



**PART OF
SOMETHING
GREAT**

Corporate Sustainability Report **2025**

EG
ELECTRONICS

Corporate Sustainability Report

After a year of reporting under CSRD, we see our sustainability report as more than just a compliance requirement, it is a tool for transparency, accountability, and continuous progress.

By sharing our achievements, challenges, and future goals, we aim to engage investors, customers, employees, and suppliers, while demonstrating how sustainability is embedded in our business.

Beyond compliance, the report helps us manage risks, identify opportunities, and stay competitive in an constantly changing market.

Transparency and action goes hand in hand, and we see our sustainability report as a key driver for business and our stakeholders.

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From vision to action

At EG Electronics, we prioritize sales and growth, while recognizing that long-term success demands responsibility. Our sustainability journey has come a long way, yet we continuously strive to do better.

For us, it is not just about compliance, it is about innovation, smart choices, and doing the right thing.

Significant progress over the past year

We have made significant progress over the past year, engaging employees and suppliers on a deeper level than ever before. For us, it is crucial to integrate sustainability into every part of our decision-making, from renovation and purchasing decisions to lighting upgrades and beyond.

We have also started conducting audits with our largest suppliers in countries that rank higher on the risk scale when it comes to human rights and labour rights.

Additionally, we have made key investments to support our future data collection and reporting efforts. We are also noticing increased attention from the outside world on these matters and that focus is only intensifying.

All of this will be covered in our latest updated report. A big thank you to all our colleagues and to you, the reader, for taking the time to explore this report.

Enjoy reading!

Anna Turunen Jensen, COO
EG Electronics

Sustainability for a secure future

What began as a vision has turned into concrete actions. We have optimized resources, reduced waste, and implemented energy-efficient solutions that benefit both the environment and our business. Our efforts have not only positioned us as a responsible company but have also strengthened our competitiveness in an evolving market.

However, this journey is not ours alone. We want to involve our employees, partners, and the wider community, creating a shared commitment to lasting change. By working together, we can continue building on our progress and ensure that sustainability remains at the core of our growth.

Investing in sustainability today secures a future where we remain resilient, forward-thinking, and profitable, not just as a company, but as a positive force in society

Fredrik Leino, Warehouse & Logistics Manager
EG Electronics





Part 1:

ABOUT US



Our Purpose

Inspiring solutions,
adding value to every step.

Our Niche

Part of concept to delivery.

100 Years of Experience

EG Electronics is a company group consisting of EG Electronics AB and EG Electronics International AB, with a strong international focus, born and headquartered in Sweden with operating locations in Europe and Asia.

We offer unique and cost-effective customized solutions based on electronic and electromechanical components and systems, as well as standard products from selected manufacturers.

With 100 years of experience, we bring deep engagement, technical expertise, and reliable global logistics.

KEY FIGURES

- 63 employees in 7 countries
- Revenue 140 MEUR

CERTIFICATIONS

- SS-EN ISO 9001:2015
- SS-EN ISO 14001:2015

DISPLAY & SYSTEM

Whether you are working with digital signage or industrial applications – we can provide you with embedded solutions that match your demands,

- Embedded Computing
- Displays & Monitors
- Memory & Storage
- Networking & IIoT

ELECTROMECHANICS

We create value added customized electromechanical solutions for industrial OEM customers.

- Power Management
- Power Distribution
- Thermal Management,
- EMC & Shielding

MEMORY

A reliable supplier for demanding customers and provider of high quality memory and storage products from Samsung.

- SSD
- DRAM

WIRELESS

A whole business package with unique control from start-to-end-of-life of all products and within telecom and wireless communication

- Networking & IIoT
- Semiconductors



We are part of the Electronics business area in KAMIC Group, a privately held corporate group based in Sweden, with a common aim to be a leading supplier of technical products and services.

Global Presence

We are born and headquartered in Sweden with operating locations in Europe and Asia.

Sales

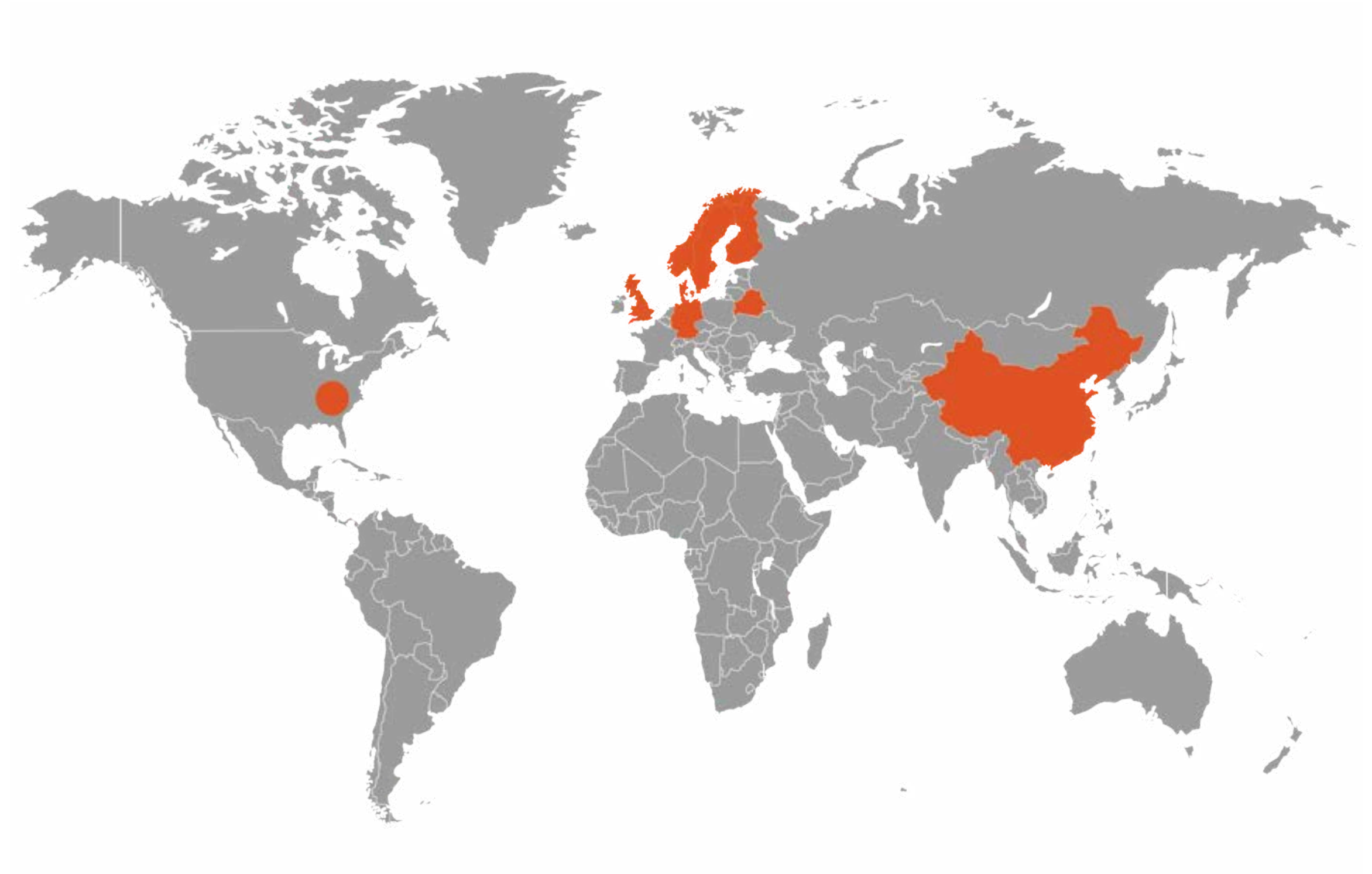
Sweden (Stockholm, Gothenburg), Norway (Oslo), Finland (Helsinki), Denmark (Copenhagen), China (Shanghai), Germany, UK (Brighton), Poland (Warsaw)

Manufacturing

Sweden: Torsby, Uppsala & Kungsbacka

Logistics Hubs

Sweden (Stockholm), China (Shanghai), Hong Kong, USA (Charlotte NC)

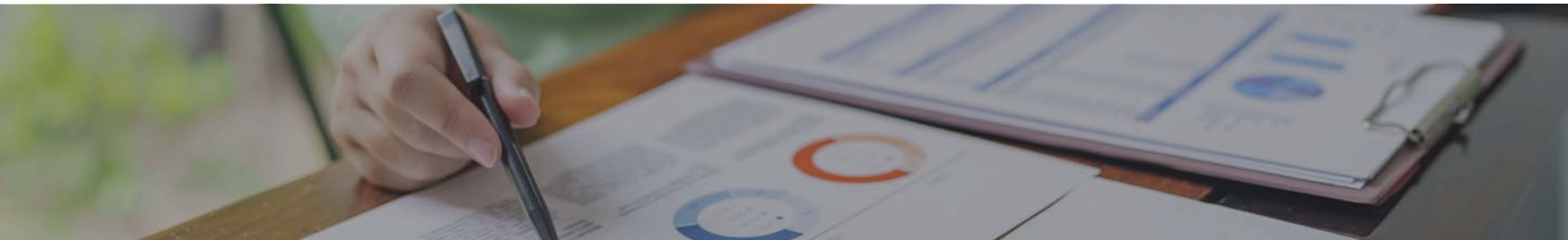
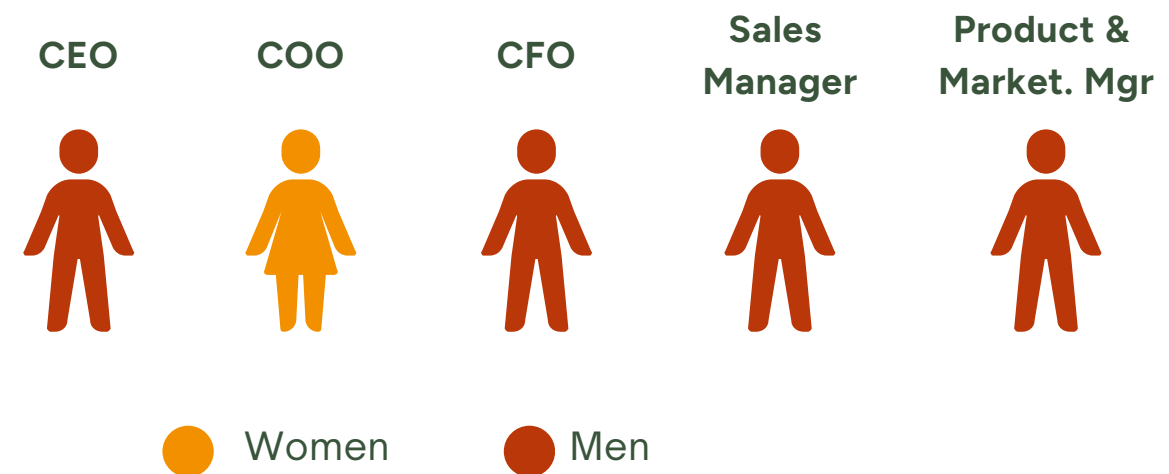


Strategic growth with purpose

We focus on sales-driven growth by strategically allocating resources both human and financial, where they generate the highest returns. At the same time, we prioritize both existing and new business opportunities to maximize our market impact.

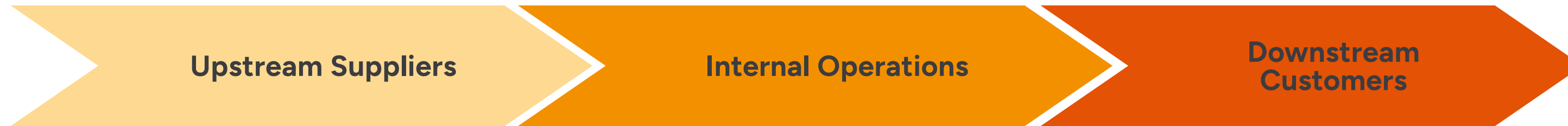
We work in close cooperation with carefully selected suppliers and customers in key markets, we strengthen their competitiveness by adding value through the provision of tailored solutions, based on electronic components and systems with additional services.

Management Team



Our Value Chain

Our operations create value throughout the entire chain, from sourcing to after-sales. At each stage, we consider both how we affect people and the environment, and how sustainability-related risks and opportunities may impact our business, and monitor risks and opportunities linked to our material topics: climate, governance, labor rights, employee wellbeing, energy, and waste.



Upstream Suppliers

We source electronic components globally. This means we carry a responsibility to ensure fair working conditions, human rights, and environmental standards in our supply chain.

At the same time, geopolitical instability, raw material shortages or new legal requirements (e.g. CSDDD) can affect availability and cost creating business risks that we monitor closely.

- ▲ **Key impacts:** Social & environmental risks in supply chain
- ▲ **Key risks:** Price volatility, regulatory non-compliance, reputational risk

Internal Operations

Within our own operations, we work with technical adaptation, logistics, and quality control. Here, our biggest impacts relate to energy use, emissions and waste generation.

Improving efficiency and reducing resource use is both part of our sustainability goals – and a way to stay competitive.

- ▲ **Key impacts:** Energy consumption, operational emissions, waste
- ▲ **Key risks/opportunities:** Cost savings through efficiency, ESG performance visibility

Downstream Customers

We provide tailored products and long-term support to our customers.

Increasingly, our customers expect us to deliver reliable sustainability data, and to take responsibility beyond the point of sale. This shapes how we develop offerings and build trust

- ▲ **Key impacts:** Product responsibility, data transparency
- ▲ **Key risks/opportunities:** Customer retention, sustainability-driven innovation

To ensure that our sustainability efforts are rooted in real-world needs, we next turn to our key stakeholders, the people and partners who shape and are shaped by our value chain.

Our Stakeholders

We have identified four key stakeholder groups that are central to both our impact and our long-term business success:

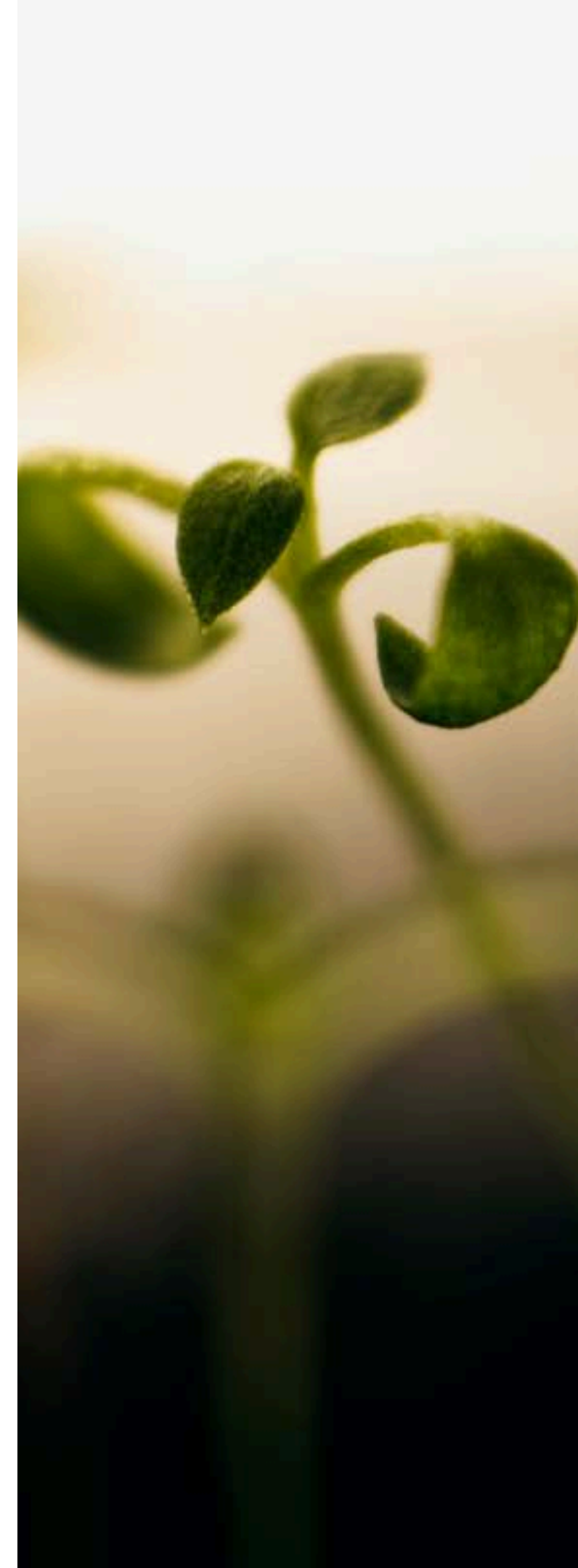
Stakeholder	Their Expectations	Our Engagement
Parent Company	Transparent ESG reporting, risk control, long-term value creation	Monthly updates, integration in group-level CSRD work
Employees	Fair working conditions, wellbeing, inclusion, purpose-driven culture	Employee surveys, health programs, ongoing dialogue
Customers	Sustainable products, supply chain responsibility, legal compliance (e.g. CSDDD)	Customer audits, product compliance data, joint ESG targets
Suppliers	Clear expectations, fair collaboration, long-term partnerships	Supplier Code of Conduct, risk assessments, data sharing

Why it matters

We listen actively to our stakeholders, because they help us understand where we create value and where we need to do better.

Their expectations helps us shape our sustainability work, both in terms of how we impact the world (impact materiality) and how these topics affect our business (financial materiality).

For example, customer expectations for sustainability data have helped prioritise transparency and product responsibility. Internal discussions with employees have highlighted wellbeing and inclusion as increasingly important priorities.



Double Materiality Analysis

How we did it

We carried out a structured double materiality assessment to understand both:

- ▲ How sustainability topics affect us financially (financial materiality), and
- ▲ How our operations and value chain impact people and the environment (impact materiality)

This assessment helps us prioritise where we have the biggest responsibility and where we see the greatest risks and opportunities for our business.

This assessment is based on:

- ▲ Stakeholder dialogue (with our parent company, employees, customers, suppliers)
- ▲ Risk analysis and alignment with the ESRS standards and upcoming CSDDD
- ▲ Internal workshops with representatives from ESG, purchasing, HR, and management

The topics are aligned with the European Sustainability Reporting Standards (ESRS), covering key areas in E1 (Climate), S1 (Own workforce), and G1 (Governance)

Our Focus

We have chosen to focus on the topics that:

- ▲ Matter most to us and the people we affect
- ▲ Are important to handle in a responsible and thoughtful way
- ▲ Will shape our future as regulations tighten, and as customers and partners raise their expectations

Our material topics

Here is what matters most to us, and where we focus our sustainability efforts:

- ▲ Climate change & emissions
- ▲ Employee wellbeing
- ▲ Governance & transparency
- ▲ Energy use & efficiency
- ▲ Labor rights & social conditions
- ▲ Waste reduction

Going forward

We will continue to:

- Set measurable goals on these topics
- Monitor and manage risks and opportunities
- Report transparently and in line with ESRS
- Engage our stakeholders and strengthen our impact

Topics like conflict minerals and chemical compliance are not listed separately, as they are already embedded in our daily compliance work.



Read more about our contributions in the upcoming slides.

Double Materiality Analysis

Material Topic	Relevant ESRS Standard(s)	Scope of the standard
Climate change & emissions	ESRS E1 – Climate Change	Greenhouse gas emissions (Scope 1–3), targets, transition plans, physical & transition risks
Governance & transparency	ESRS G1 – Business Conduct	Anti-corruption, whistleblowing, transparency, compliance, business ethics
Labor rights & social conditions	ESRS S2 – Workers in the Value Chain	Human rights, working conditions, due diligence for suppliers and business partners
Employee wellbeing	ESRS S1 – Own Workforce	Health & safety, work-life balance, psychosocial well-being, equal treatment
Energy use & efficiency	ESRS E1 – Climate Change (<i>partial</i>) ESRS E5 – Resource Use & Circular Economy	Energy consumption, energy efficiency, impact on climate and resource use
Waste reduction	ESRS E5 – Resource Use & Circular Economy	Waste generation, recycling, circularity, efficient resource management

ESG Related Risks

Aligned with ESRS E1, E2, S1, S2, G1

As we integrate sustainability into our operations, we see many opportunities but also risks that we need to understand and manage. These span across environmental, social and governance areas and affect both our business and the world around us.

Environmental

We are exposed to both physical and transitional risks related to climate change, such as extreme weather events, changing regulations, and pressure to reduce emissions.

Our global and sometimes complex supply chain also brings potential disruptions beyond our control. For example, geopolitical instability, raw material shortages or logistic delays.

Additional risks may emerge as environmental demands increase, such as limited access to sustainable materials, rising emission-related costs, or evolving reporting obligations that require rapid adaptation.

Social

Our transition toward more sustainable practices places new demands on how we organize and retain key knowledge.

Without smooth knowledge transfer during retirements or staff changes, we risk losing critical competence. Attracting and retaining talent is also increasingly linked to how seriously we take sustainability.

The upcoming EU directive CSDDD (Corporate Sustainability Due Diligence Directive) will introduce stricter requirements for monitoring social and environmental risks throughout our value chain.

We will need systems in place to identify, prevent, and respond to risks related to human rights, labor conditions, and environmental impact. Not just within our operations, but among suppliers and partners.

Governance

To keep pace with sustainability expectations, we need a governance structure capable of steering and following up on ESG performance and data both internally and externally. Without this, we risk losing out on new opportunities and becoming less competitive.

As we collect more ESG-related data, cybersecurity risks also grow. Weaknesses in data security can lead to breaches that impact both our compliance and our stakeholder trust.

We also acknowledge governance risks linked to ethics: poor accountability, lack of transparency, or unclear roles can affect relationships and expose us to legal risks.

An emerging risk is also greenwashing, communicating sustainability claims that cannot be fully verified, which could damage our credibility and result in sanctions.

Part 3:

ENVIRONMENTAL IMPACT & CIRCULAR WORK





Reduce CO2 Emissions

Reducing emissions starts with understanding our impact. By evaluating past performance, we identify what works and where we need to improve. This insight guides our next steps: optimizing energy use, refining logistics, and embedding sustainability across our operations.

We continuously evaluate our environmental performance to ensure that we are making meaningful progress in reducing our carbon emissions. Understanding our past results is essential since it allows us to identify patterns, assess the effectiveness of previous initiatives.

Improving energy efficiency remains a key priority. By analyzing consumption data across our facilities, we can pinpoint areas where targeted actions will have the greatest impact.

We also recognize the importance of sustainable logistics. By reviewing our transport routines and exploring smarter delivery models, we aim to reduce emissions while maintaining operational efficiency.

Each year, we measure our emissions within scope 1 and 2, and selected parts of scope 3.

Trend Analysis

Scope 1 increased by 55%, primarily due to a rise in customer visits and expanded sales activities. These changes led to higher direct fuel consumption, reflecting our increased engagement in the field.

Scope 2 decreased by approximately 15%, indicating improved energy efficiency or a shift toward greener electricity sources.

Scope 3 decreased by more than 15%, a positive sign of more sustainable supply chains and transportation practices.

Year	Scope 1 (tonnes Co2)	Scope 2 (tonnes Co2)	Scope 3 (tonnes Co2)
2023	5,6	17.6	614,3
2024	8,7	15	522

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Reduce CO₂ Emissions

Business Travel & Company Vehicles

- ▲ Offer only climate bonus cars emitting $\leq 60\text{g CO}_2/\text{km}$ (WLTP standard)
- ▲ Prioritize low-emission vehicles (electric- and hybrid) when selecting company cars
- ▲ Consider environmental class, CO₂ emissions, fuel type, consumption, and safety in vehicle choices

Energy & Facilities

- ▲ Use 100% renewable energy across all company facilities

Our biggest facility runs entirely on renewable energy sources, reflecting our commitment to sustainability.

Product Development

- ▲ Analyze products regularly to identify environmental improvements
- ▲ Make changes to materials, production methods, and lifecycle impact to enhance sustainability.

We apply the 9R method to identify potential improvements.

Transport & Logistics

- ▲ Encourage forwarders to upgrade to electric or renewable-fuel vehicles
- ▲ Promote environmentally friendly modes of transport for business travel
- ▲ Choose the most sustainable travel option to reduce urban air pollution and greenhouse gas emissions



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GHG Emissions

Scope 1

Direct greenhouse gas emissions from owned or controlled sources. For us, this includes company vehicles, as we have no fuel combustion in operations

The rise in Scope 1 emissions during the reporting period is primarily attributed to increased sales activities. As demand for our products and services grew, operational intensity also rose, resulting in higher fuel consumption and direct emissions from company-owned vehicles. This uptick reflects our expanded market presence, rather than inefficiencies in our environmental performance.

We will continue to explore opportunities to decouple growth from carbon output through improved energy efficiency.

Our Progress So Far

62% of our fleet is now electric (as of 2024)

38% still runs on fuel, generating 8.7 tons of CO₂ in 2024

Goal: 100% electric fleet by 2028

Supporting actions to reduce emissions

To encourage environmentally friendly travel choices, a new travel policy was introduced in 2025

Minimize unnecessary business travel

Encourage telecommuting when feasible

GHG Emissions

Scope 2

Scope 2 covers indirect emissions from the energy we purchase, mainly electricity used in our buildings. Even though these emissions happen outside our facilities, they're directly tied to our energy use, and they're the only part of Scope 2 that we can actually affect.

Sustainable Highlights

We have implemented several key improvements to reduce energy consumption and enhance operational efficiency.

- LED Lighting with Motion Sensors
- At our main warehouse, we have installed LED lighting equipped with motion sensors throughout common areas. This upgrade has led to a remarkable 28% reduction in electricity usage, while maintaining optimal lighting conditions for safety and productivity.

Energy-Efficient IT Equipment

Across the organization, we have replaced a significant number of computers and monitors with more energy-efficient models.

Upgraded Loading Docks

We have also improved our loading docks by implementing more energy-efficient solutions. Enhanced insulation and optimized equipment now help minimize energy loss during loading and unloading. This help lower energy loss by as much as 1,700–1,800 kWh annually and reduce CO₂ emissions by roughly 86 to 132 kilograms each year.

By investing in smarter technologies and optimizing our facilities. These initiatives reflect our proactive approach to environmental responsibility.

Energy consumption per year	
2021	18 105 kg CO2
2022	18 105 kg CO2
2024	15 000 kg CO2



GHG Emissions

Scope 3

Our journey to reduce Scope 3 emissions has evolved into a success story. Through strategic improvements in transport solutions, smarter travel planning, and more efficient waste management, we have turned complex challenges into measurable progress. While Scope 3 remains the most difficult category to control, our proactive approach is proving that meaningful change is not only possible, but already underway.

During the reporting period, we have made tangible progress in lowering our Scope 3 emissions, decreasing total CO₂ output from 614.3 tonnes to 522 tonnes.

This reduction of 92.3 tonnes is equivalent to the annual emissions of approximately 20 average passenger cars or the amount of CO₂ absorbed by over 4,000 mature trees in a year.

These figures highlight the impact of our sustainability efforts. We continue to prioritize eco-friendly freight solutions, by consolidating shipments, optimizing delivery schedules, and choosing lower-emission transport modes whenever possible.

Business travel has also been addressed. We now assess the necessity of each trip more carefully and promote digital alternatives to minimize emissions. When travel is essential, we aim to select the most climate-conscious options available.

In waste management, we follow strict local regulations and have improved our processes to reduce incineration and increase recycling and reuse. These efforts have contributed to a measurable decline in CO₂ emissions from waste streams.

Together, these actions demonstrate our ongoing commitment to reduction

We remain committed to advancing our Scope 3 efforts, recognizing that long-term success depends on continuous improvement and collaboration across the value chain. By investing in better data, stronger partnerships, and innovative solutions, we aim to further reduce our climate impact and drive even greater results in the years ahead.



GHG Emissions Summary

Scope 1

Company Cars

8,7 tonnes of CO₂
Emissions

Scope 2

Facility Energy

15,0 tonnes of CO₂
Emissions

Scope 3

Shipping

522 tonnes of CO₂
Emissions (388 tonnes from
air freight).

Scope 3

Business Trips

11,2 tonnes of CO₂
Emissions

Scope 3

Waste

8,8 tonnes of CO₂
Emissions

These emissions equals to a yearly consumption of 65 persons or energy consumption of 261 medium Swedish households.

Circular economy

We are transitioning to a circular economy model in which products and materials are reused, refurbished, or recycled.

This approach helps us minimize waste and promote responsible consumption and production aligned with the objectives of the EU Taxonomy.

For example, when purchasing new desks, we chose reused materials instead of buying brand-new ones. And when we no longer need certain items, we donate them to technical schools for use in education and testing.

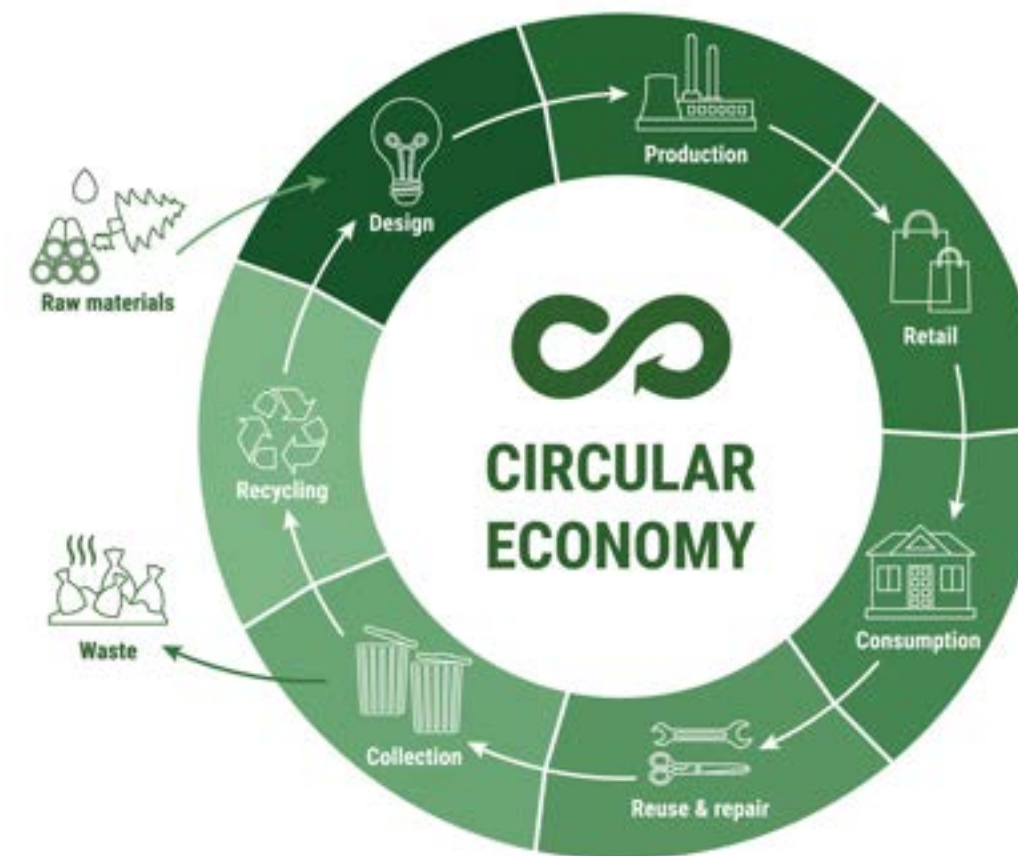
Strengthening Transparency and Taxonomy Alignment

To strengthen our sustainability strategy and ensure transparency across our entire value chain, we have invested in Worldfavor. It is a digital platform that helps us track, analyze, and follow up on our sustainability data.

With Worldfavor, we are able to:

- Make better-informed decisions,
- Improve the quality of our sustainability reporting
- Ensure that we align with key frameworks

It also supports our work by helping us assess and manage environmental risks across all relevant areas.



Circular economy

Reducing Waste from Packaging Material

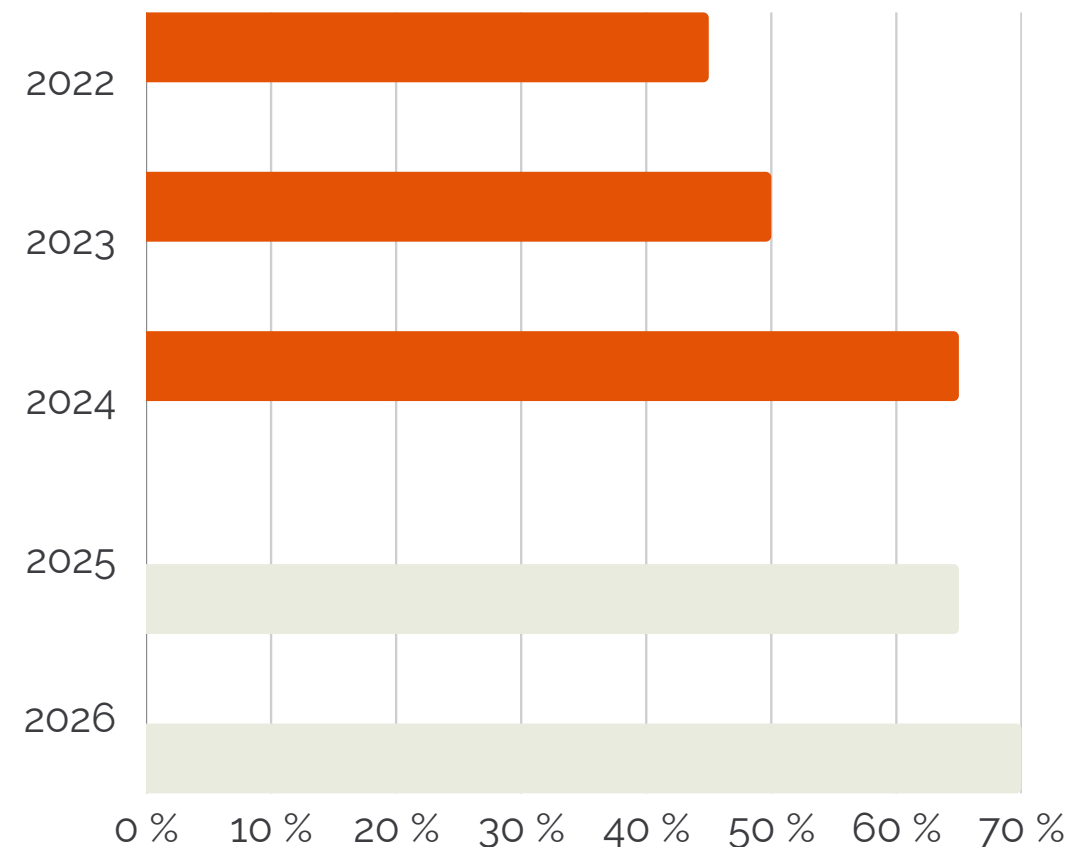
We have implemented several waste reduction strategies in our warehouses, and we currently recycle 50% of all packaging material. Our goal is to increase this to 70% over the next two years.

Our key actions include:

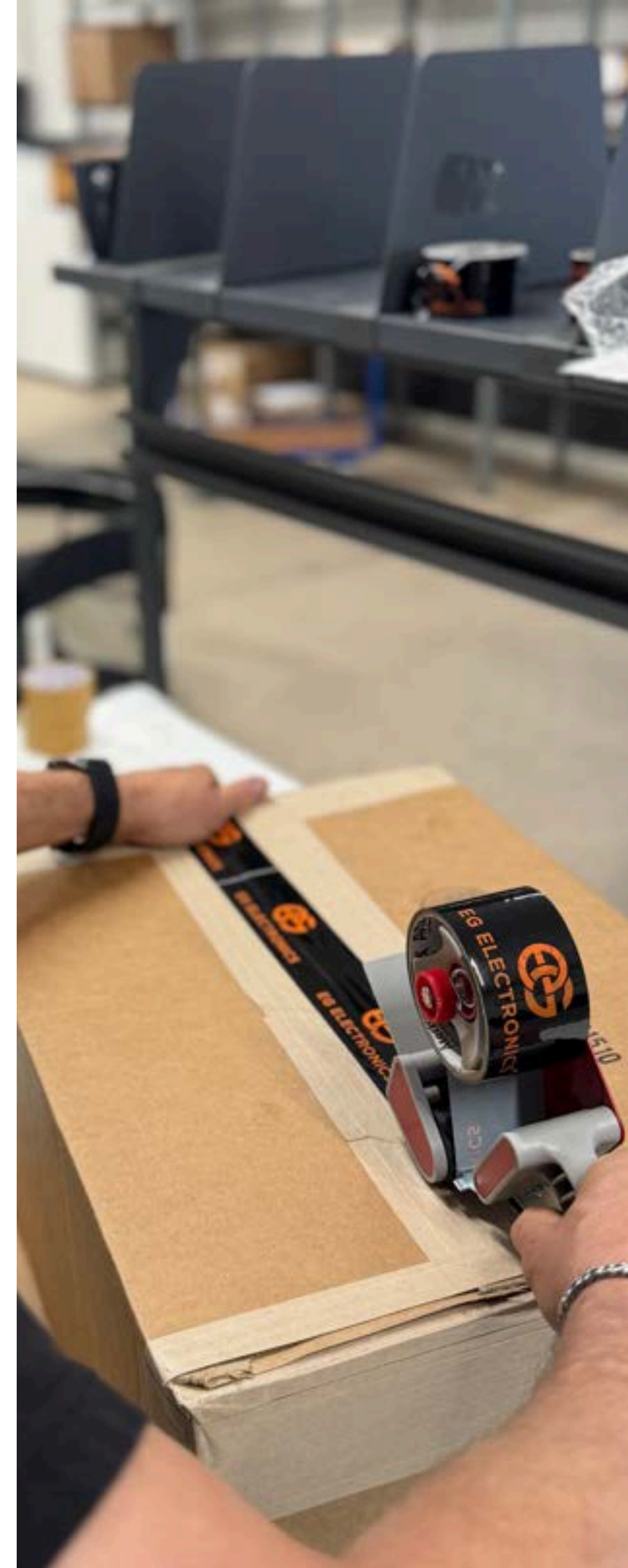
- ▲ Using reusable packaging provided by our customers, such as plastic boxes in different sizes which are circulated repeatedly in our logistics flows.
- ▲ Ensuring responsible recycling of all scrapped or defective products, such as computers and phones, through partnerships with waste management companies like Ragn-Sells and SRV.
- ▲ Operating with clear waste management plans at each of our facilities, ensuring proper sorting procedures and material handling.

These initiatives contribute directly to the EU Taxonomy's objective of fostering a circular economy and sustainable use of resources, while also responding to the growing expectations from our stakeholders.

Goal to recycle packing material



In 2024 we exceeded our initial target of 60% by reaching a 65% recycling rate. This is a clear sign that we are moving in the right direction and that our circular strategies are delivering measurable results.



Continuous Improvements

Improvement work is not a separate task, it is embedded in our mindset, our processes, and our culture. We believe that by constantly evaluating and enhancing our quality management system, we can create lasting value for our customers, our employees, and the environment.

In 2024, we continued to strengthen our culture of continuous improvement by actively identifying and implementing enhancements across the organization. A total of 44 improvements were registered in our system, each one contributing to greater efficiency, clarity, and collaboration.

These improvements covered key areas such as:

- ▲ Data analysis and decision-making support
- ▲ Clearer allocation of responsibilities
- ▲ Workplace health and safety
- ▲ ERP system reporting and transparency
- ▲ Visual management within the warehouse
- ▲ More structured and effective project execution

This work reflects our shared commitment to learning, evolving, and creating a smarter, safer, and more aligned organization for the future.

In 2024, we completed our third ISO audit, **once again with zero non-conformities**. But we didn't stop there: every improvement suggestion we received has already been implemented, strengthening our systems and raising our internal standards even further.



Part 4:

EXTERNAL IMPACT & PRODUCT RESPONSIBILITY



Encourage Effective Partnerships

Collaborating for Sustainable Progress

As a distributor, we believe that strong partnerships are essential to achieving lasting impact. We actively collaborate with both our customers and suppliers to drive success in sustainability. Through open dialogue, shared ambitions, and joint initiatives, we aim to strengthen every link in the value chain, enabling smarter, greener, and more responsible business practices together.

Advancing Sustainability Together

At EG Electronics, we are committed to taking a leading role in sustainability development in close collaboration with our suppliers. Throughout the year, we have identified several key areas where our customers increasingly request transparency and information, as well as areas where we see great potential to grow and improve.

We believe that strong partnerships and shared responsibility are essential to creating long-term, sustainable impact across the supply chain. Together with our partners, we aim to drive positive change and continue to raise the bar in environmental and social performance

Working Together for a More Sustainable Future

In partnership with our supplier Canadus, we hold regular meetings focused on sustainability. These ongoing dialogues allow us to align our goals and take concrete steps toward more responsible and efficient operations.

Together, we are making progress in areas such as:

- ▲ Setting shared sustainability objectives
- ▲ Improving materials for lower environmental impact
- ▲ Increasing production efficiency
- ▲ Exploring more sustainable transportation methods

This collaboration is a great example of how strong partnerships can drive meaningful change across the value chain.

Product Responsibility

Achieving our climate goals requires strong partnerships and responsible products. We work closely with customers and suppliers to ensure both the value chain and our offerings meet high environmental and ethical standards. We work actively to ensure that our products and components comply with applicable legal requirements and are developed in a responsible way.

▲ **Chemical Compliance** - We ensure that our products comply with REACH and RoHS regulations. The same requirements apply to our suppliers. We monitor compliance as part of our quality and purchasing routines.

▲ **Conflict Minerals & Supply Chain** - We systematically track and verify that conflict minerals in our value chain do not contribute to human rights violations. Our process aligns with the EU Conflict Minerals Regulation.

▲ **Data Verification & Risk Management** - We collaborate with a third-party partner for data collection and verification related to material compliance and responsible sourcing. Risk assessment and traceability are integrated into our supplier selection and ongoing evaluations.

▲ **Aftermarket Support** - We offer technical support and warranty services to extend product life and maintain strong customer relations.

We see product responsibility as a natural part of our sustainability work, all the way from sourcing to after-market.

Partnerships for Sustainability

We are a supplier to many of the world's leading heavy vehicle manufacturers and play an important role in their transition towards fossil-free transportation.

Fuel consumption and Total Cost of Ownership (TCO) are key factors in our customers' vehicle purchasing decisions. Most major OEMs have committed to selling only fossil-free solutions by 2040.

By reducing the energy demand of vehicle loads, fuel consumption and CO₂ emissions can be significantly lowered. At EG Electronics, we offer components that optimise vehicle subsystems, helping to reduce energy consumption, minimize environmental impact, and strengthen our customers' competitiveness.

Through system-level analysis of power distribution, we contribute to reducing resistance losses, optimizing auxiliary loads, and improving overall energy efficiency across vehicle electrical architectures, supporting measurable reductions in fuel consumption and CO₂ emissions.

One example of how we support this transition is through advanced 48 V electrical system solutions that further reduce fuel consumption and CO₂ emissions.



48 V Technology for Higher Efficiency and Lower CO₂

We supply circuit breakers and power relays for modern DC 48 V on-board electrical systems in passenger cars and utility vehicles.

As electrical loads increase, conventional systems reach their limits. 48 V technology offers significant weight savings, improved efficiency, and up to 21% documented fuel savings in real-world urban driving.

Higher voltage reduces resistance losses, enables more powerful electric motors and generators, and remains below the 60 VDC safety threshold, avoiding the need for additional shielding.

48 V is a key step in vehicle electrification, delivering 13–21% CO₂ reduction and paving the way towards full electric mobility.

Ecovadis - Silver

Recognized by EcoVadis

We are proud to have been awarded the EcoVadis Silver Medal for our sustainability performance.

This recognition reflects our commitment to responsible business practices in the areas of environment, labor & human rights, ethics, and sustainable procurement.

Receiving a Silver rating places us among the top-performing companies assessed by EcoVadis, and we see this as both an achievement and a motivation.

Our goal is clear: to reach Gold.

We are now working actively to improve our sustainability practices even further, based on feedback from the assessment and our ongoing initiatives across the value chain.

This recognition strengthens the trust with our customers and partners and supports transparency and continuous improvement.





Part 4:

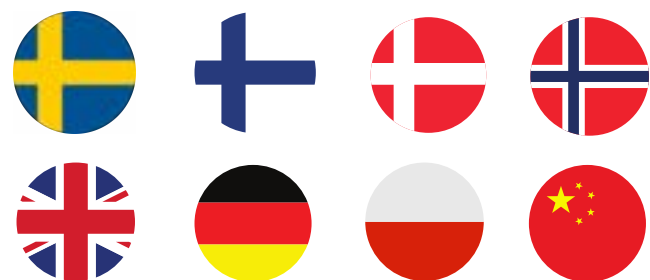
OUR PEOPLE & COMPANY CULTURE



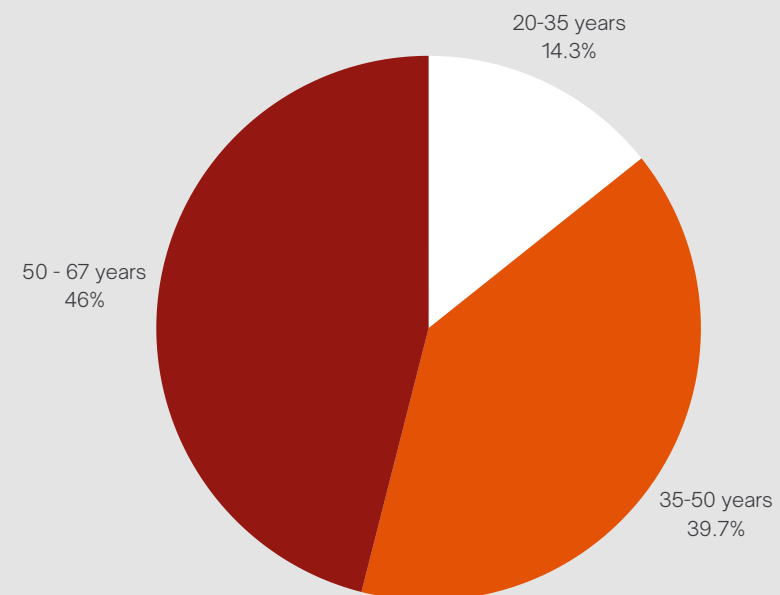
Sustainable Workforce

Number of
Employees **63**

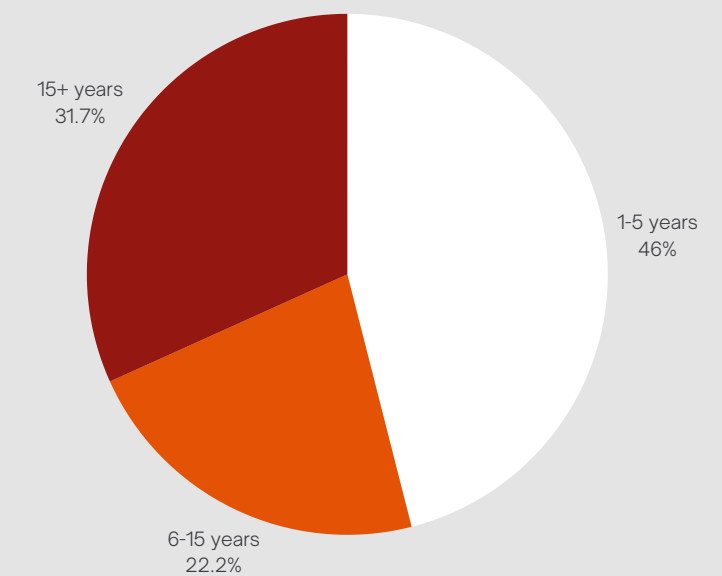
Countries our employees are represented



Age category of employees



Years of Employment



Sustainable Workforce

We use the HiPO (High Performance Organizations) model as the foundation for our employee surveys, which we conduct every 18 months.

The model focuses on four key areas that are essential for building and maintaining a high-performing organization:

- ▲ Engagement
- ▲ Organizational Capabilities
- ▲ Goals and Strategy
- ▲ Leadership

Our surveys are fully anonymous, and in our most recent survey, we achieved an overall score of 77 out of 100. **Our target is to raise this to over 82% by 2026, reflecting stronger alignment and engagement across our teams.**

According to the HiPO model, it's vital to foster strong engagement, excellent leadership, an efficient organizational structure, and clearly communicated goals and strategies. We actively work within all four of these dimensions.

Our People Make the Difference

We believe that our employees are one of our most valuable assets. Their dedication, productivity, and positive contributions to our workplace culture are key drivers of our performance, customer satisfaction, and long-term success.

We strive to maintain an environment where everyone feels free to speak up, share ideas, and raise concerns without fear of retaliation, in full alignment with our whistleblowing policy. Openness and transparency are part of how we lead and grow together.

A Balanced Approach

We set both team-based and individual goals, because we know that high-performing teams are built on strong and capable individuals. By encouraging personal development alongside collaboration, we create a well-balanced and results-oriented culture.

In our latest survey, we clearly outperformed the external benchmark in key areas like **employee engagement** and **team collaboration**, something we are truly proud of.

HiPO Index Year	Our Results	External Benchmark
2025	75 %	70 %
2024	78 %	69 %
2022	77 %	73 %
2021	76 %	68 %

HiPo Target for 2026

82 %

Sustainable Workforce

Well-being & Sustainable Work Habits

- ▲ Supporting the overall well-being of our employees is an important priority. This includes personal growth opportunities, mental wellness, and maintaining a healthy work-life balance.
- ▲ Career development that matters: last year, one of our trainees transitioned into a permanent Inside Sales role, just one of many success stories.
- ▲ To strengthen our development framework, we have introduced a competence matrix that clarifies roles and encourages continuous learning and growth.
- ▲ We conduct annual safety inspections to maintain a secure and healthy workplace.
- ▲ Regular health check-ups and subsidized lunches are available to all team members.
- ▲ We also provide role-specific training to help employees deepen their skills and grow in their expertise.

Team Culture & Social Well-being

Our internal “social squad” plays an important role in building connection and belonging.

They regularly organize after-work events, breakfasts, and casual fika moments, all to create space for team bonding and shared energy beyond the daily tasks.

Wellness Allowance

Only 38% of employees used their wellness allowance in 2024.

We want to change that, because staying active is not just good for your health. It improves focus, lowers stress, and helps you recharge.

Well-being doesn't stop when the workday ends. We're here to support a sustainable lifestyle inside and outside of work.



Wellness allowance used in 2024

38%

Sustainable Workforce

Health Presence

Rather than measuring sick leave, we now track health presence, because what truly counts is showing up healthy.

Our target: 97% attendance, while keeping work-related stress below 1%.



Wellness Hour

Every employee is offered a weekly wellness hour, a space for physical activity or active recovery, built right into the workweek.

It is a simple idea with big impact: when wellness is part of your routine, stress levels drop and job satisfaction rises. When people know their company genuinely cares about their health, it fosters trust, motivation, and a healthier workplace culture.

Engaged, healthy employees are supported by strong, value-driven leaders. That is why leadership development is a cornerstone of our sustainability work



Sustainable Leadership

At EG Electronics, we believe that strong leadership is key to building healthy teams and driving long-term success. That is why we invest in leadership development across our organization.

Through our parent company KAMIC Group, we offer a leadership program aimed at managers and leaders across the Group. The program focuses on building self-awareness, leadership tools and the ability to lead in line with our values and business strategies.

It is about giving our leaders the tools they need to communicate clearly, set smart goals, lead with integrity, and bring out the best in every individual.

Within EG Electronics, **over 90% of our leaders** have completed this program and that is something we are proud of. We see it as an investment, in people, in culture, and in performance.

As part of this work, we also take part in regular leadership forums across the Group, where key people from different companies come together to share insights, exchange best practices, and discuss strategic priorities. These sessions include everything from Finance and HR to M&A, communication, and sustainability.

We are shaping a leadership culture where it is okay to make mistakes, where giving and receiving feedback is part of everyday work, not something formal or awkward. We do this because we all want to improve, help each other, and ultimately deliver the best possible value to our customers.

HiPo Leadership Index / Year	Our results	External Benchmark
2025	72 %	69 %
2024	77 %	68 %
2022	79 %	71 %
2021	76 %	65 %

HiPo Leadership Index

We measure the HiPo Leadership Index as one of our key internal indicators. It helps us identify leadership potential and track how well we support and develop future leaders within the organization. The index is an important part of how we evaluate leadership capacity and plan for long-term succession.

Company Culture

We don't carve stones. We build the arc.

Just like the great arches of history, which have stood steadfast for centuries, a strong foundation is essential for building a robust and sustainable company. Our own core value arc provides focus, strength in adversity, and the resilience to rise to any challenge.

Our company's greatest strength lies in our diversity: distinct subdivisions with specialized focus areas, a wide range of skillsets among our people, and the unique perspectives each individual brings. Together, we shape who we are – one united EG Electronics.

Accountability

By taking ownership of our actions and decisions—individually and as a team—we leave nothing to chance. It gives us complete control as we strive to meet the high standards we set for ourselves and our organization.

Respect

Without respect, there is no foundation to build upon. We always demonstrate respect for our colleagues, customers, partners, and the challenges we face. It fosters trust, collaboration, and open communication. We value diverse perspectives, as they challenge the status quo and drive innovation.

Commitment

Commitment represents our dedication to excellence and to delivering above and beyond results. We are can-do-people with can-do-attitudes. Commitment isn't just about showing up—it's about showing up with purpose, passion, and determination.

and learnings into improvements.

Gender Equality

Equality is Not an Option – It’s a Commitment

We believe that everyone should have equal opportunities, regardless of gender, background or role. That belief is reflected in how we hire, how we lead, and how we develop our people. Throughout this year, all employees have completed equality and non-discrimination training. We have also implemented a company-wide Equal Treatment Policy to formalize our stance and ensure it is part of our daily work.

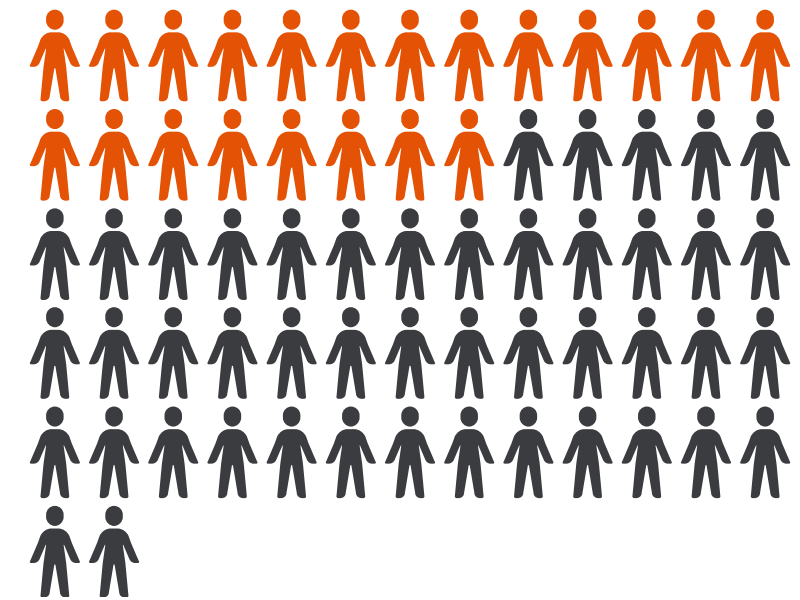
We have zero tolerance for discrimination. It is clearly stated in our Code of Conduct and firmly anchored in our culture. Equal treatment is an active part of our daily operations, not a once-a-year initiative.

To make sure we live up to our standards, we also conducted a full salary review and pay equity analysis this year. The purpose was to identify and reduce any unjustified pay gaps between comparable roles and to benchmark that our people feel valued and fairly compensated for the work they do.

When it comes to recruitment and career development, we base all decisions on objective, role-related performance and professional criteria. We actively promote gender balance in all parts of the business and make sure that both women and men can combine parenting with work.

With women currently representing 28% of our staff, and 25% of leadership roles, we are tracking our progress annually and have a clear roadmap to reach 50/50 by 2040.

Staff



Percentage of women 28%
Percentage of men 72%

Leadership Positions



Number of women: 3
Number of men: 9



Gender Equality

Our goal is a 50/50 gender balance by 2040

We operate in a traditionally male-dominated industry, and we know that structural change takes time. But we are committed to driving that change within our own organization.

To move in the right direction, we have set a long-term goal of achieving equal gender representation across the company. Our work includes:

- ▲ Applying inclusive recruitment practices and ensuring that shortlists include qualified candidates of all genders.
- ▲ Creating clear, objective criteria for promotions and development to ensure equal access to career opportunities.
- ▲ Supporting work-life balance and actively encouraging both women and men to combine parenting with their careers.
- ▲ Continuously monitoring gender ratios across roles and functions and making adjustments where needed.

We believe that better balance leads to better business. And while we recognize the challenges in our sector, we are fully committed to making consistent, measurable progress.

5 GENDER
EQUALITY



Part 5:

AGENDA 2030 & SOCIAL IMPACT



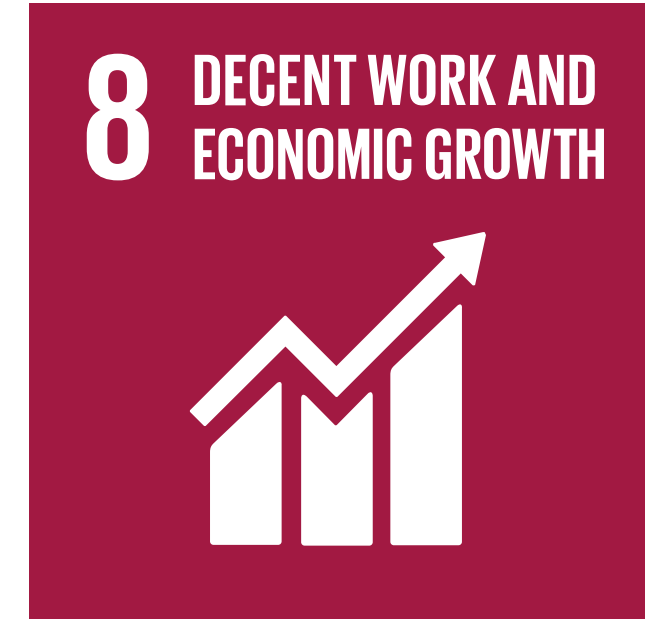
Our Contribution to Agenda 2030

Agenda 2030 is a global plan, agreed on by all UN member states, to build a more sustainable future by the year 2030. It includes 17 Sustainable Development Goals (SDGs) that tackle some of the world's biggest challenges, like poverty, health, education, equality, clean water, renewable energy, and climate change.

We have identified six SDGs where our business and operations can make the most meaningful impact.

The planet is heating up due to emissions from things like transport and industry. This leads to more extreme weather, melting ice, and rising sea levels.

We want to be part of the solution. On the following pages, you will find how we contribute to the global goals.



Gender Equality

Driving Structural Change

Gender equality is a long-term commitment and a vital part of how we build a more inclusive and sustainable organization.

In addition to setting clear targets (50/50 gender balance by 2040), we work actively to embed equality into our systems and processes, from recruitment and leadership development to parental leave and salary reviews.

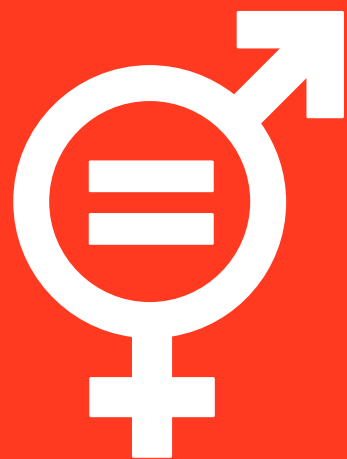
Our current focus areas include:

- ▲ Data-driven tracking of gender balance in teams and management
- ▲ Equal opportunity in succession planning and promotions
- ▲ Unbiased language and inclusive job ads
- ▲ Internal training on unconscious bias and inclusive leadership

We also aim to use our influence to promote gender equality across our partnerships, including suppliers and industry networks.



5 GENDER
EQUALITY





8 DECENT WORK AND ECONOMIC GROWTH



Decent Work & Economic Growth

A Fair, Inclusive and Sustainable Working Environment

As mentioned earlier in this report, we ensure that all employees have fair and inclusive working conditions, applying the principle of equal pay for equal work. Our culture is grounded in respect, equality, and inclusion. To reinforce this, we conduct annual mandatory training on human rights and diversity for all staff.

In 2024, we updated our Code of Conduct to further clarify expectations around ethical behaviour and labour standards, supported by internal reviews and assessments of EU regulations, particularly regarding our operations and suppliers in Taiwan.

Through continuous awareness-raising and dialogue with stakeholders, we have eliminated potential human rights risks within our sphere of influence and encourage others to do the same.

We actively invest in employee development to support personal growth, strengthen our workforce, and increase engagement, retention, and long-term productivity. Innovation and the use of advanced technologies are encouraged to boost efficiency and contribute to sustainable economic growth.

We conduct annual safety inspections to ensure a safe and healthy workplace. In our supply chain, we partner only with suppliers who align with our sustainability standards, and we maintain strict zero-tolerance for child labour.

By advancing strong labour practices and supporting inclusive growth, we contribute to a more just and sustainable global economy.



**8 DECENT WORK AND
ECONOMIC GROWTH**



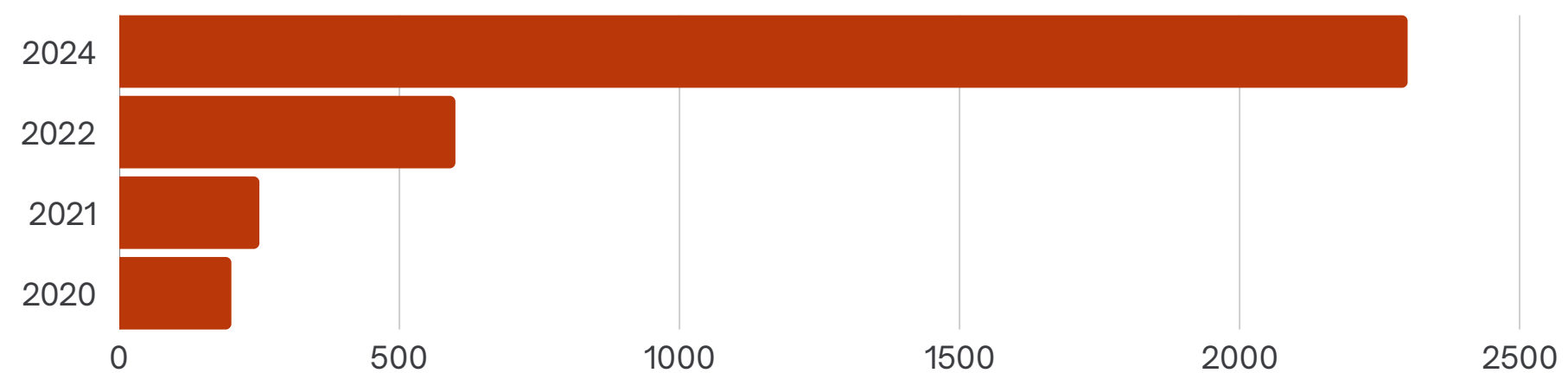
Decent Work & Economic Growth

Creating meaningful employment

Through close collaboration with organizations that provide job opportunities for individuals with cognitive disabilities, we help enable a more inclusive workforce. They support us with product assembly and together, we create real value: structure, pride, and a sense of purpose.

As demand for our products increases, so does the number of hours of socially impactful work. In 2024, this collaboration resulted in over 2,300 hours of meaningful labour, a clear sign that business growth and social sustainability can go hand in hand.

Hours of labour for the community



Our Commitment to SDG 9

We contribute to the UN Sustainable Development Goal 9 by working towards more resource-efficient, inclusive, and sustainable production. By strengthening our internal capabilities, reducing waste, and driving innovation in partnership with others, we create long-term value for both our business and society.

Our Journey with Produktionslyftet

A concrete example of this is our participation in Produktionslyftet, a national development program that supports companies in strengthening their competitiveness and long-term sustainability through Lean principles, structured improvement work, and employee engagement.

Our production site in Torsby successfully completed the first phase in the program, and the results have been both measurable and meaningful. Through structured coaching and hands-on improvement work, this program has led to:

- ▲ Increased efficiency and reduced waste in our production processes
- ▲ Strengthened internal collaboration and communication
- ▲ Built a culture of continuous improvement and employee involvement
- ▲ Developed clearer goals and a shared direction across teams

This initiative has not only improved our daily operations and ways of working, it has also equipped us with valuable tools for sustainable and engaging growth.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



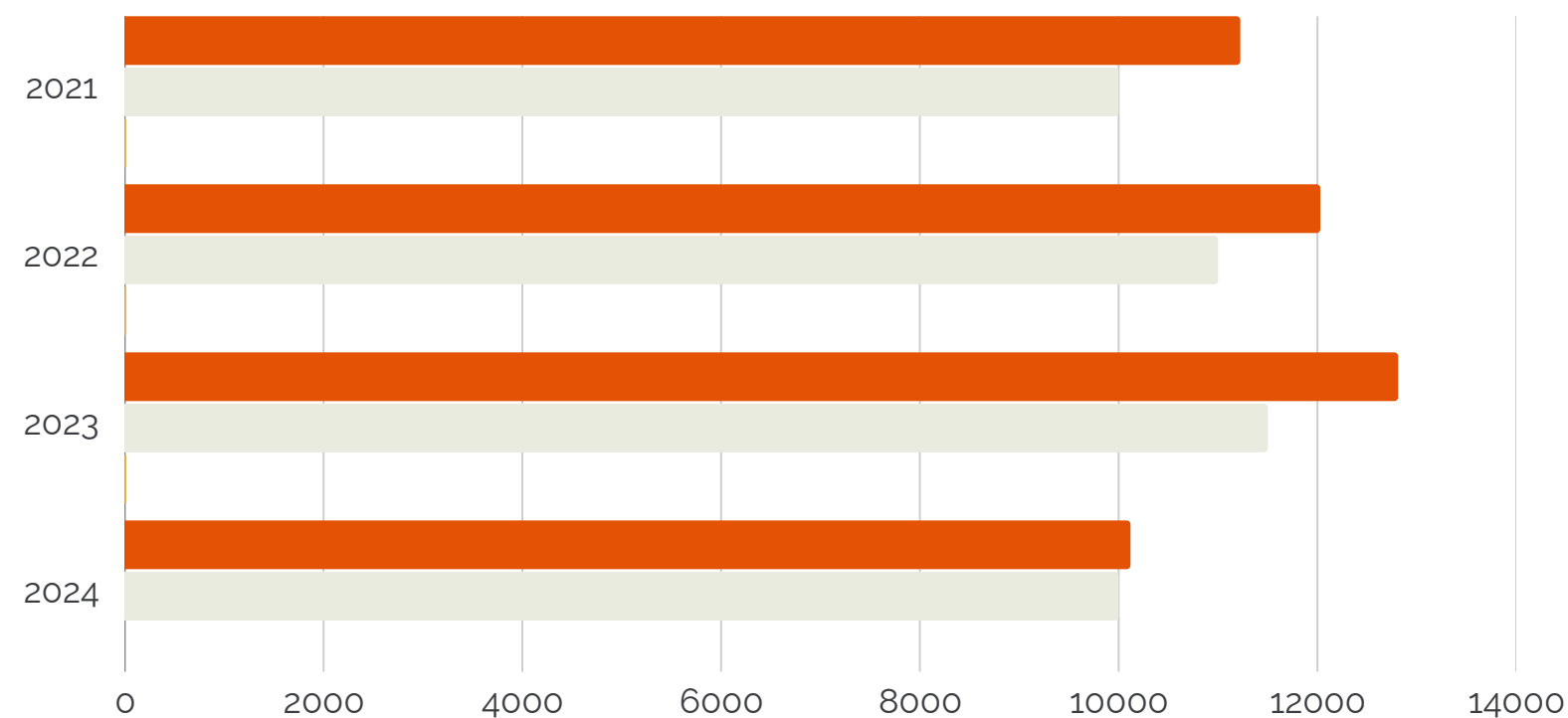
Sustainable Industrialization

Battery Reconditioner

One of our goals is to be working towards sustainable industrialization. We do this by providing and selling products and solutions that contribute to reduced carbon emissions such as the Battery Desulfator solution. With a new 12-volt battery containing 11kg of lead on average,

The environmental advantages of doubling the lifespan of an individual battery through the application of a battery desulfator are noteworthy.

For 2024, the forecast indicated a decrease of approximately 21% due to lower demand in the market



10 119 kg

Saved
Emissions in
2024

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Increased Sustainability Awareness

Sustainability is an important part of how we operate, and we recognize the responsibility we have to promote more sustainable consumption and production patterns. To support this, we conduct annual trainings designed to equip our employees with the knowledge they need to make responsible choices in their daily work.

Our aim is not only to increase awareness but to empower everyone to take action by making more informed decisions, reducing unnecessary resource use, and contributing to the continuous improvement of our sustainability performance.

We have implemented a training matrix to help identify knowledge gaps and match employees with the relevant learning opportunities.

In 2024, we conducted 14 trainings covering a variety of topics, including our Equality and Inclusion Plan, product-specific trainings, a CPR course, and internal auditing. These efforts are part of our broader commitment to building internal capacity for sustainable practices.

We also recognize that expectations are rising from stakeholders, from regulations, and from society as a whole. More knowledge is needed, and we are committed to meeting that need. We may be a small fish in a big pond, but we are trying to do what we can to make a meaningful contribution and continuously reduce our footprint.

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



Increased Sustainability Awareness

We continue to integrate sustainability into our everyday operations through concrete actions that support more responsible consumption and production.

We have made the conscious choice to stay in our existing facilities and invest in sustainable upgrades:

- ▲ From LED lighting with motion sensors
- ▲ New gates/entrances to improve insulation
- ▲ Smarter energy use
- ▲ Sustainable furniture, including pieces made from recycled materials

These decisions not only reduce our environmental footprint, but also extend the life of our spaces, supporting SDG 12 by minimizing unnecessary consumption.

At the same time, these changes have had a positive impact on our people. A modernized, thoughtfully upgraded workspace strengthens both employee pride and the sense of belonging. It encourages more of our team to be present on-site and to feel proud of where and how we work.

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



Science Based Targets

How SBTi helped us strengthen our sustainability journey

As a company committed to reducing our environmental impact, partnering with the Science Based Targets initiative (SBTi) marked a turning point in our sustainability strategy. By aligning our climate goals with the latest climate science, we gained clarity, credibility, and momentum.

We began by assessing our carbon footprint across scopes 1, 2 and 3. With SBTi's framework, we were able to set ambitious yet achievable emissions reduction targets that are consistent with limiting global warming to 1.5°C. This gave us a clear roadmap and helped us prioritize actions across our operations and supply chain.

SBTi's validation process also pushed us to improve our data collection and reporting. We strengthened internal systems, engaged more deeply with suppliers, and fostered cross-departmental collaboration. The rigor of the process ensured that our targets were science-based and measurable.

Since adopting our SBTi-approved targets, we have seen meaningful progress. We have transitioned to renewable energy in several facilities and optimized logistics to reduce transport emissions. These changes have not only reduced our carbon footprint but also enhanced our brand reputation and stakeholder trust.

13 CLIMATE ACTION



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Encourage Effective Partnerships

To strengthen collaboration and promote transparency throughout our value chain, we use the sustainability platform Worldfavor to collect ESG data from our suppliers. This supports our ambition to build responsible and traceable supply chains.

As an SME, we face challenges such as limited internal resources and low supplier response rates. Despite this, Worldfavor provides us with valuable insights such as country-level ESG risk assessments.

Currently, 9% of our suppliers are based in countries that Worldfavor classifies as high or extreme risk, particularly regarding human rights and labor rights. These countries include China, Hong Kong, and Taiwan. This insight helps us prioritize follow-ups and engage more closely with suppliers in high-risk areas.

In 2024, 13.5% of our suppliers completed the ESG questionnaire we sent out via Worldfavor. While the response rate is still low, the platform includes an AI tool that scans their websites and other public sources to collect relevant sustainability data.

This is a very helpful feature for us, as many of our suppliers choose not to fill out the questionnaire but instead refer us to the information available on their websites.

We are aware that the data gathered by the AI needs to be validated, but it gives us a solid starting point for identifying risks and knowing where to follow up.

Our goal is to increase direct supplier participation to 75% by 2030, as we see this as a key step in strengthening transparency and driving more sustainable practices across our supply chain.

Beyond our direct suppliers, we also aim to collaborate with industry initiatives and networks to support transparency and harmonization of sustainability standards across the sector. By engaging in these partnerships, we contribute to a broader global movement for fair, inclusive, and sustainable production.

**17 PARTNERSHIPS
FOR THE GOALS**



Part 6:

FUTURE FOCUS & CLOSING



Sustainable Business, Even in Challenging Times

To us, sustainability is not just about climate and people, it is also about how we lead and manage our business.

Even when faced with economic uncertainty, we choose stability before fast growth. By focusing on operational efficiency and responsible decisions, we lay the groundwork for long-term success.

Profit Before Growth

A Challenging Year, with a Steady Focus

The past year has brought its fair share of challenges. The global environment has been unpredictable, and external events have tested our resilience. Despite these headwinds, we have remained committed to our priorities and stayed focused on what we can control.

We did not reach our financial targets last year and will, as it looks now, not reach them this year either. That is a reality we acknowledge, and it drives us to do better. We continue working hard to improve and optimize how we operate. Across the organization, we are exploring new ways of working more efficiently, simplifying processes, and shortening decision-making paths. It is about becoming sharper, faster, and more focused without compromising on quality or long-term thinking.

Our Financial Approach

We prioritize profit before growth. That means we focus on cost efficiency, making the most of our existing operations, and maximizing revenue from what we already have, rather than pursuing growth at any price. Our aim is to build a stable and sustainable financial foundation that allows us to grow in a responsible and controlled way over time.

Return on Working Capital (RoWC)

We use RoWC to track how efficiently we turn our capital into profit. It is a key indicator that helps us stay disciplined in how we manage our resources and drive performance.

Measuring Our Core Performance

We use EBITA to measure our operating performance, giving us a clear view of how our core business is doing, independent of interest, tax, and amortization effects. It is an important tool to help us focus on what really drives value.

	2023/2024	2024/2025
Annual EBITA growth	0 %	0 %
RoWC	61 %	65 %

Important Milestones



Sustainability Roadmap

Decarbonization

2030

Target: Reduce emission by 20%

Action Plan

Switch to renewable energy sources in operations & identify key areas for improvement.

Invest in sustainable practices & technologies together with our suppliers.

2035

Target: Reduce emission by 50%

Action Plan

Enhance circular economy practices.

Develop knowledge in supply chain

2040

Target: Net-zero emissions

Action Plan

Fully transition to renewable energy, offset remaining emissions.

2045

Target: Net-zero emissions

Action Plan

Renew & adjustments

Continuous improvements

Sustainability Hotspots

We have pinpointed four crucial sustainability hotspots where focused efforts will create the most significant impact throughout our operations and value chain.

Hotspot 1

Supply chain

- Monitor carbon footprint across product lifecycle
- Collaborate with suppliers to reduce CO₂
- Promote transparency, local sourcing, and accountability
- Tool Highlight: Worldfavor – Scope 3 emissions tracking

Hotspot 3

Energy consumption

- Shift to renewable energy sources
- Encourage process innovations that minimize emissions
- Invest in energy storage technologies to stabilize supply and reduce fossil fuel reliance

Hotspot 2

Freight & transportation

- Support EV transition and renewable charging networks
- Choose low CO₂ freight options
- Partner with freight companies on electrification
- Consolidate shipments for efficiency

Hotspot 4

Waste management

- Reuse materials wherever possible
- Recycle across operations to minimize landfill impact
- Collaborate with stakeholders to improve circularity and reduce waste generation





Our Measurables

Main category	Measureables for EG Electronics	Goal/Achievables	2023	2024	Connection to CSRD/ESRS
Governance & Transparency					
Governance & Transparency	Whistleblower Cases	0	0	0	ESRS G1-3 – Grievance Mechanisms
Anti-Corruption & Ethics	Anti corruption & Business ethics	0	0	0	ESRS G1-2 – Corruption and Bribery
Economic Performance	Annual EBITA Growth	To reach 10%	0%	0%	ESRS E1-6 – Economic Performance Indicators
Economic Performance	Return on Working capital (ROWC)	>45%	61%	65%	ESRS E1-6 / Optional KPIs
ESG Improvements	Improvements made during the year	33	X	44	E/S/G standards
Social Responsibility	Hours of labour for the community	2000	600	2300	ESRS S1–S4 – Workers & Community Engagement
Environmental Impact & Circular Work					
Environmental Impact & Circularity	Scope 1	3 tonnes	5,6 tonnes	8,7 tonnes	ESRS E1-6 – GHG Emissions
Environmental Impact & Circularity	Electric company vehicles	100%	62%	62%	ESRS E1 – Energy and Emissions
Environmental Impact & Circularity	Scope 2	14 tonnes	17,6 tonnes	15 tonnes	ESRS E1-6 – GHG Emissions
Environmental Impact & Circularity	Scope 3	495 tonnes	614,3 tonnes	522 tonnes	ESRS E1-6 – GHG Emissions
Environmental Impact & Circularity	Battery reconditioner savings	10 000 kg	12812 saved Co2 emissions	10119 CO2	ESRS E1 – Resource Efficiency
Environmental Impact & Circularity	Goal to recycle the packing material	Reach 70% by 2026	50%	65%	ESRS E5 – Resource Use and Circular Economy
External Impact & Product Responsibility					
Product Responsibility & Supply Chain	Number of suppliers in Worldfavor	75% by 2030	N/A*	13%	ESRS S2 – Workers in the Value Chain
Product Responsibility & Supply Chain	90% of strategic suppliers have signed our Code of Conduct.	90% by 2027	25%	34%	ESRS S2 – Human Rights Due Diligence



Our Measurables

External Impact & Product Responsibility					
Main category	Measureables for EG Electronics	Goal/Achievables	2023	2024	Connection to CSRD/ESRS
Product Responsibility & Supply Chain	100% of suppliers located in high-risk countries will be risk-assessed by 2027.	100% by 2027	35%	44%	ESRS S2 – Human Rights Due Diligence
Product Responsibility & Supply Chain	Number of internal due diligence training sessions per year.	2 / year	N/A*	1	ESRS S2 – Business Relationships
Product Responsibility & Supply Chain	Production improvements made	N/A*	New for 2024	63	ESRS E1 or G1 – Own workforce & Business Conduct
Product Responsibility & Supply Chain	Ecovadis	Gold	Silver	Silver	ESRS G1 – External ESG Ratings
Our People & Company Culture					
Workforce	Total Number of Employees	N/A*	67	62	ESRS S1 – Own Workforce
Workforce	Number of Departures	N/A*	8	15	ESRS S1 – Turnover
Talent Development	Sustainable Employees (HiPO)	82%	77%	75%	ESRS S1 – Career Development
Employee Health	Work-related sick leave such as stress	Under 1%	0%	0%	ESRS S1 – Health and Safety
Employee Health	Health Presence Rate (0–14 days)	97%	98%	98%	ESRS S1 – Health and Safety
Employee Health	Health Presence Rate (15+ days)	97%	95%	98%	ESRS S1 – Health and Safety
Leadership & Engagement	HiPO Leadership Index	80%	79%	72%	ESRS S1 – Leadership and Engagement
Diversity & Inclusion	Number of Women in the company	50/50	32%	31%	ESRS S1 – Diversity
Diversity & Inclusion	Number of Men in the company	50/50	68%	69%	ESRS S1 – Diversity
Diversity & Inclusion	Male Managers	50/50	75%	73%	ESRS S1 – Gender Representation
Diversity & Inclusion	Female Managers	50/50	25%	27%	ESRS S1 – Gender Representation
Diversity & Inclusion	Gender Balance Target	50/50 gender balance by 2040	32% women / 68% men	31% women / 69% men	ESRS S1 – Gender Equality
Employee Benefits	Wellness Allowance (2024 usage)	60%	N/A	38%	ESRS S1 – Social Protection



Our Measurables

Main category	Measureables for EG Electronics	Goal/Achievebles	2023	2024	Connection to CSRD/ESRS
Our People & Company Culture					
Training & development	number of training sessions	12	N/A	14	ESRS S1 – Own workforce
Age Category of Employees					
Workforce Demographics	20-35 years	N/A*	16%	14%	ESRS S1 – Workforce Demographics
Workforce Demographics	35-50 years	N/A*	31%	40%	ESRS S1 – Workforce Demographics
Workforce Demographics	50- above years	N/A*	53%	46%	ESRS S1 – Workforce Demographics
Years of Employment					
Workforce Demographics	1-5 years	N/A*	43%	46%	ESRS S1 – Tenure
Workforce Demographics	6-15 years	N/A*	12%	22%	ESRS S1 – Tenure
Workforce Demographics	16 + years	N/A*	45%	32%	ESRS S1 – Tenure
Employee Wellbeing					
Employee Wellbeing	Number of Health & Safety audits	4/year	4	6	ESRS S1 – Health and Safety
Employee Wellbeing	Percentage of employees experienceing having a good balance between work- and private life	90%	86%	92%	ESRS S1 – Work-life Balance
Employee Wellbeing	Employee satisfaction rate regarding their work situation	88%	88%	87%	ESRS S1 – Own Workforce

*N/A means that this is not applicable, either because the target is new for this year or because it is not a measurable or defined target.

Acknowledgement and Resources

Team

In conclusion, we remain committed to foster sustainable practices and environmental responsibility.

As we reflect on our achievements and set our sights on the future, we strive to continuously innovate and integrate sustainable initiatives across all facets of our companies and operations.

Our journey towards a greener and more responsible future is ongoing, and we appreciate the support of our stakeholders in driving positive change.

Together, we can contribute to a more sustainable and resilient world.

Thank you!



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