy and water consumption, minimize waste, and significantly lower emissions across all scopes.

By integrating sustainable practices into our operations and supply chain, we are driving circular economy principles into action by prioritizing material reuse, resource efficiency and waste reduction. Through these efforts we aim to create long-term value for future generations while ensuring the well-being of our employees and communities."

Sustainability Management

Leadership Commitment to Safety and Responsible Care

Safety is a fundamental value at Premix and a non-negotiable priority across all operations. We have been committed to the principles of Responsible Care since 1997, guiding how we manage health, safety, and environmental risks throughout our activities and value chain.

We invest systematically in occupational safety for all employees, focusing on proactive risk identification, continuous improvement, and a strong safety culture supported by leadership at all levels. Safety expectations apply consistently across roles, sites, and daily operations. Fire safety is a key focus area in our safety development work. We continuously strengthen fire prevention, protection systems, training, and preparedness to mitigate risks and ensure safe and reliable operations. Our commitment to safety and Responsible Care supports employee well-being, operational resilience, regulatory compliance, and long-term sustainable performance.

In addition to physical safety, Premix considers information security and the responsible use of artificial intelligence as essential elements of safe and reliable operations. We apply internationally recognized information security frameworks, including ISO 27001, to protect data, systems, and business-critical information. The use of artificial intelligence is governed to ensure security, reliability, and ethical use. We continuously strengthen AI literacy across the organization and integrate responsible AI practices into our ways of working.



“For nearly 30 years Premix has been committed to the global Responsible Care sustainability programme. The safety of our people is our top priority and at the heart of everything we do.”

Sustainability Management

Leadership in Sustainability Management

Our board and management are dedicated to embedding sustainable practices into every facet of our operations, guiding Premix beyond compliance towards excellence in environmental, social, and governance aspects. Together, we are setting a robust framework for accountability, innovation, and continuous improvement, ensuring that our commitment to sustainability is integrated throughout our corporate strategy and daily activities.

Board of Directors

- Sets strategic guidelines and takes sustainability critical decisions and approves annual sustainability report.
- Assesses thoroughly organization's impact on society, environment and people when preparing and approving sustainability reports.
- Conduct regular reviews of control and risk management policies, ensure consistent monitoring of their implementation, and annually evaluate effectiveness of these processes.
- Integrate sustainability criteria as a key consideration in investment decisions.
- Continuously enhance and maintain personal competence in areas related to sustainability to support informed decision-making.

Managing Director

- Implements the policies approved by the Board and monitors the implementation of sustainability as part of the business.
- Responsible for the sustainability of the whole company, guiding development work and coordinating the preparation of the sustainability report and the practical implementation of sustainability measures.
- Promotes the development of the organization's sustainability competence.
- Draws up a sustainability policy for the Board and ensures that the Board receives up-to-date information on sustainability issues.
- Directs and coordinates the work of people working with sustainability.
- Communicates sustainability issues within the organization to personnel.

Board of Directors



Thomas Luther

Member of the Board since 2022

Independent of the company and of its significant shareholders

b. 1977, M.Sc. M.Sc. (Economics and Business Administration)

Principal occupation:
CEO, Nevel Oy

Kalle Reponen

Member of the Board since 2015,
Chairman until 31.12.2024

Independent of the company and of its significant shareholders

b. 1965, M.Sc. (Economics and Business Administration)

Principal occupation:
Board professional

Mika Toikka

Member of the Board since 2012

Independent of the company and of its significant shareholders

b. 1975, M.Sc. (Tech)

Principal occupation:
CEO, Berggren Oy

Tuomas Kiikka

Member of the Board since 2007

Dependent of the company and of its significant shareholders

b. 1978, M.Sc. (Tech)

Principal occupation:
New Business Director, Premix

Hanna Ristola

Chair of the Board since 2025.
Member of the Board since 2001,

Dependent of the company and of its significant shareholders

b. 1975, M.Sc. (Economics and Business Administration)

Principal occupation:
Chair of the Board, Managing Director, Premix until 31.12.2024

Antti Kiikka

Member of the Board since 1980

Dependent of the company and of its significant shareholders

b. 1946, M.Sc. (Economics and Business Administration)

Principal occupation:
Founder, Premix

Management Team

Premix's management team is selected for its strategic role in the company, with a focus on individuals who take a comprehensive, long-term approach to economic, environmental, and social responsibility.

Beyond strong business and leadership skills, team members are expected to understand social impact and sustainability, demonstrating innovation and adaptability in a dynamic market.

Management team members are encouraged to drive our common targets by short- and long-term incentive programs. Last year's focus has been on sustainable growth, economical health and safety, while the new programs have strong elements from personnel engagement, well-being and safety even further emphasized.

Our decisions are guided by ethical principles and core values, forming a strong foundation for sustainable success.

Premix actively engages with the community and industry, collaborating with organizations, participating in industry initiatives, and contributing to social discussions to drive positive impact locally and beyond.



Jaakko Aho
Managing Director
In Premix since 2023



Tuomas Kiikka
Director, New Business
In Premix since 2006



Jari-Matti Mehto
Director, Technology & Services
In Premix since 2015



Jyrki Taiminen
General Manager, Premix USA
In Premix since 2021



Mika Silventoinen
Director, Supply Chain
In Premix since 2015



Mari Lippojoki
Director, HR
In Premix since 2017



Anna Arai
CFO
In Premix since 2025



Ville Huhdanpää
Director, Sales & Marketing
In Premix since 2024

Premix Sustainability Roadmap

Sustainability roadmap provides a structured strategic plan for Premix to achieve ambitious targets.

Executing and reviewing the performance of sustainability related strategies is a regular routine in our organization.

Achievements 2022-2025*	Mid-term targets 2026-2030	Long-term target 2031+
Product and Value Chain Sustainability		
<ul style="list-style-type: none"> CO₂ Footprint available since 2024 	<ul style="list-style-type: none"> Circular Design integrated Product Life-Cycle integrated Controlled Closed or Open loop available 	<ul style="list-style-type: none"> REDUCE PRODUCT LIFECYCLE CO₂ EMISSIONS
<ul style="list-style-type: none"> ISCC PLUS** certified products since 2023 First Zero/ negative CO₂ product launched 2025 	<ul style="list-style-type: none"> Recycled portfolio published ISCC Plus portfolio expanded New Materials applied 	<ul style="list-style-type: none"> INCREASE THE USE OF BIOBASED AND RECYCLED MATERIALS
<ul style="list-style-type: none"> Certified renewable electricity since 2023 	<ul style="list-style-type: none"> Energy Efficient Contract 2026-2035 Material-loss/ Waste reducing program Energy and Water consumption reduced Internal Down-Cycling increased Pellet Pollution Regulation implemented 	<ul style="list-style-type: none"> REDUCE CO₂ EMISSIONS IN MANUFACTURING OPERATIONS
<ul style="list-style-type: none"> >50% cut in Scope 3 emissions from the most impactful raw materials 	<ul style="list-style-type: none"> Sustainability clause in new contracts Sustainability risk assessment Sustainability criteria for new supplier approval 	<ul style="list-style-type: none"> STRENGTHEN RESPONSIBLE SOURCING
Social Responsibility and Transparency		
<ul style="list-style-type: none"> All Line Managers are Certified Human Leaders 	<ul style="list-style-type: none"> eNPS >20 Zero Accidents at Work-Place Sick leave < 3 % CoC coverage 100% 	<ul style="list-style-type: none"> SUSTAINABLE PERFORMANCE CULTURE
<ul style="list-style-type: none"> Ecovadis Gold Medal since 2025 	<ul style="list-style-type: none"> Goal-Driven Sustainability Development 	<ul style="list-style-type: none"> ACHIEVE THE PLATINUM LEVEL IN THE ECOVADIS ASSESSMENT
<ul style="list-style-type: none"> Long-term successful commitment to sustainability development 	<ul style="list-style-type: none"> ESG*** (Reporting since 2023 Global Responsible Care Program since 1997 FINNISH CHEMICAL INDUSTRY'S CARBON NEUTRAL CHEMISTRY 2045 PROGRAM 	<ul style="list-style-type: none"> TRANSPARENT SUSTAINABILITY REPORTING FOR STAKEHOLDERS

Scope 1:
-30% (2022-2030)
-90% (2022-2050)

Scope 2:
-100% (2022-2030)

Scope 3:
-30% (2022-2030)
-90% (2022-2050)

* Rajamäki Finland

** ISCC Plus = International Sustainability & Carbon Certification, see more at <https://www.iscc-system.org/>

*** ESG = Corporate Sustainability Reporting Directive (CSRD) for Environmental, Social, and Governance, see more about the [EU directive](#)

Ecovadis = globally trusted provider of business sustainability ratings, see more at <https://ecovadis.com/>

Stakeholders

Stakeholders are individuals or groups that can affect, or are affected by Premix's decisions, activities, and performance. The identification of stakeholders is a key element of the sustainability management and supports the assessment of material sustainability topics.

Premix's stakeholders were identified through a stakeholder analysis. Stakeholder expectations and priorities were further assessed by reviewing sustainability reports, strategies, and publicly available plans of key stakeholder groups.

The stakeholders identified as having the most significant influence on the company's operations include customers, owners, employees, suppliers, public authorities, and government bodies.

Stakeholder engagement is designed to support the identification and prioritization of sustainability topics and to ensure that the company's sustainability efforts reflect the expectations of its key stakeholders. Open and regular communication with stakeholders is a key principle for the open and transparent business. Premix aims to communicate its activities, financial performance, and sustainability-related matters in a transparent and regular manner. This approach supports trust, accountability, and long-term value creation for both the company and its stakeholders.

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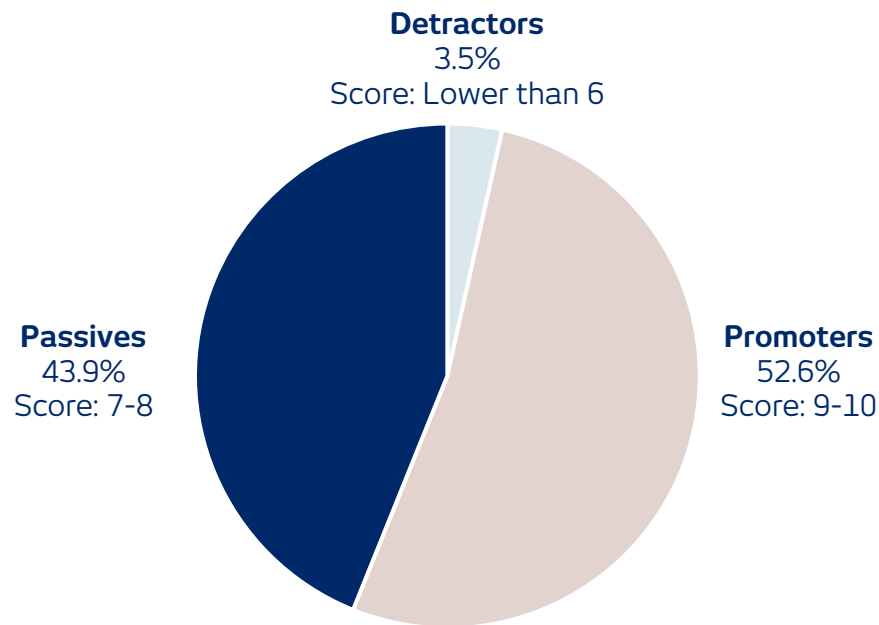
Customer Survey and Net Promoter Score (NPS) 2025

During 2025, Premix conducted a customer survey to better understand expectations and priorities related to sustainability. The survey was carried out during **November–December 2025** and distributed by email to **411** customers. We received **111** responses, corresponding to a **25%** response rate.

Overall, our Net Promoter Score (NPS) increased from **58** to **68**. The next page summarizes the overall results and the feedback we received on Premix's commitment to sustainability.

Sustainability Score in Customer Survey

How would you rate our commitment to Sustainability?	2024	2025
Average Score of all responses	8,1	8,7



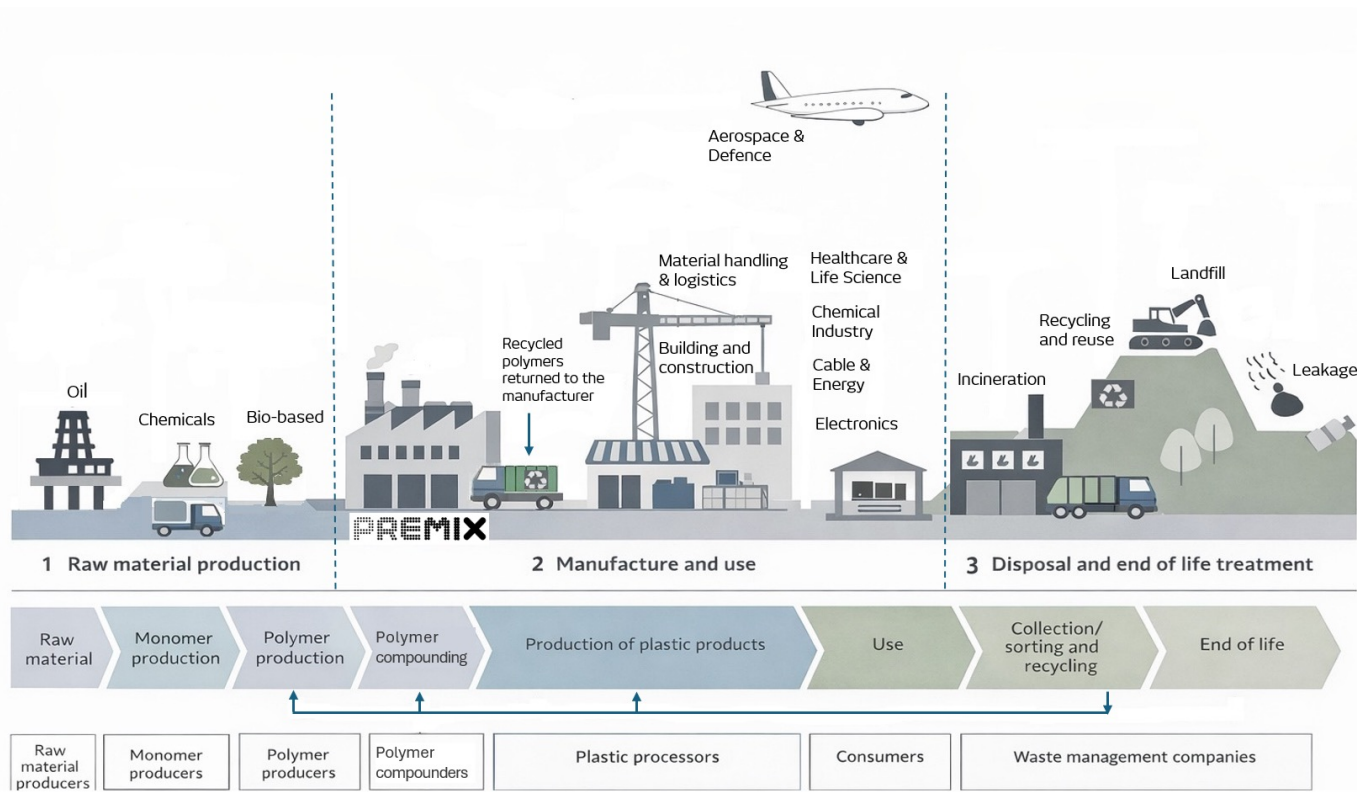
Key feedback and learnings:

Customers recognize progress but they ask for clearer proof points and transparency in product-level information, not only company-level statements.

Our actions and commitment:

- ✓ Strengthen product sustainability communication and portfolio visibility by providing consistent information on recycled-content
- ✓ Launch a Recycled Product Portfolio with clearer market positioning
- ✓ Add overall sustainability communication and messaging in our marketing communication
- ✓ Track progress in the next NPS cycle

Value Chain



Premix creates value across the value chain by converting raw materials into functional, high-performance materials for customer applications. As a polymer compounder, the focus is on supporting customer applications rather than producing end products. Raw materials are transformed into tailored polymer compounds that meet demanding performance, safety, and sustainability requirements.

Material information is collected, validated, and shared to improve transparency and support responsible sourcing, regulatory compliance, and circular-economy decision-making. Understanding raw-material origins, production impacts, and product recyclability enables more informed and responsible choices.

Customer-driven sustainable material solutions are actively developed and tested in close collaboration with customers, while recycled and low-emission raw materials are increasingly integrated into the portfolio. Although still representing a limited share, this approach strengthens supply security, supports competitiveness, and contributes to long-term sustainability objectives without compromising product quality or performance.

Our commitment to responsible value chain management strengthens supply security, creates new business opportunities, enhances competitiveness, and supports our sustainability goals.

Materiality



Materiality

Double materiality forms the foundation of our sustainability strategy, reporting, and concrete sustainability actions. The purpose of the double materiality analysis is to identify the sustainability topics that are most relevant to the company's operations and value chain, and to ensure that sustainability efforts are focused on areas with the greatest impacts, risks, and opportunities.

At Premix, the double materiality analysis was first conducted three years ago and was updated in 2025 in line with the principles of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

The assessment evaluates sustainability topics from two complementary perspectives:

1. the impacts of the company's activities on the environment and people (impact materiality), and
2. the financial relevance of sustainability topics for the company's performance, financial position, and long-term value creation (financial materiality).

Based on the ESRS topics and sub-topics, both positive and negative impacts were assessed according to their severity, considering scale, scope, and remediability. Financial risks and opportunities were evaluated based on the magnitude of potential financial impacts and the likelihood of their occurrence. Stakeholder expectations were incorporated into the assessment to ensure that the results reflect both internal and external perspectives.

The double materiality analysis was conducted in an internal workshop in January 2025. Based on this assessment, we have identified the sustainability issues that are material to Premix and its value chain. These topics are included in this report and presented on the following page. During the year 2025, there has been no significant changes affecting this assessment.

Some topics were evaluated to be close to the materiality thresholds. These topics will be closely monitored throughout the year, and their status will be reviewed annually. If their materiality increases, they will be included in the next sustainability report.

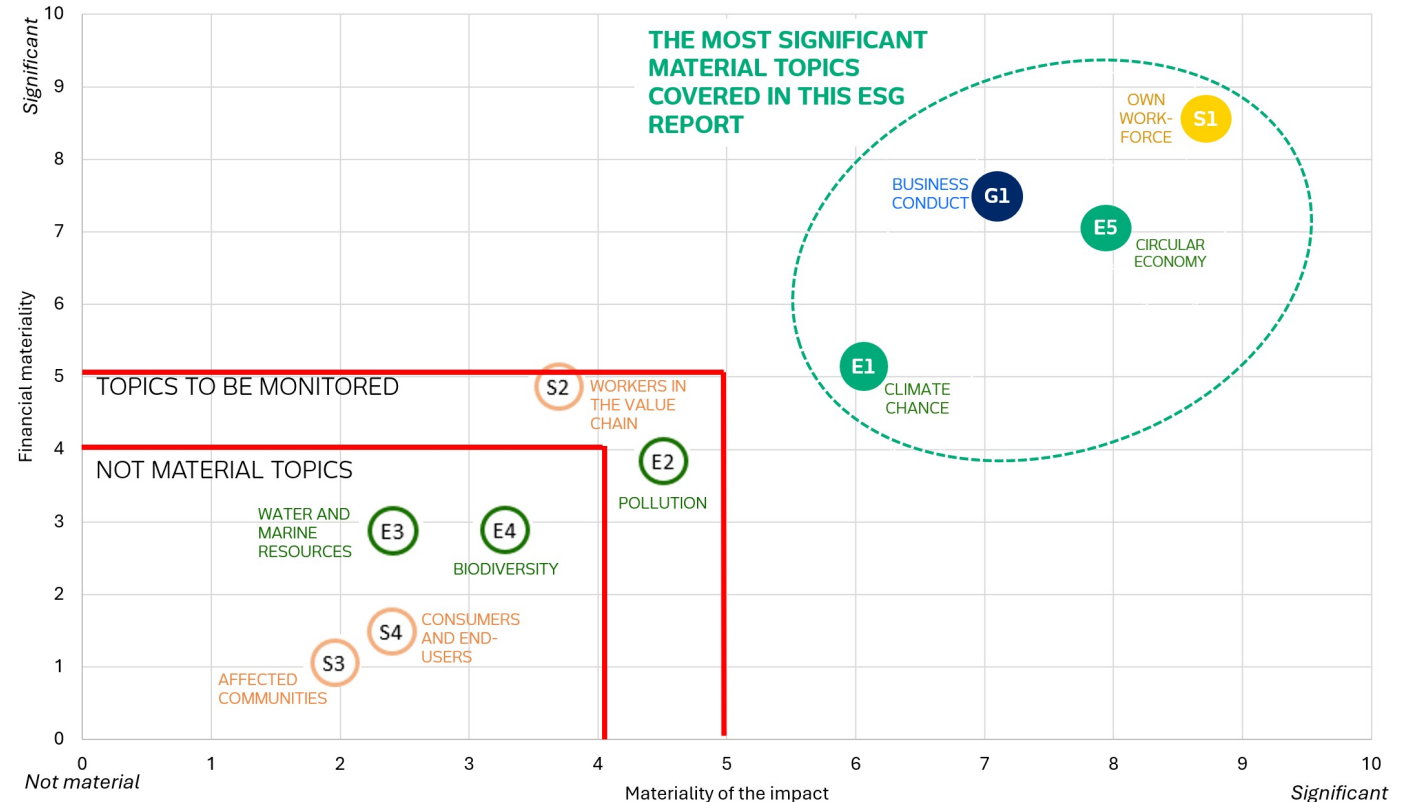
Materiality Matrix

Material Topics Include:

Topic	Sub-topic	
CLIMATE CHANGE	Mitigation and adaptation	Energy use
CIRCULAR ECONOMY	Resource efficiency	Waste management
OWN WORKFORCE	Working conditions	Equal treatment of employees
BUSINESS CONDUCT	Corporate culture	Supplier sustainability and anti-corruption

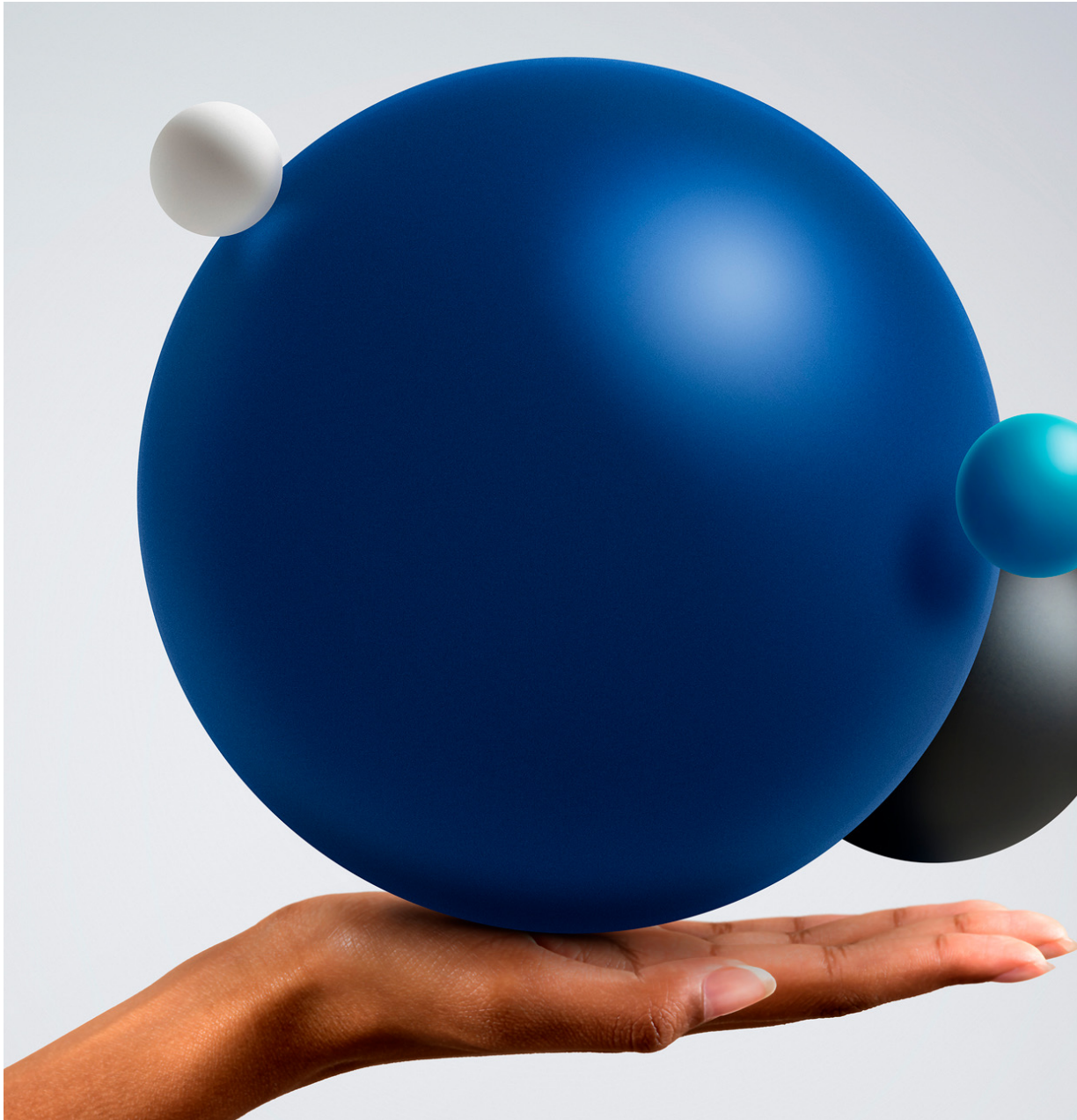
For each material topic, the company has identified the most significant impacts, risks, and opportunities (IROs), which form the basis for topic-specific policies, practices, and development actions.

The identification of IROs was fully integrated into the double materiality assessment process. This ensures that sustainability actions are directly linked to the most relevant impacts and financial considerations. Existing measures, such as policies, operational practices, and management processes, address several of the identified material topics, while further actions and improvements are planned to strengthen performance and risk management in the coming years.





Environmental



Environmental Sustainability at Premix

Our environmental policy guides us in continuously improving our sustainability performance. It provides clear direction and a foundation for setting and achieving our environmental objectives. The policy steers decision-making, resource use, and process development, ensuring that we operate in a responsible and sustainable manner across all aspects of our business.

Environmental Policy

As a responsible organization, we are dedicated to developing high-quality products that contribute to better society while enabling our customers to make environmentally conscious choices. We are committed to producing safe, non-hazardous products and minimizing factors that impact global warming. We reduce our carbon footprint, optimize operations and mitigate environmental risks to human health and safety. We ensure that sustainability is embedded throughout our entire supply chain.

We are proud of our manufacturing processes which are designed to eliminate noise and emissions to air, waterways, and soil. We have selected the use of renewable energy and continuously drive actions to reduce energy and water consumption. Furthermore, we minimize waste at all levels and maximize recycling and use of recycled materials.

Our responsibility extends to enabling circular economy solutions and exploring innovative approaches to integrate non-fossil raw materials into our products. By offering more sustainable alternatives, we contribute to a healthier planet and create sustainable value for future generations.

Environmental Objectives



Environmental Objectives (Rajamäki Plant)	Metrics	Baseline	TARGET (Absolute target) 2030	STATUS (Absolute value) 2025
Climate Change/ Energy: Reducing total energy consumption by 10 % (Comparison period 2025-2035)	Energy savings, MWh	8400 MWh	-10% (840 MWh) [2035]	-11% (886 MWh)
Climate Change/ Water: Reducing water consumption by 20% (Comparison period 2024-2030)	Water Consumption, m ³ /a	2758 m ³ /a	-20% (2206 m ³ /a)	- 8% (2548 m ³ /a)
Circular Economy: Reducing material losses in production down to 2% (Comparison period 2024 -2030)	Material loss, %	3,9 %	2,0 %	3,2 %
Circular Economy: Double the use of recycled raw materials (Comparison period 2024 -2030)	Usage of recycled raw material, tn	239 tn	478 tn	671 tn
Climate Change/ Global Warming: Reducing Scope 1 emissions intensity -30% (Comparison period 2022-2030) -90% (Comparison period 2022-2050)	Carbon dioxide equivalents per year (CO ₂ e tn/total production kg/a)	0,002 CO ₂ e tn/kg/a	-30% (0,0014 CO ₂ e tn/kg/a)	0% (0,002 CO ₂ e tn/kg/a)
Climate Change/ Global Warming: Reducing Scope 2 emissions intensity -100% (Comparison period 2022-2030)	Carbon dioxide equivalents per year (CO ₂ e tn/total production kg/a)	0,29 CO ₂ e tn/kg/a	-100% (0 CO ₂ e tn/kg/a)	-100% (0 CO ₂ e tn/kg/a)
Climate Change/ Global Warming: Reducing Scope 3 emissions intensity -30% (Comparison period 2022-2030) -90% Comparison period 2022-2050)	Carbon dioxide intensity (CO ₂ e/ total production kg/ year)	2,85 CO ₂ e tn/kg/a	-30% (1,96 CO ₂ e tn/kg/a)	+7,1% (3,01 CO ₂ e tn/kg/a)

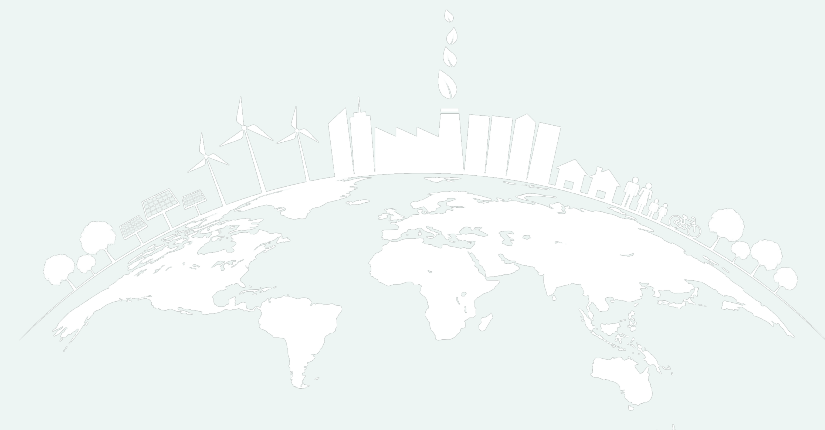
Green: Target achieved/ On track
Red: Target not achieved/ Off track

Climate Change

Climate change is reshaping the world around us at increasing pace. The effects can be seen as global temperatures keep rising, extreme weather events become more common and resource scarcity increases. Everyone has a role to play in keeping our planet sustainable for living in years to come. As polymer compounder, this means looking beyond performance and efficiency. We must also consider how our materials and processes contribute to the environment. Premix has identified four key improvement areas for 2026–2030 with the greatest potential to reduce our climate impact:

- ✓ Reducing the product lifecycle CO₂ emissions
- ✓ Increasing the use of Biobased and Recycled Materials
- ✓ Reducing CO₂ emissions in manufacturing operations (energy consumption, materials-loss)
- ✓ Strengthen the responsible raw material sourcing

Premix currently has official objectives related to all these objectives that can be seen in more detail on the environmental objectives page. The Roadmap 2026-2030 outlines the development initiatives associated with each of these focus areas. All key-areas work together to decrease our, and our customers' environmental footprint.



E1
CLIMATE
CHANCE

Working toward a more climate-friendly and sustainable future is sometimes viewed negatively, as something imposed on companies by governments. It may be perceived as costly or unnecessary. At Premix, we see it differently. We see opportunities for growth that arise from sustainable production. Reducing energy use and waste creates direct economic benefits. Developing lower-impact products opens new markets for us, and increasing the use of recycled materials can make our products more economically viable.

Premix has reached several important milestones in recent years in our climate-related work. Our first ISCC Plus-certified bio-circular product has been validated in customer testing, demonstrating a negative carbon footprint (CO₂e). We have also developed a calculation tool for determining the carbon footprint of our products, enabling us to provide carbon footprint documentation for over 90% of our portfolio. In addition, we have strengthened sustainability co-operation with our suppliers by reducing Scope 3 emissions from the most impactful raw materials. We also began purchasing 100% renewable hydropower, which reduced our carbon footprint (CO₂e) by more than three million kilograms.

Climate-Related Risks

Premix operates two production sites, in Rajamäki, Finland, and Dallas, North Carolina, both of which may be affected by climate-related risks in the coming years. As a polymer compounder, our operations rely on stable access to energy, raw materials and logistics networks, all of which can be disrupted by physical and transitional impacts of climate change.

Physical risks include increased frequency of extreme weather events such as heavy rainfall, storms, heatwaves and flooding. These can affect site operations, energy availability, transportation routes and supply chain continuity. In Finland, rising temperatures and more intense precipitation may impact infrastructure and logistics reliability, while in North Carolina the risk profile includes stronger storms and hurricane-related disruptions. Such events can lead to production downtime, equipment damage or delays in raw material deliveries.

Transitional risks arise from tightening climate legislation, evolving customer expectations and rapid changes in markets and technologies. Future regulatory requirements on emissions, energy efficiency, waste management and recycled content may affect production processes or increase operational costs. At the same time, demand is shifting toward more sustainable materials, requiring continuous development of low-impact product solutions and improved transparency in carbon footprint data.

To manage these risks, Premix is strengthening energy efficiency, developing lower-emission products, increasing the use of recycled materials and enhancing supplier cooperation to reduce Scope 3 emissions. We are also improving our operational resilience by investing in renewable energy, monitoring supply-chain vulnerabilities and maintaining business-continuity processes across both production sites. Our polymer compound manufacturing operations in the Nordic region face manageable climate-related risks, which are integrated into our ESG strategy.



Carbon Footprint

As part of Premix's sustainability reporting, we have comprehensively analyzed the carbon footprint of our value chain. The unit for measuring carbon footprint is carbon dioxide equivalent (CO₂e), which encompasses the global warming effect of various greenhouse gases. The method of calculation is based on the GHG Protocol guidance. As of 2025 we also use third-party tool called OpenCO₂net to calculate and document our carbon emissions. OpenCO₂net also has a varied library of emission factors for us to use.

We calculate Scope 1 and 2 emissions in all categories we have identified. Scope 1 emissions consist mostly of forklift propane, and company-owned vehicles. We compensate 100 % of our Scope 1 emissions by financing a VCS certified project.

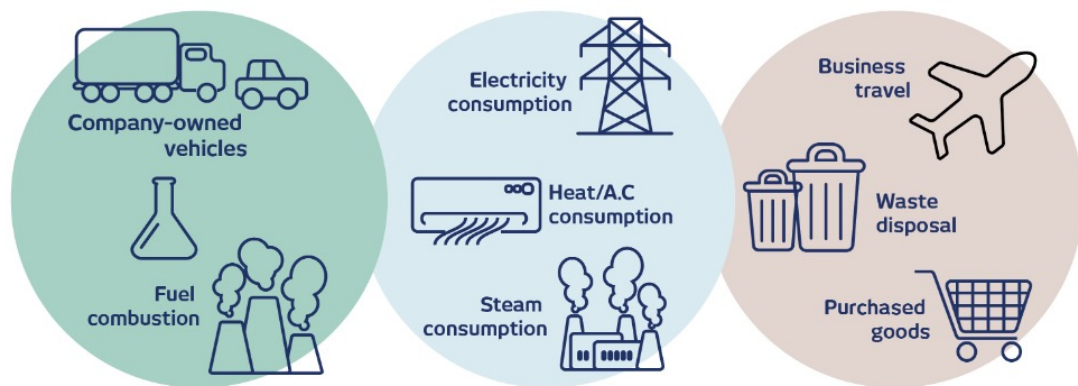
Scope 2 includes emissions from purchased energy. Market-based Scope 2 is calculated according to the specific emission factor reported by the energy provider. Market-based Scope 2 emissions are zero at Premix from 2023 onwards as we operate 100 % on renewable hydropower. Location-based Scope 2 emissions are calculated using average emission factor for the country. Difference between location-based and market-based Scope 2 emissions shows how much emissions are avoided by investing in renewable energy. From the table below we can see the effect our hydropower has.

In Scope 3 we calculate almost all emissions from cradle-to-grave. Calculations do not include deliveries to customers. Calculations for usage and end-of-life are rough estimations as we do not have much data on them. Our goal during 2026 is to gather more data for 2027 report so that our numbers on usage, transport to customers and end-of-life are accurate. Scope 3 emissions are calculated as intensity numbers to better represent how Premix's actions effect emissions of every produced kilogram of polymer.

We aim to reduce our carbon footprint intensity by 30 % for 2030 and by 90 % for 2050. Our total carbon footprint has dropped by 0,13 tons of CO₂e / tons of production volume (from 2022 reference year) because of our hydropower. We estimate that next year the changes in our supply chain will have larger impact on the total emissions.



Carbon Footprint Tracking Premix Finland



SCOPE 1

Direct emissions from sources that are owned or controlled by organization.

SCOPE 2

Indirect emissions resulting from the consumption of purchased steam, heat or electricity.

SCOPE 3

Indirect emissions resulting from the activities of an organization, but not included in Scope 2.

Carbon footprint intensity in years 2022-2025 divided in three scopes.

Emission intensity (CO ₂ e tn / production tn)	2022	2023	2024	2025
Scope 1	0,002	0,003	0,002	0,002
Scope 2	0,29	0,00	0,00	0,00
Scope 3	2,85	3,24	3,02	3,01
Total	3,14	3,24	3,02	3,01

Market- and location-based electricity consumption emissions in years 2022-2025.

Scope 2	2022	2023	2024	2025
Market-based (CO ₂ e tons)	3563	0	0	0
Location-Based (CO ₂ e tons)*	302	251	318	334

*Calculated using 2023 emission data for Finnish electricity. CO₂e = 0,0395 kg / kWh (Tilastokeskus)

Energy Consumption Premix Finland



Our operations are energy-intensive, and we have long focused on efficiency measures to curb energy consumption.

At the Rajamäki Plant all the energy we buy is renewable, but by improving energy efficiency we can reduce electricity consumption and the climate burden of Finnish electricity production.

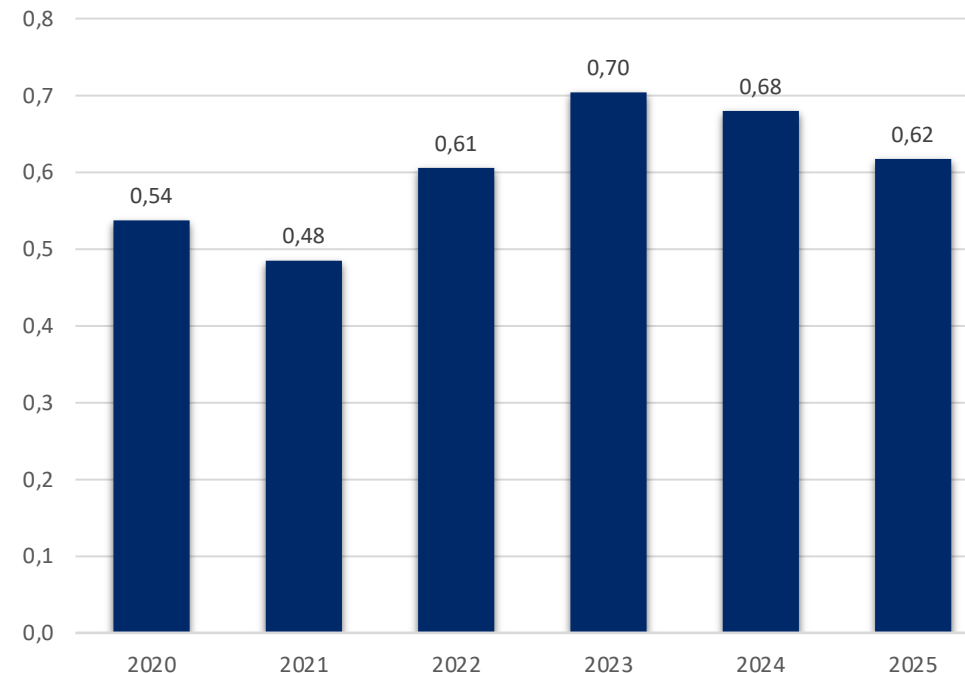
We have this year renewed the participation in the national energy savings agreement. Through this agreement we are committed to further reduce our energy consumption by 840 MWh by the end of 2035. This represents 10 % of our total energy consumption.

This year we will commission a new and more energy effective production line and we are also planning to improve our control systems within building automation. This will enable us to optimize the use of energy and find new ways to save energy and water.

As a polymer compounder, Premix's energy efficiency is highly tied to the total production volume. In 2021 during the COVID-19 pandemic Premix had a large increase in production volume because of the essential role Premix performed in providing raw materials for pipette tips used in COVID-19 testing. After the pandemic, production volumes returned closer to pre-pandemic amounts leading to higher unit energy consumption.

Execution of our renewed strategy has led to increasing production volumes and thus we are back on track with year over year lowering unit energy consumption.

Unit energy consumption, MWh/tn



Use of Materials Premix Finland

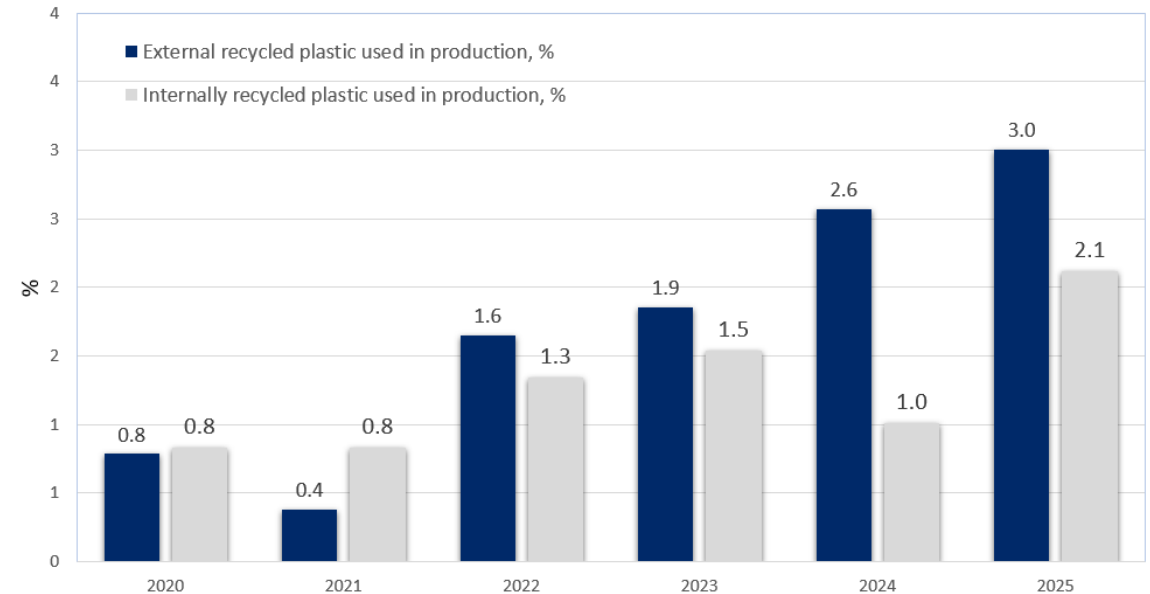


One of the most important sustainability act for the materials we use is to increase the quantity of recycled materials in our products.

We have also invested in developing our bio-composite-based product range and expect this share to increase in the future. Our aim is to reduce the use of fossil materials and promote more sustainable alternatives to our customers.

We closely monitor the material losses in our production and have set an ambitious target to reduce material losses down to 2 %. We believe that by combining accurate sales and operations planning, statistical process controls and predictive maintenance we will reach this ambitious target by 2030.

Recycled material used in production, %



Waste Management Premix Finland

E5
CIRCULAR
ECONOMY

Sustainable waste and water management is an integral part of our environmental sustainability. We recognize the impact of our activities on the environment and minimize the impact in terms of waste generation and water consumption.

We treat every waste material as a resource and have an efficient recycling systems in place. The significant reduction in the waste load is the result of systematic improvement in material efficiency, optimization of production processes and the use of larger production batches.

One concrete improvement we made last year was the significant increase in the utilization of our production off spec material as a raw-material. We more than doubled the used quantity. This required combined efforts from Sales, Product development and Production.

Our goal is to reduce water consumption by 20 % compared to 2024. To achieve this, we will improve our measurement system to be able to better keep track where the water is being consumed and create targeted actions to reduce consumption.

KPI	Unit	2021	2022	2023	2024	2025
Hazardous waste	Tons	1,1	0,1	5,0	2,0	0,0
Non-hazardous waste	Tons	889	714	599	643	735
Recycled plastic	Tons	170	163	137	118	290
Recycled cardboard	Tons	14	6	3	3	9
Recycled wood	Tons	0	0	0	51	98
Water consumption	m ³	9522	2631	2233	2758	2548



Social Sustainability

Social Responsibility at Premix

Premix’s approach to Social Responsibility is grounded in our purpose of creating a safer society with functional materials and in our core values of Appreciation, Courage and Passion.

We act with integrity, fairness, and respect toward everyone we interact with—our employees, customers, suppliers, partners, and the surrounding community. We are committed to fostering a safe, inclusive, and empowering workplace where people are treated with dignity and given opportunities to grow. Our approach emphasizes ethical conduct, diversity and inclusion, employee well-being, and open communication.

We ensure a safe, healthy, and inclusive workplace through strong safety practices, continuous competence development, fair working conditions, equal opportunities, and open communication. Employee well-being and professional growth are supported by structured development plans, leadership capability building, and proactive health and safety culture.

We actively engage with stakeholders, maintain transparent ways of working, and expect the same high ethical standards across our value chain. By committing to these practices, we contribute positively to society and build long-term trust with all our stakeholders.

“We believe in good chemistry – not just in our products, but in people too!”



Mari Lippojoki
HR Director, Premix

Social Responsibility Objectives	Metrics	TARGET 2030	STATUS 2024	STATUS 2025
Own workforce: Well-being & Health Promote employee well-being and maintain a healthy workforce by reducing sickness-related absenteeism.	Sickness leave rate, % *) includes all calendar days **) includes only working days	<3%	*) 4,5%	**) 3%
Own Workforce: Responsible Workplace Culture Strengthen employees’ awareness of ethical standards, expected behaviors, and human rights principles to promote a respectful, and responsible workplace culture.	Number of Whistleblowing cases	0	0	0
Workers in the value chain: Product Safety Ensuring the safety of our products by keeping accidents caused by our products at zero.	Accidents caused by our products, pcs	0	0	0

Characteristics of Employees Premix Finland



Employee representation

There are three different employee groups at Premix Oy; blue collars, white collars and upper white collars. Each group elects its own employee representative every two years.

Employee representatives maintain and develop local co-operation practices and negotiation processes between the employer and the employees they represent. They participate in negotiating local agreements and support employees in situations that involve the interpretation or application of local agreements or national labor legislation.

Roles by gender in 2025	TOTAL	Male	Female
Blue-collar employees	36	35	1
White- and upper white-collar employees	53	22	31
Management team	7	5	2
Board of directors	6	5	1

KPI	2022	2023	2024	2025
Number of employees	96	94	95	96
Average age of personnel	43,2	43,5	43	42
Full time employees	94	93	92	94
Part time employees	2	1	3	2
Joiners	8	4	11	18
Leavers	6	10	9	10
Employees represented by unions (excl. directors)	100%	100%	100%	100%

Age Variation in 2025	TOTAL
18-25 years old	6
26-35 years old	23
36-45 years old	31
46-55 years old	24
56-61 years old	9
>61 years old	3

Equality and Equity Premix Finland



We are committed to ensuring equality, non-discrimination, and fair treatment for all employees and stakeholders. Our principles align with equality and non-discrimination legislation, which requires employers to actively promote gender equality, prevent discrimination, and ensure equal opportunities in all employment practices.

We value diversity and treat everyone with dignity and respect, regardless of gender, age, cultural background, disability, health, religion, belief, sexual orientation, or any other personal characteristic. Our goal is to ensure that no individual is disadvantaged or treated unfairly based on factors unrelated to their skills, qualifications, or job performance.

In recruitment, career development, compensation, and daily work, decisions are based solely on competence and job requirements. We aim to remove unnecessary bias from hiring by moving towards more anonymous recruitment practices. We ensure that applicants and employees are evaluated consistently and transparently in line with legal requirements and best practices.

We promote equal pay for equal work and regularly evaluate our salary levels both internally and externally to ensure fairness. We offer the same personnel benefits to all employees, support career growth through personal development plans and continuous learning opportunities.

We encourage open dialogue and actively listen to our employees. We keep our personnel informed about Premix' business situation and ongoing topics by inviting whole personnel to monthly info sessions. Team level topics are communicated in regular team meetings.

Through regular surveys, workshops, and transparent communication, we ensure everyone has the opportunity to influence and contribute to the development of our workplace. Our commitment to equality and equity strengthens employee well-being, trust, and long-term sustainable success.

KPI	2022	2023	2024	2025
Number of confirmed corruption incidents	0	0	0	0
Number of gender related discrimination, violence, or harassment incidents	0	0	0	0
Number of child labor, forced labor, or human trafficking incidents	0	0	0	0
% of targeted suppliers who have signed our Code of Conduct	89%	100%	100%	95%

Employee Well-being and Training Premix Finland



We are committed to maintaining a psychologically safe workplace where everyone can be their authentic selves. Premix provides a diverse and equal working environment with low hierarchy, where any form of discrimination or harassment is not tolerated.

Employee well-being is essential to us. We support a balanced and fulfilling work life by offering flexible working arrangements and hybrid work whenever the role allows it. Comprehensive occupational health care, regular health checks, and proactive preventive measures form the foundation of our approach to employee health.

To better understand different working styles of employees, we use workplace profiling to identify individual strengths and behavioral tendencies. This helps us promote diversity, improve collaboration, and support effective interaction across teams.

We also invest in professional development. Each employee has a personal development plan that is followed up regularly. We encourage personnel for internal job rotation to pursue career growth. High-quality leadership is central to employee experience and satisfaction, which is why we continuously support our line managers—and all our managers are Certified Human Leaders.

Our information security practices aim to identify, assess, and mitigate risks across all operations. We apply the ISO 27001, GDPR, and NIST frameworks and conduct annual security audits and assessments. Every new employee receives information security training and device-use orientation.

KPI	2022	2023	2024	2025
Sick days per person	*) 13 d	*) 14 d	*) 12 d	**) 8,4 d
Sick leave %	*) 5,3%	*) 5,3%	*) 4,5%	**) 3%
Average hours of training provided / employee	26,5 h	13,5 h	17,1 h	11h

*) includes both short and long sick leaves and all calendar days

**) includes only working days

Occupational Safety Premix Finland



We continuously improve our operations through a comprehensive safety framework that guides all employees. Regular first aid trainings and a structured hazard-reporting process enable quick responses to risks, supported by an easy channel for reporting near misses and incidents.

Our safety culture is proactive: managers and safety committees regularly assess risks, we do monthly 5S rounds, employees conduct Safety Walks, and everyone is expected to make at least one annual safety observation. Corrective and preventive actions are systematically followed through to ensure lasting improvements.

We also invest in continuous safety training to ensure employees understand safe practices and can act effectively in emergencies. Safety is an integral part of our long-term strategy, supporting both employee well-being and the company's sustainable success.

As a concrete example on our ongoing efforts to improve employee safety and wellbeing is our latest investment in new modern raw-material warehouse, which enables our employees to maintain high level of safety also during winter months.

"Our commitment to safety not only meets legal requirements but also reflects the whole organization's commitment to safety of the employees."



Sami Mäntylä
QHSE Supervisor, Premix Oy

KPI	2022	2023	2024	2025
Lost time injury frequency rate	7,1	8,1	8,1	8,2
Lost time injury severity rate	56	60	53	57

Fire Safety Premix Finland

S1
OWN
WORK-
FORCE

During 2025, we carried out a comprehensive Fire Safety Improvement Program to reduce fire risks, which have been identified as the most significant risk to our operations.

The program followed six structured phases: assessment, planning, infrastructure upgrades, operational controls, training, and continuous improvement. As part of the assessment phase, a full Fire Safety Audit was conducted. This included facility walkthroughs, evaluations of building structures, reviews of fixed fire protection systems, assessments of human element programs, reviews of exposure to natural hazards, and evaluations of maintenance practices.

The audit results were compiled into a structured Fire Safety Improvement Plan (FSIP). Actions were prioritized according to risk level, and responsibilities were clearly assigned. External specialists supported the work in fire protection engineering, safety system design, and emergency response planning.

All employees received updated training in the use of fire extinguishers, evacuation procedures, and general emergency response. Technical teams also participated in additional training focused on the maintenance of electrical equipment.

To ensure ongoing compliance, the site now undergoes quarterly inspections and annual third-party audits. Fire safety KPIs, including near misses, incident frequency, and response times, are continuously monitored. Insights from drills, inspections, and audits are used to regularly update the FSIP, ensuring sustained long term risk reduction.

"Our strong commitment to fire safety protects what matters most: our people."



Sami Mäntylä
QHSE Supervisor, Premix Oy



Governance

Governance at Premix

At Premix, governance means responsible leadership, ethical business conduct and transparent decision-making across our entire value chain. Strong governance provides the foundation for long-term value creation, risk management and stakeholder trust.

Our governance framework is built on a strong corporate culture and clear business conduct policies that guide how we act every day. Integrity and zero tolerance for corruption are embedded in our Code of Conduct and compliance practices, ensuring fair and ethical operations in all markets where we operate.

We promote sustainability not only within our own operations but also throughout our supply chain by integrating supplier sustainability requirements into our sourcing processes and partnerships.

Robust internal controls support accountability, risk management and reliable reporting. In addition, we are committed to responsible tax practices and transparency regarding our tax footprint in the countries where we operate.

Together, these elements form the foundation of governance at Premix.

Governance Objectives	Metrics	Target	Status 2024	Status 2025
Business Conduct: Ethical Business Conduct & Compliance Ensure consistent application of the Code of Conduct across the organization to strengthen ethical behavior and compliance.	Code of Conduct training completion rate (%)	100%	NA	92
Business Conduct: Responsible Supplier Practices & Compliance Ensure that targeted suppliers commit to our Code of Conduct and uphold our ethical and compliance standards.	Share of targeted suppliers that have signed our Code of Conduct (%)	100%	100%	95%
Business Conduct: Information Security and Risk Management Ensure strong information security and risk management to protect data, systems and operations.	Number of confirmed security incidents	0	0	0

Supplier Sustainability

At Premix, sustainability extends beyond our own operations. It is a shared responsibility across our supply chain. We are committed to ethical and sustainable procurement, partnering with suppliers that meet high environmental, social, and governance standards.

We set clear expectations through our Code of Conduct and require suppliers to align with all ESG requirements. Supplier sustainability performance is actively monitored through evaluations, audits, site visits, and disclosure of key ESG metrics.

We focus on long-term partnerships that create measurable impact. Through close collaboration and open dialogue, we develop sustainable solutions together. In 2025, 95% of our raw material purchases were concentrated with more thoroughly assessed suppliers, including sustainability criteria.

In 2025, our share of sustainable raw materials increased by 17%, and we launched industrial-scale purchasing and production of ISCC Plus certified materials. Through long-term supplier collaboration, we reduced scope 3 carbon emissions from our most impactful raw materials by over 50%.

Suppliers covering 95 % of our purchased volume are:

- ✓ 94 % covered by our CSR assessment
- ✓ 74 % certified according to ISO 14001
- ✓ 74 % rated by Ecovadis

"Sustainability is a continuous effort. By integrating it into our procurement and supplier engagement, we strengthen supply chain resilience and support a more sustainable future."



Kosti Rämö
Supply Chain Manager

Business Conduct Policies and Corporate Culture



Our business conduct is grounded in integrity, transparency, and respect. We foster an open and collaborative culture built on mutual trust, where employees are empowered to act responsibly and grow sustainably.

Our [Code of Conduct](#) sets clear expectations for ethical behavior across the organization and helps prevent misconduct such as corruption or bribery. All employees are trained on the Code, and partners are expected to follow the same standards. A confidential whistleblowing channel enables employees and external stakeholders to report concerns safely and anonymously, supporting accountability and continuous improvement.

By upholding these principles, we strengthen ethical business practices, reinforce trust with stakeholders, and support long-term sustainable success.

"Trust is earned by acting with integrity."



Mari Lippoiki
HR Director, Premix

Internal Control

Strong internal controls are fundamental to how we operate responsibly and sustainably. They help ensure that our financial reporting is accurate and transparent, our assets are safeguarded, and our operations comply with applicable laws and regulations. Effective controls also support ethical decision-making, reduce the risk of errors, fraud, and misconduct, and strengthen trust with our stakeholders. By maintaining robust internal controls, we create a solid foundation for long-term value creation, good governance, and sustainable growth.

Few examples of internal controls at Premix:

- ✓ Clear segregation of duties
- ✓ Regular financial reconciliations
- ✓ Documented policies and procedures for core processes
- ✓ Internal cost control practices
- ✓ Whistleblowing mechanism to prevent and detect misconduct

“Our approach is rooted in a “Know your numbers” mindset—ensuring accuracy, transparency, and accountability in all financial and operational data”



Anna Arai
Chief Financial Officer

Tax Footprint Premix Finland

Publishing our tax footprint is an important step towards transparency and accountability in our business. By publishing our tax footprint, we provide a transparent overview of how we participate in taxation and meet our tax obligations to society. For our stakeholders, publishing our tax footprint provides a deeper understanding of the financial impact of our business and our tax practices. This is important for building trust and sends a clear signal that we are committed to responsible business practices.

Publishing a tax footprint is also a contribution to the wider debate on responsible business practices. We act as an example to other companies, encouraging them to adopt responsible tax practices. This promotes sound business practices and creates a fairer competitive environment where companies can compete on a level playing field.

Premix Finland borne taxes (€) *	2021	2022	2023	2024	2025
Income taxes	2,215,982	966,794	338,257	1,035,06	425,146
Real estate taxes	19,343	19,482	20,475	20,422	19,860
Import duty	2,312	7,262	5,959	4,583	2,232

Employee Costs and benefits in Finland (€) *		2025
Personnel expenses	Wages and Salaries	5,714,927
Social security expenses	Pension expenses	1,087,631
	Other social security expenses	213,094
Health insurances paid		105,748

*Figures are presented using English number formatting (1,000 = one thousand)

VSME Index

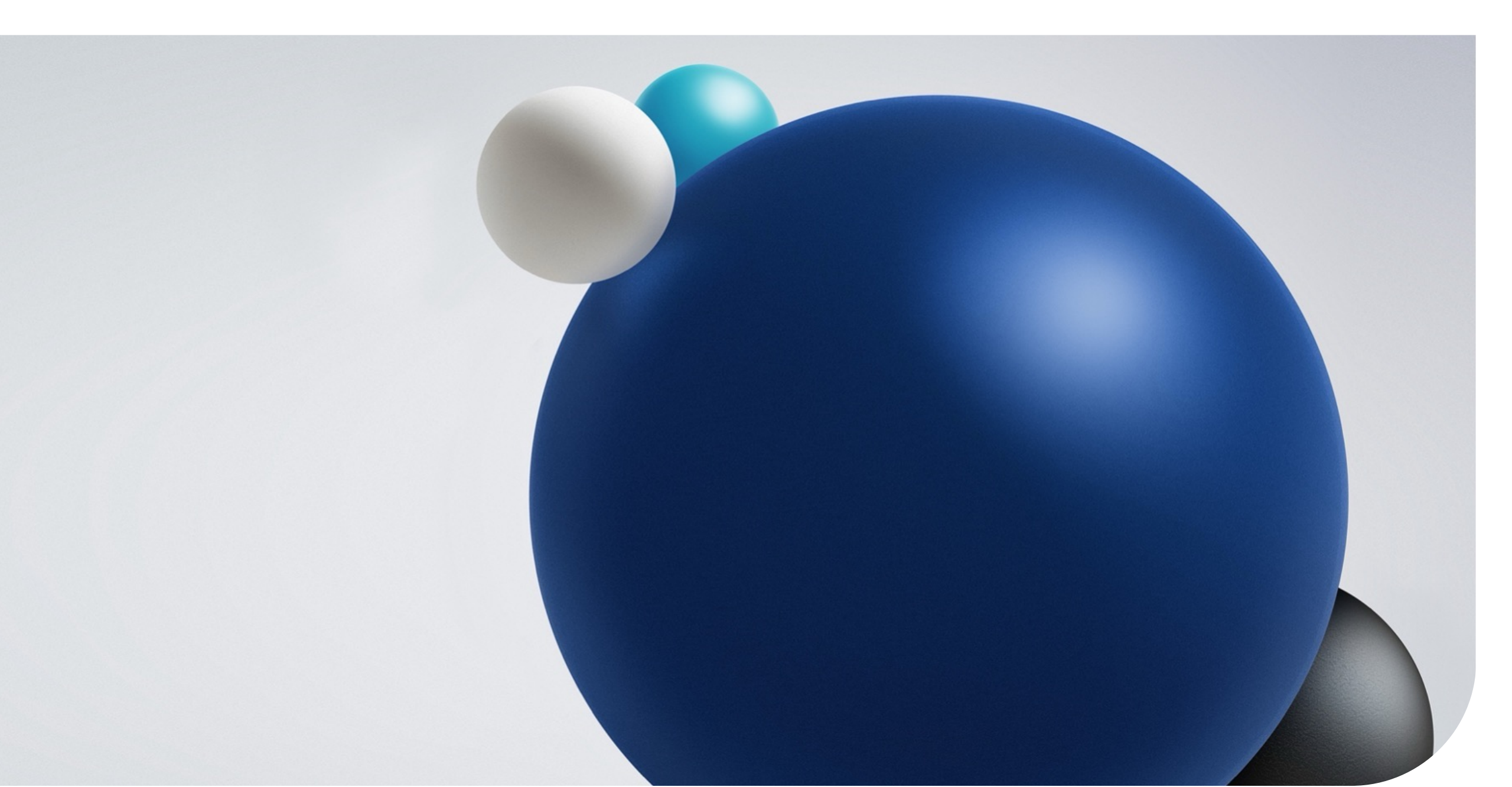
This ESG Report has been prepared in accordance with the EU Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) and covers both the Basic and Comprehensive modules. The VSME Index presented on this final page provides a consolidated overview of the company's performance across environmental, social, and governance matters.

Basic Module (B)

B1: Basis for preparation	4
B2: Policies and practices towards a more sustainable economy	8
B3: Greenhouse gas emissions	27
B3: Energy	29
B4: Pollution of air, water and soil <i>Premix's operations do not generate emissions into the air, water, or soil.</i>	Not applicable
B5: Biodiversity <i>No activities in or near areas that are sensitive in terms of biodiversity.</i>	Not applicable
B6: Water <i>No significant water consumption</i>	Not applicable
B7: Resource use, circular economy and waste management	30-31
B8: Workforce – General characteristics	34
B9: Workforce – Health and safety	37
B10: Workforce – Remuneration, collective bargaining and training	36
B11: Convictions and fines for corruption and bribery <i>No convictions or fines related to corruption or bribery</i>	Not applicable

Comprehensive module (C)

C1: Business Model and Sustainability	8
C2: Practices, policies and future initiatives	8, 15
C3: GHG reduction targets and climate transition	24-25
C4: Climate risks	26
C5: Additional (general) workforce characteristics	34
C6: Human rights policies and processes	33-36
C7: Severe negative human rights incidents <i>Nothing to report</i>	Not applicable
C8: Revenues from certain sectors and exclusion from EU reference benchmarks <i>Nothing to report</i>	Not applicable
C9: Gender diversity ratio of the governance body	13-14, 34



PREMIX