

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.

Vestum's sustainability work during the quarter had a special focus on work environment. Vestum has conducted a sustainability forum, which is a meeting place for all employees within the Vestum Group who work with sustainability issues, with the theme "Systematic work environment management". The goal with taking a systematic approach to work environment is to make sure no one becomes ill or injured as a result of their job, and that all employees have a work environment that is satisfactory and developmental. Since the framework for Vestum's operations includes jobs that are physically challenging or expose workers to other forms of increased risk, work environment issues have the highest priority within the Group. That is also manifested in the form of Vestum's long-term sustainability target that the

Group should have no serious work-related accidents by 2040.

During the previous quarter, Vestum's Board set long-term sustainability targets that extend to 2040. The purpose of the long-term sustainability targets is to create a clear picture for Vestum's stakeholders, both internal and external, of Vestum's ambitions within the sustainability area. During this quarter, the Board has discussed which short-term sustainability targets should be in place to ensure that Vestum has the ability to reach its long-term sustainability targets. The aim is for Vestum's board to set short-term sustainability targets during the third quarter, which will clarify what Vestum needs to achieve in the short term within the sustainability area.

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

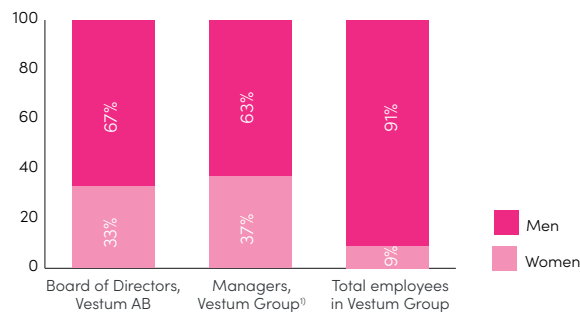
Vestum shall have an even gender balance by 2040

Skills recruitment

Vestum shall create 1,000 internships and apprenticeships by 2040

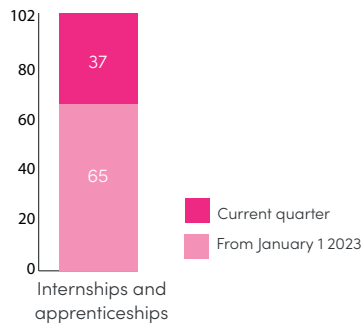
Gender equality

Gender distribution as of June 30 2023



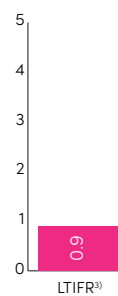
Skills recruitment

Internships and apprenticeships as of 30 June 2023 (accumulated 102 Internships and apprenticeships from January 1 2023)



Work environment

Serious accidents during the second quarter 2023²⁾ (4 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.