## CRIMPPI

# **Sustainability Report**

# Crimppi's Sustainability

At Crimppi, sustainability isn't just part of our business strategy — it's woven into the very fabric of our organization. As a leading manufacturer of cable harnesses and electro-mechanical assemblies, we recognize our responsibility to operate in a way that **respects both people and the planet while ensuring economic viability for future generations**.

Since our founding in 2000, we have been dedicated to creating high-quality cable assemblies with minimal environmental impact. Our journey has been guided by a simple yet powerful principle: to manufacture responsibly while delivering excellence to our customers. This commitment has led us to **continuously seek improvements in our operations**, from reducing our carbon footprint to enhancing the well-being of our employees and communities.

We aspire to be **frontrunners in sustainability** within our industry. This means setting ambitious targets, embracing innovation, and challenging ourselves to find more sustainable solutions in everything we do.

As we look to the future, we remain dedicated to pioneering new approaches to sustainability in our industry, creating value for our customers, employees, communities, and the environment. Together, we are building a more sustainable future —one cable assembly at a time.



## **Crimppi Group**

The Crimppi Group is a Finnish-owned industrial contract manufacturing partner. The company designs and manufactures wire harnesses and optical fibre series and also provides electromechanical assembly services. Crimppi's headquarters is located in Finland, with subsidiaries in China, Croatia, and Latvia. The company operates globally while serving its customers locally.

Crimppi's customers primarily operate in the fields of renewable energy, electrical and energy industries, medical devices. and railway transportation. The Crimppi Group places a strong emphasis on the well-being of the environment and people and strives for responsibility in all of its





## Values

The values guide the actions of everyone at Crimppi and support decision-making. They define how we operate in different situations and ensure our actions align with the company's principles.





# Right People, Right Time, Right Service, Right Quality – Wired right.

Crimppi's mission



Strategy

Crimppi's strategy is built on the company's values, which guide all operations and decision-making. The company's strategic focus areas are **sustainable** growth, international cooperation, high-quality customer service, and top-level performance. GOALS

PURPOSE

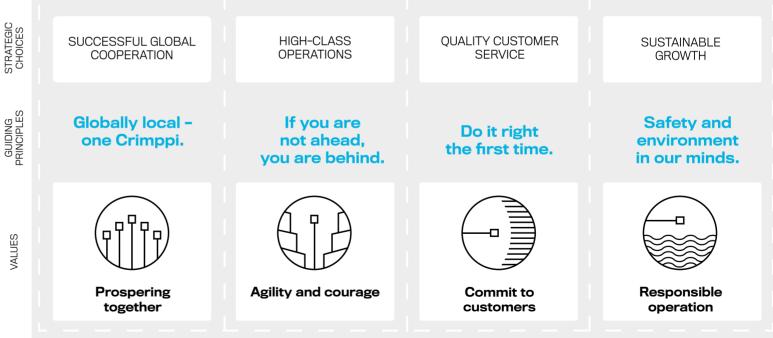
The goal is to be an agile, customer-focused leading partner in the electrical and electronics industry. Achieving this requires rapid response to market changes and customer needs, flexible operating models, and a strong commitment to customer satisfaction.

Crimppi Group aims for strong growth, carbon neutrality, and a healthy, safe workplace free of accidents. Achieving these goals requires commitment to sustainable development principles, employee well-being, and continuous improvement across all areas. Since 2019, responsibility has held a high priority in our strategy.

The success of Crimppi's strategic framework depends on the consistent application of mutually defined values and goals, as well as the entire organization's commitment to shared objectives. We want to be the leading partner in the electrical and electronics industry.

Strong and profitable growth Carbon neutral, no occupational accidents







# Certificates and Standards

Crimppi is continuously working to improve its operations across all sites. The Vaasa factory holds certifications for **ISO 9001** (Quality Management), **ISO 14001** (Environmental Management), and **ISO 45001** (Occupational Health and Safety Management), all certified and regularly audited by DNV. These certifications ensure the quality, transparency, and responsibility of our operations.



Our internationally standardized management systems are central to our ongoing business development. They not only support current processes but also enable the adoption of new, more efficient and responsible working methods and innovations. This allows us to better meet future challenges and seize emerging opportunities.

Crimppi also holds UL certification (E249432), conforming that our products meet both North American and Canadian requirements.

We manufacture our products in compliance with IPC/ WHMA-A-620 Class 2 standards. We also have the capability to manufacture products according to Class 3 specifications. This globally recognized standard defines the acceptable levels of product quality.





We work continuously to improve our operations across all sites.



# Sustainable Development Goals

The Crimppi Group is committed to supporting the UN Sustainable Development Goals (SDGs) through its operations. The Agenda 2030 SDGs apply to all countries and aim to promote a more responsible future for everyone. Crimppi Group's activities have an impact on all 17 SDGs, and we promote these goals in our strategy and sustainability work. We have identified four of these goals as the most relevant to our operations and stakeholders.



## E – Environment

## Towards Carbon Neutrality



- » Sustainable consumption and production; achieving carbon neutrality in our own operations
- » Supporting the carbon neutrality goals of our partners and society
- » Goal: Product-level carbon footprint calculation

## A Wellbeing-Focused and Skilled Workforce

S-Social



- » An equal, safe, and inclusive working community
- » We value and care for one another and promote people's wellbeing
- » Goal: To be a dream workplace for our employees

## A Responsible Employer and Partner



- » We are a reliable partner
- » We act ethically and with integrity
- » Goal: Profitable and sustainable growth

## Sustainable Supply Chain



- » Responsibility within our supply chain
- >> Use of environmentally friendly materials and adherence to ethical procurement practices
- » Goal: Reduce air freight



# Sustainability Highlights 2024





## Sustainability Highlights in 2024

## 100% Carbon Neutral Operations

We have significantly reduced Scope 1 and Scope 2 emissions – direct and indirect greenhouse gas emissions from energy production and fuel use. As a result, the Vaasa factory achieved carbon neutrality in spring 2024, marking a major milestone on our journey toward fully sustainable operations.

## New Subsidiary in Latvia

Crimppi's third subsidiary, Crimppi SIA, launched operations in Latvia to serve the Northern European market. This is part of Crimppi Group's growth strategy. The site was strategically chosen to reduce transportation time and resource use, thereby **lowering environmental impact and improving logistics**. The factory delivers high-quality products while adhering to the principles of sustainable development.

# Largest One-Time Investment in Company History

The historic machinery investment at Crimppi's Vaasa factory is a cornerstone of our sustainable and responsible growth strategy. With this investment, we've renewed multiple machines across production stages, **increasing capacity, flexibility, and efficiency**. The investment strengthens our commitment to sustainability and gives Vaasa the most extensive and versatile machinery in its field in Finland.

## Member of the UN Global Compact

In 2024, we joined the UN Global Compact to demonstrate our commitment to sustainable business practices. This global network brings together companies committed to supporting sustainable development, human rights, labor rights, environmental protection, and anti-corruption. Our participation reflects our intent to contribute to building a better, more sustainable world.







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#### People, our most valuable asset.

We employ over 400 people from tens of nationalities in four countries. Customer and supplier relationships, as well as other partnerships, are always based on good personal relationships. Promoting equality, justice, mutual trust, and social well-being

## EcoVadis Assessment

In Q2, we initiated EcoVadis reporting for the Vaasa factory. Through this action, we aim to demonstrate to our customers and suppliers alike that they are partnering with an organization that believes in the future and is committed to creating a better tomorrow.

## Launch of Updated **Responsibility Webpages**

We launched Crimppi Group's new responsibility pages, covering environmental, social, and governance responsibilities. These pages showcase our efforts to reduce our carbon footprint and promote social responsibility and good governance. Sustainability is a core part of our business, with a goal of building a sustainable future for both ourselves and future generations.

## **Commitment to Achieving** ISO 27001 Certification

In 2024, we decided to certify our information security systems to the ISO 27001 standard in 2025. This internationally recognized standard ensures our data management and security practices meet the highest levels, also protecting our customers' and partners' data effectively.



## Commitment to **Implement Jakamo**

At the end of 2024, we made the decision to implement Jakamo in Q1 of 2025. Jakamo is a secure platform that improves supply chain management, leading to more transparent and responsible practices across the value chain. The purpose is to enhance and improve supplier relationships, as well as to provide additional tools for operational purchasing and tenders. Furthermore, it enables us to gain better insights into our suppliers, manage ESG data, such as the sustainable use of materials, and to collect Scope 3 emission data.



# Our Responsibility Policies





## **Quality Policy**

Crimppi is recognized by customers as a supplier of top-quality products and excellent service.

We are committed to complying with the ISO 9001:2015 quality system to consistently provide products that meet customer and regulatory requirements. By applying this system effectively, we ensure customer satisfaction and adequate awareness of our operations among all stakeholders.

We believe high quality is achieved through continuous process improvement. We apply riskbased thinking. All our processes are identified, documented, and appropriately resourced. We set annual goals for each process and monitor their performance to achieve desired outcomes.

We understand that the quality of our products, services, and processes depends greatly on our employees. We ensure their competence through regular training and by investing in employee wellbeing and satisfaction. Internal customer relationships are a key principle of our operations.

Our business and products comply with current legislation and standards. Our goal is to operate correctly and to a high standard from the outset, continuously improving performance and customer satisfaction.

#### **Environmental Policy**

Crimppi plays a key role in the renewable energy and environmental technology supply chain. We consider environmental, health, and safety aspects in all operations and actively engage with stakeholders on these topics.

We are committed to continuous improvement, environmental protection, compliance with all applicable legislation, and adherence to other relevant environmental requirements. To improve our environmental performance, we have set the following goals:

- Enhancing the sorting and recycling of waste generated by Crimppi's operations and actively preventing waste generation
- » Managing emissions from Crimppi's activities and striving for carbon neutrality in our own operations
- » Monitoring and reducing energy consumption
- Strengthening collaboration with customers and suppliers to identify environmentally friendly solutions

We promote responsible operations and practices in cooperation with our customers and require the same from our partners and subcontractors.



We encourage our employees to identify development needs

## Occupational Health and Safety Policy

We conduct responsibly at the local, regional, and global levels. We work safely and care for both people and the environment. We invest in the health and wellbeing of our employees.

We comply with all relevant laws, regulations, and industry standards.

We are committed to preventing injuries and health issues by creating safe and healthy working conditions. Our goal target is to achieve zero accidents and zero work-related illnesses.

We recognize the risks and opportunities related to safety and occupational health. We work to eliminate hazards and reduce safety and health risks. We promote safety and well-being at work by investing in the maintenance and improvement of working ability, occupational health care, and the functionality of the work community. We also encourage our employees to take care of their own well-being and health. We are committed to listening to and involving our personnel and their representatives in all matters and decisions related to safety, occupational health, and well-being at work.

We encourage our employees to identify development needs, provide feedback, make initiatives and take personal responsibility for occupational health and safety in daily work.

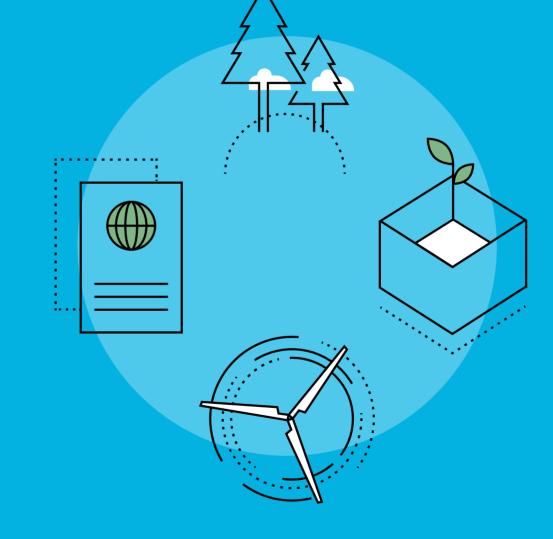
We communicate openly about safety issues with employees, partners, and, when necessary, with customers and other stakeholders.

We are committed to the continuous improvement of our management system, and are regularly evaluating its suitability, adequacy, and effectiveness. We also expect responsible operations from our partners and subcontractors.



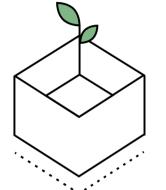


# Environmental Impact









# Environmental Impact

Carbon neutrality is a strategically significant target for Crimppi Group, which requires a transition to zeroemission energy solutions and efficient resource use. We do not rely on offsets or compensation schemes to achieve our targets. Instead, we are fully committed to reducing our emissions internally across all sites, aiming to reach carbon neutrality at every factory in the coming years.

We work closely with customers and partners to identify sustainable solutions and are constantly striving to improve the eco-efficiency of our operations.

# Climate Change Mitigation and Adaptation

At Crimppi Group, we aim to mitigate climate change by developing more sustainable business models and by focusing on continuous improvement and innovation in the area of environmental responsibility. We are committed to identifying and complying with all environmental laws and regulations relevant to our operations. We are also dedicated to reducing the negative environmental impacts of our activities while enhancing their positive effects. At Crimppi Group, we are committed to taking concrete actions that promote sustainable development.

Our goal is to minimize environmental impact throughout the entire lifecycle – from the beginning of the manufacturing process to end-user application – thereby improving the sustainability of our production and services and increasing customer satisfaction.

## **Emissions and Pollution**

Crimppi has conducted emissions calculation and energy reduction efforts for several years. For example, **solar panels** were installed in spring 2023 at both our Vaasa headquarters and our subsidiary in Croatia. Solar energy, being CO<sub>2</sub>-free and fully renewable, is the best possible energy source for the environment. Today, this clean energy accounts for over 40% of Crimppi Group's total energy needs.

We strive to prevent waste generation and maximize recycling. This involves using reusable packaging materials whenever possible and efficiently sorting and recycling all waste. Most of our waste consists of standard municipal waste, recyclable scrap metal, and only a small amount of hazardous waste. Our production processes do not cause significant environmental emissions.

In 2022, we acquired a **fully electric van** for our Vaasa facility to handle local deliveries, reducing harmful transport emissions and improving air quality.

By 2025, we aim to define our Scope 3 emissions baseline, after which we will set clear targets and measures for emissions reduction. Our long-term ambition is to calculate and reduce the product-level carbon footprint.





#### Water Resource Management

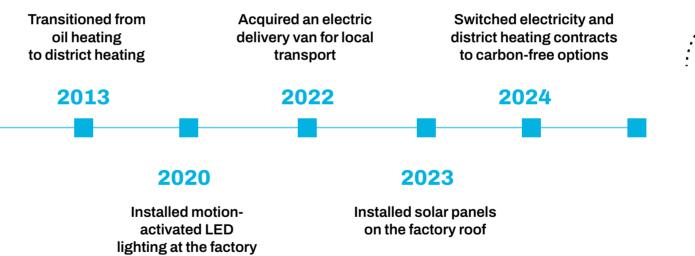
Water resources are vital to a healthy, functioning ecosystem, yet today they face threats from overconsumption, waste, and air pollution. At Crimppi, water is not directly used in our production processes, and therefore, it is not a central aspect of our environmental goals. However, we actively monitor **water usage** and aim to keep consumption as low as possible. Our focus remains on other sustainability areas, such as energy efficiency, waste reduction, and recycling.

## **Biodiversity and Ecosystems**

As our industry is largely focused on the green transition, it does not pose significant risks to biodiversity. Additionally, our operations and goals are designed to minimize potential harm to ecosystems. No environmental incidents were observed or reported in 2024. Overall, Crimppi's activities pose no significant environmental burden or risk.

Crimppi Group has defined three **key environmental indicators** that best reflect the environmental impact of its operations: carbon footprint and energy consumption, and waste recycling and reduction.

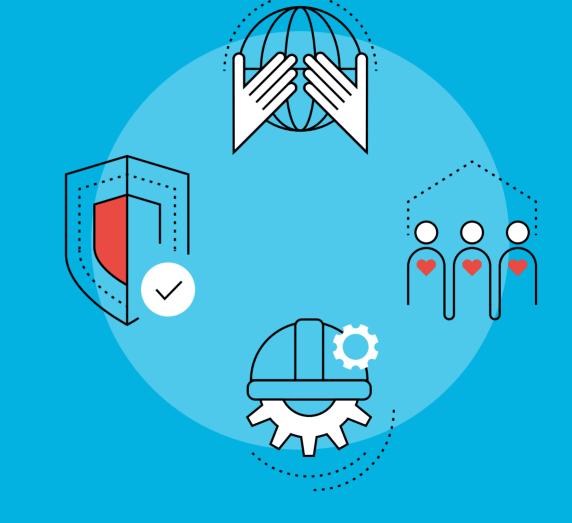
## Major Environmental Milestones at Crimppi Vaasa







# Social Responsibility









At Crimppi, social responsibility is reflected in our commitment to equality, well-being, and human rights. We employ over 400 people of different nationalities across four countries, and we prioritize trust-based relationships with employees, customers, and partners. Mutual openness and respect are core pillars of our operations.

Employee well-being is of the highest importance. We continually strengthen our culture of health and safety, recognizing that a motivated, healthy workforce directly contributes to business success and customer experience. Continuous improvement is embedded in our culture, supported by lean methods and regular feedback collection.

## Employee Well-being and Rights

At Crimppi, we invest in employee well-being. In line with our personnel strategy, all employees are directly employed by Crimppi, and we do not use agency or leased labor. Across the Crimppi Group, we strictly comply with all local laws and regulations related to pay and remuneration.

We are committed to ensure that every employee is paid accurately and on time. We always pay at least the collectively agreed wage, including all applicable allowances and overtime compensation. This also means that our pay levels consistently exceed the defined 'Living Wage' threshold defined in WageIndicator.



We work closely with occupational health services to ensure that every employee maintains good work ability, providing healthcare that goes beyond statutory requirements for all personnel. In addition, all employees are covered by leisure-time accident insurance. A guided workplace exercise break is organized once a week, and various physical activity benefits are widely available. Every employee has also the opportunity to take advantage of the company bicycle benefit.

Crimppi Group offers a **clean and safe working environment**. Workplace cleanliness is maintained using the 6S method. To ensure a safe workplace, Crimppi implements safety training, risk management, and ergonomic improvements. Every employee is encouraged to report **safety observations** with ease. Based on these observations, we take the necessary actions to **prevent accidents**. We have set a zero-accident target.

We also strive to create a positive working atmosphere and actively encourage all employees to propose **initiatives** which are rewarded if implemented. Employee engagement survey is conducted every other year. We monitor the development of the survey results and take improvement actions as needed.



Crimppi Group is committed to **engaging** and listening to its **employees**. We promote open cooperation through a personnel group that also serves as an extended occupational safety committee. This group meets monthly (excluding holiday periods) to address issues outlined in the quality manual, following an annual cycle. Employees are also actively involved in developing operations.

We foster employee commitment to quality, safety, and environmental protection through active, up-todate, and interactive communication. We also aim to increase stakeholder awareness. The purpose of our internal and external communications is to establish and maintain clear procedures for communication across organizational levels and functions, as well as for receiving, documenting, and responding to stakeholder enquiries. Crimppi has established a personnel and training plan that also includes an **equality plan**. This is an integral part of our HR strategy. We are committed to treating employees fairly and equally, and we do not tolerate bullying, sexual harassment, or discrimination. We provide our personnel a healthy, safe, and respectful work environment in which every employee and job applicant is treated equally. Whether or not an employee belongs to a trade union is entirely their own choice and has no impact on how they are treated. Crimppi Group does not employ child labor, and personal or non-job-related characteristics, such as ethnicity, gender, or religion, never affect how individuals are treated.

## **Equality and Diversity**

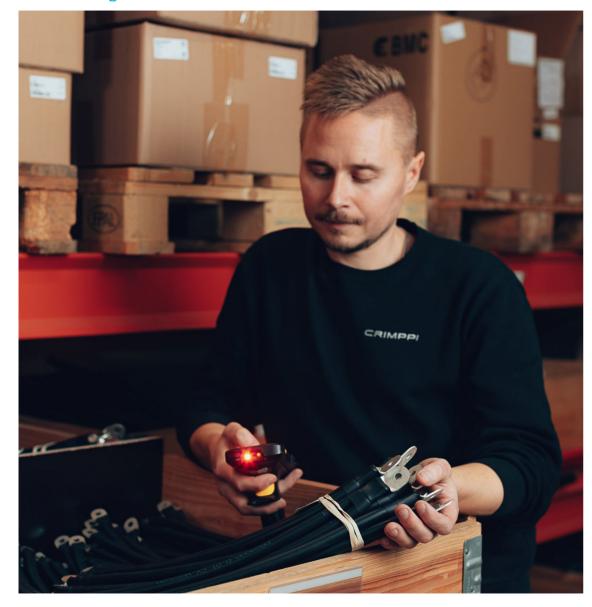
Crimppi Group's international working environment brings together a wide range of cultures. We are committed to upholding human rights across the entire Group and ensuring equal rights for all employees, regardless of the location of their workplace. Our responsibility for human rights is based on the UN Guiding Principles on Business and Human Rights, compliance with applicable legislation, and the OECD Guidelines for Multinational Enterprises. In accordance with the UN principles, we are committed to respecting and supporting all internationally recognized human rights, including labor rights, irrespective of operating region.



People are Crimppi's most valuable asset in business.







We invest in the skills and development of our workforce. Competence development is a key component of our strategic HR planning. We seek to develop employees' skills proactively, in line with organizational needs. Employees are also encouraged to propose their own training interests. We prepare annual training plans and support career development in order to enhance employee satisfaction and well-being. For employees with international backgrounds, we have organized Finnish language training in the workplace to ensure that all employees can work effectively and safely, which benefits the entire organization.

# Community Impact and Local Engagement

Crimppi Group is committed to acting responsibly and promoting positive community impact in every location where we operate. This includes active participation and cooperation with various stakeholders. Our operations adhere to the principles of the UN Global Compact Initiative as well as local legislation.

Crimppi provides employment to local residents through direct contracts on **Crimppi's own payroll** and offers them opportunities for training and professional development. We actively participate in local initiatives and support nearby educational institutions by offering internships and thesis collaboration opportunities. We support local sports clubs, including teams that our employees and their children are part of. Crimppi is also a **significant regional employer of summer workers**, offering various seasonal jobs to dozens of young students and school pupils during the holiday period.

In addition, we promote regional sustainable development through energy-efficient products and by continuously improving the energy efficiency of our operations.

#### **Customer Satisfaction**

Crimppi Group serves customers locally, regionally, and globally. We are a local partner with global service capabilities. Consistent with our values, we are dedicated to our customers and believe in achieving success together. We strive to be open and fair, and to show trust and respect toward our customers.

Crimppi regularly measures and assesses customer satisfaction through **customer surveys** and monitors product quality via **PPM** (parts per million) **metrics**. Improving customer satisfaction is a central objective for the entire company. Highquality customer service is a core part of Crimppi's operations, and we continuously work to enhance customer experience through personnel training and the development of service processes. For Crimppi Group personnel, customer satisfaction is of utmost importance, as it also ensures the continuity of operations at every site.

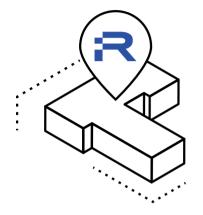


# Governance



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## Governance

The owners, board, and management of the Crimppi Group are committed to promoting sustainability. Our governance responsibility is directed towards strong and sustainable growth, as a sound financial foundation secures the continuity of our business. Crimppi Group complies with all applicable national and international laws and regulations in every country where it operates.

# Governance Practices and Ethical Principles

We strictly adhere to laws and regulations and base our decision-making on the company's values. **Our Code of Conduct** and international standards ensure the quality, transparency, and responsibility of our operations. The aim of our management systems is to standardize Crimppi Group operations and ensure continuous improvement.

We ensure consistent sustainability practices across the group through our Code of Conduct and core values. This is complemented by internal guidelines and plans, such as the workplace development plan and information security instructions. The Code of Conduct and values are also an integral part of **our employee onboarding programme**. All employees are required to comply with the Code of Conduct and uphold our values in all activities. By signing, every employee commits to adhering to Crimppi's policies on quality, occupational health and safety, environment, ethical conduct, and safety guidelines. Regardless of location or







role, we act in compliance with laws and regulations while respecting the principles of equality and nondiscrimination.

Crimppi Group discloses financial and tax information in accordance with applicable legislation and tax policy guidelines. We are committed to promoting transparent and open tax practices. All of our companies meet their **tax obligations** in their respective countries and actively work against all forms of corruption and fraud, including extortion and bribery.

With characteristic precision, reliability, and care, Crimppi produces not only the world's highest-quality wire harnesses but also a steadily growing and robust group.

## Risk and Opportunity Management

Crimppi's management actively monitors developments in the business environment. The identification of risks and opportunities is based on the company's strategic and other key goals. We assess threats and exploitable opportunities as well as their consequences. This process spans the entire organization and requires internal collaboration. Risks and opportunities are evaluated systematically, prioritizing the company's most critical objectives.

# Transparency and Reporting Practices

Transparency and open communication are considered highly important throughout the Crimppi Group and with external partners.

Crimppi employees and stakeholders are

encouraged to report any concerns about violations of the Code of Conduct or the law. In accordance with the Whistleblower Protection Act, **an anonymous reporting channel** was introduced at Crimppi in 2023. No anonymous reports have been received through the Easywhistle platform since its implementation.

At Crimppi, both external and internal **audits** are conducted in line with a structured audit programme. Internal audits ensure that our operations meet goals and requirements, and that they function efficiently and economically. Audit results help identify areas for improvement and support enhancement in performance.

The Vaasa factory holds certified ISO 9001, ISO 14001, and ISO 45001 management systems, audited regularly by DNV. These certifications confirm the quality, transparency, and responsibility of our operations.

Customers also audit Crimppi's operations. These audits can reveal new opportunities for innovation and collaboration. By working together, we can develop solutions that benefit everyone involved.

Crimppi's EcoVadis assessments are conducted regularly at the Vaasa site. Our customers and suppliers can trust that they are partnering with a transparent and future-focused organization.

Crimppi aims to maintain and improve its EcoVadis rating, with a goal for subsidiaries to begin EcoVadis assessments by 2026. Our target is to reach a platinum level across all group sites by 2030.





# Part of Responsible Supply Chain



## Part of Responsible Supply Chain

## **Supplier Selection**

We always select the most suitable materials and components based on the product's intended use and our customers' requirements. We ensure availability of materials and components under almost any circumstances. At Crimppi Group, our goal is to create favorable conditions for our key suppliers to ensure long-term, mutually beneficial cooperation.

We require our suppliers to commit to the principles of responsibility outlined in the **Crimppi Code of Conduct for Suppliers and Third Parties**. This includes commitment to:

» Compliance with environmental legislation: Crimppi only uses production materials that comply with all applicable environmental laws.

- » Conflict minerals: Purchased materials must not contain conflict minerals sourced from unaudited smelters or so-called CAHRAs (Conflict-Affected and High-Risk Areas).
- » Respect for human rights: Suppliers must respect human rights, including workers' rights, safe working conditions, and fair pay.
- » Ethical principles: Suppliers must uphold high ethical standards, including anticorruption and anti-bribery measures.
- » **Diversity and equality in the workforce:** Suppliers must promote workforce diversity and equality at all levels.

## Supplier Management

Crimppi monitors supplier responsibility through various means, including the following:

- » **Supplier audits:** To ensure compliance with Crimppi's sustainability criteria.
- » Meetings and reporting: Ongoing dialogue with suppliers.

# Supplier Collaboration and Development

Crimppi actively collaborates with suppliers to enhance sustainability:

» Sustainable Materials: We collaborate with our suppliers to utilize sustainable products in our wire harnesses.

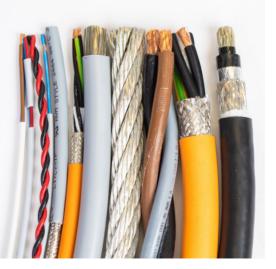
- » Product Packaging: Whenever possible, we aim to use reusable packaging in cooperation with our suppliers and customers to minimize packaging waste. If reusable options are not feasible, we require our suppliers to use packaging made from recyclable materials.
- » Jakamo Supplier Platform: This service enhances transparency in supply chain communication and helps streamline collaboration with suppliers.

We regularly measure and evaluate supplier performance and product quality using key indicators such as the **OTD and PPM metrics**.

#### **Logistics Optimization**

Crimppi Group focuses on responsible supply chain management and ethical business practices to ensure high-quality and timely deliveries. This enables us to meet customer delivery terms with accuracy and reliability.

We optimize our logistics processes and prioritize sustainable packaging, such as recyclable materials. At the Vaasa site, deliveries to nearby areas are made using fully electric vans. As air freight emissions have globally increased in recent decades, Crimppi Group is committed to **minimizing air transport** as much as possible. To meet these optimization goals, we collaborate closely across all group factories.







Our products enable renewable energy and zero-emission transport solutions around the world. We are proud to be building a more sustainable tomorrow!



# **Responsibility** Indicators

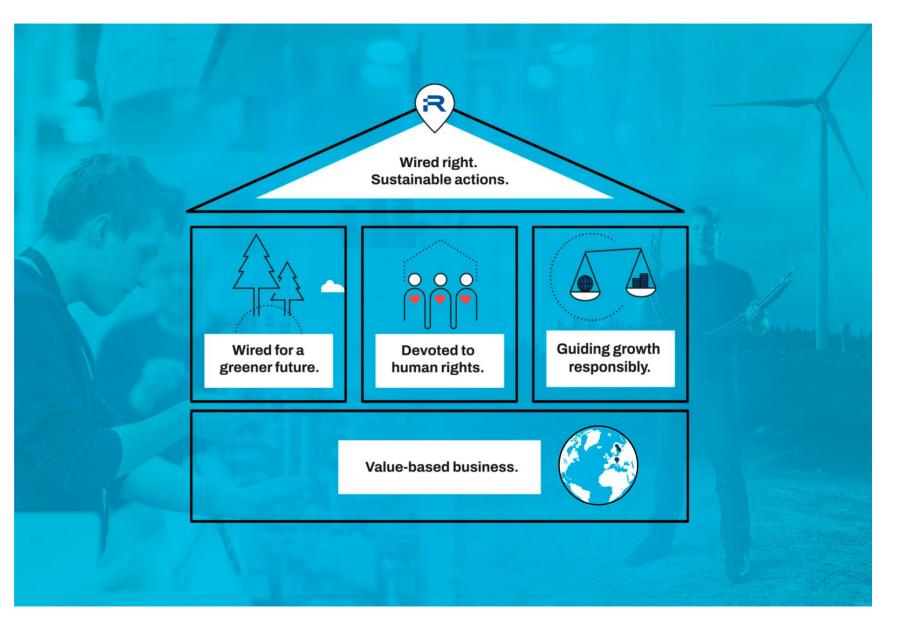


## **Responsibility** Indicators

Sustainability is embedded in Crimppi's strategy and values. The well-being of people and the environment, along with responsible governance, guides all our decisions.

Our responsibility indicators include metrics that allow us to measure and evaluate our progress in achieving environmental, social, and governance goals. These indicators also help us identify future development areas.

The following sections present figures and metrics that reflect our operations and sustainability performance.





## Environmental Indicators

Crimppi Group's environmental actions and figures

40%

Crimppi solar power production compared to annual consumption

2025

Target for 100% carbon neutrality 345 kW

**Responsibility Indicators** 

Solar power production capacity at Finnish and Croatian factories

80%

Share of turnover from renewable energy sector



## **Environmental Indicators**

Crimppi's solar power plants in Finland and Croatia have a combined production capacity of 345 kW. Their annual electricity output already covers 40% of the total electricity consumption at these sites. Crimppi is committed to achieving 100% carbon neutrality in its own operations across all factories by the end of 2025. Currently, 80% of Crimppi's turnover comes from renewable energy industries.

In 2024, our electricity consumption reached its lowest level compared to 2022 and 2023. In contrast, water consumption increased significantly compared to the previous year, likely due to more personnel commuting by bicycle and using shower facilities more frequently during the summer season. However, this is seen positively, as Crimppi supports

the well-being of its personnel through measures like encouraging cycling.

Solar panels were installed at Crimppi's factory in April 2023. The graph to the right presents their annual energy output. Since the installation of these panels, the carbon footprint of our Vaasa headquarters has significantly decreased. In April 2024, the Vaasa factory achieved carbon neutrality in its own operations.

The image below illustrates the CO<sub>2</sub> emissions saved during 2023-2024 due to the solar panels installed on the roof of the Vaasa factory. The achieved CO<sub>2</sub> reduction is equivalent to approximately 3,500 planted trees.

160000 200 141000 149000 181.7 140000 173,43 120000 150 100000 80000 100 60000 50 40000 50.13 20000 0 Λ 2022 2023 2024 Solar panel electricity production (kWh) Carbon footprint (Co2 emissions) **Environmental benefits** 117,377.1 3,503

Solar panel electricity production and carbon footprint

CO2 emission saved (kg)



Equivalent trees planted

#### Key environmental indicators for Crimppi's Vaasa site

ENVIRONMENTAL INDICATORS	2022	2023	2024
Carbon Footprint, CO2 Emissions (t CO2ekv)	181,7	173,43	50,13
Solar Panel Electricity Production (kWh)	0	141000	149000
Heat Consumption (MWh)	688,49	728,26	693,97
Electricity Consumption (MWh)	462,03	380,95	334,58
Water Consumption (m3)	922	1090	1404 (1

<sup>(1</sup> A spike in water consumption is during the summer season, is caused by active commuting by bicycle and increased use of showers in social facilities



At Crimppi, we actively work to prevent waste generation, and all produced waste is sorted into multiple categories. Below is our waste data for the past three years. In 2024, our total waste volume was the lowest recorded during the 2022–2024 reporting period.

At Crimppi Group, we have improved our waste sorting processes. In 2022, we introduced the recycling of wooden reels, which were previously disposed of as wood waste. These reels are now reused, providing Crimppi with financial compensation. In the same year, separate collection of biowaste was launched at the Vaasa factory.

Waste Category (Tonnes)	2022	2023	2024
Mixed Waste	11.67	10.32	9.31
Energy Waste	1.36	4.40	4.73
Clear Plastic Film	2.59	1.74	1.22
Biowaste	1.25	2.35	2.40
Confidential Material	2.50	1.17	0.80
Wood Waste	14.56	15.38	14.52
Cardboard	23.60	21.50	15.72
Packaging Plastic (1)	0	0	0
Office Paper	0.06	0.06	0.03
Glass	0.58	0.38	0.19
Hazardous Waste	0.11	0.20	0.10
Total	58.27	57.51	49.02

<sup>1</sup> Sorting of packaging plastic will begin in early 2025.







Key figures of the Crimppi Group's social responsibility

400+ Employees 100%

Employees on Crimppi payroll

0

Target for workplace accidents

5/5

Target for customer satisfaction





# Devoted to human rights.

Crimppi Group employs over 400 people worldwide, all directly on the company's payroll. Our key goals include providing a safe workplace with zero occupational accidents for all employees and striving to deliver a flawless 5/5 customer experience.

The annual average personnel statistics for Crimppi's Vaasa headquarters are presented in the table below. The table shows the development of **personnel numbers** and proportions by group as yearly averages. Most employees at Crimppi's Vaasa factory work in production roles, and well over half of the workforce are women. The proportion of women has remained stable over the years.

All open positions are communicated to all personnel, and every employee has the opportunity to apply. Gender has no impact on career progression or job responsibilities.

PERSONNEL STATISTICS	2022	2023	2024
Personnel (White Collar)	29	30	28
Personnel (Blue Collar)	104	109	105
Personnel (Seasonal workers)	10	10	10
Personnel (Total)	143	149	143
Personnel, Women (%)	59,4 %	56,4 %	57,3 %
Personnel, Men (%)	40,6 %	43,6 %	42,7 %
Women in management (%)	33,3 %	40,0 %	40,0 %
Men in management (%)	66,7 %	60,0 %	60,0 %



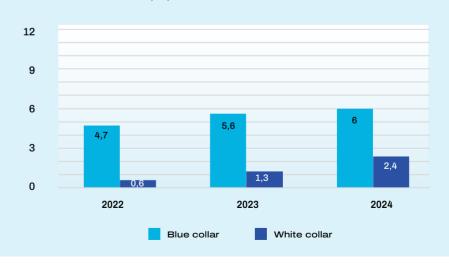


The chart above illustrates the average age distribution of permanent personnel at Crimppi's Vaasa headquarters during the years 2022–2024. In 2024, the average age of employees at the Vaasa factory was approximately 38 years.

The following table presents the number and percentage **distribution of nationalities** among the personnel at Crimppi's Vaasa headquarters for the years 2022–2024. In recent years, approximately 20% of the Vaasa factory's workforce have had an international background.

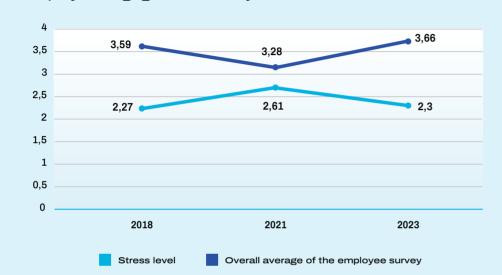
Nationalities	2022	2023	2024
Finnish	1	1	1
Other	7	8	8
Nationalities	2022	2023	2024
Finnish (%)	84,60 %	80,20 %	80,70 %
Other (%)	15,40 %	19,80 %	19,30 %

Crimppi has long invested in **supporting employee work ability**, for example by providing comprehensive occupational health services and leisure-time accident insurance for all personnel. Over the years, the sickness absence rate has decreased significantly compared to the period prior to the start of reporting in 2022. This improvement has been achieved through sustained efforts and by ensuring quick access to high-quality healthcare. Among production employees, the sickness absence rate has stabilized at around 5–6%, as shown in the table below – clearly lower than the industry average. Crimppi conducts **employee engagement surveys** every other year, using a scale from 1 to 5. The purpose of these surveys is to collect feedback across various areas, such as job satisfaction. The results help us identify strengths, pinpoint areas for improvement, and enhance employee well-being.



#### Sickness absence (%)





Employee engagement survey

The line chart above shows the **overall average scores** from the surveys conducted in 2018, 2021, and 2023, as well as the **average stress level** reported by employees. The industry average for stress level is 2.5. The results reflect the uncertainty and additional workload caused by the COVID-19 pandemic. However, by 2023, the perceived stress level had clearly dropped below the industry average,

indicating an improvement in employee well-being. The next employee engagement survey will be conducted during Q1 of 2025.

We conduct 6S audits every two weeks to maintain a clean and safe working environment. The table below shows that our 6S index scores remain at a strong level across orderliness, cleanliness, and safety at the Vaasa headquarters.

	2022	2023	2024
6S Index	0,99	0,94	0,95





Crimppi encourages its personnel to report **safety observations** and submit improvement initiatives, both of which can be easily done via the Umbrella intranet platform. Employees receive a reward for approved initiatives. Safety observations are used to continuously improve working conditions and help prevent workplace accidents. The table below shows the annual number of initiatives and safety observations submitted by employees.

No serious workplace accidents have occurred

at Crimppi. The table below shows the accident frequency rate, calculated based on **work-related incidents**.

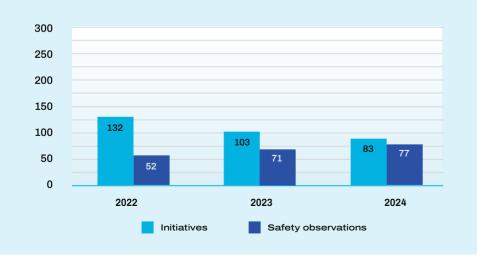
The total annual training hours for Vaasa personnel are shown in the diagram below. At Crimppi, we place a strong emphasis on personnel development, which is clearly reflected in the growing number of training hours. These figures exclude the onboarding of new employees and machine-specific training conducted on site.



	2022	2023	2024
Accident frequency (accidents/100 000 work h)	0,45	1,27	0,45



#### Initiatives and safety observations







Crimppi is actively engaged in its local community, offering internships and thesis opportunities for students. We are also a major regional provider of summer jobs for young students and school pupils in the surrounding area.

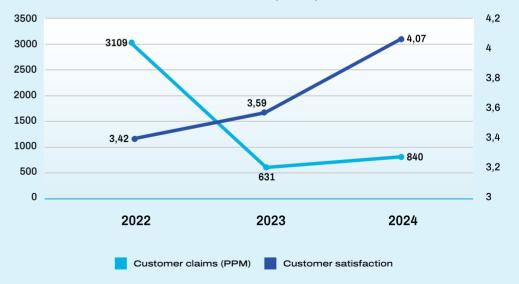
The table presents the **number of interns and summer employees** at Crimppi's Vaasa site for the years 2022, 2023, and 2024. The number of

individuals has remained fairly consistent over this period.

**Customer satisfaction** is measured annually and has shown positive development in recent years (on a scale of 1 to 5). In addition, the quality of products delivered to customers has remained high, with the **PPM rate** consistently well below 1,000.

COMMUNITY ENGAGEMENT	2022	2023	2024
Intern	3 (1	7	5
Seasonal Workers	36	42	41

(1 Due to COVID-19 restrictions, there have been deviations in the internship practices and numbers.



#### Customer satisfaction and claims (PPM)







## Governance Indicators



ECONOMY	2022	2023	2024
Turnover (M€)	20,91	21,83	20,38
EBIT (%)	3,27	0,94	1,21
Tax footprint (M€)	4,4	4,5	4,1

The following table presents the financial figures for Crimppi's Vaasa operations from 2022 to 2024. In line with the strategy of both our Vaasa site and the Group as a whole, we aim for strong and profitable growth. However, general economic uncertainty and the war in Europe have also impacted the operations of the Crimppi Group.

The table below shows that no concerns or reports requ

of suspected violations of law or the Code of Conduct have been submitted within the Crimppi Group.

The audit table presents the annual number of internal and external audits conducted at Crimppi's Vaasa factory. Internal audits have been carried out according to a predefined schedule, while external audits have been conducted in line with stakeholders requests.



WHISTLEBLOWING REPORTINGS (PCS)	2022	2023 (1	2024
	-	0	0

<sup>(1</sup> Whistleblowing Reporting Directive Valid since 01.01.2023

AUDITS (PCS)	2022	2023	2024
Internal Audits	6	4	5
External Audits	6	4	5







## Procurement Indicators

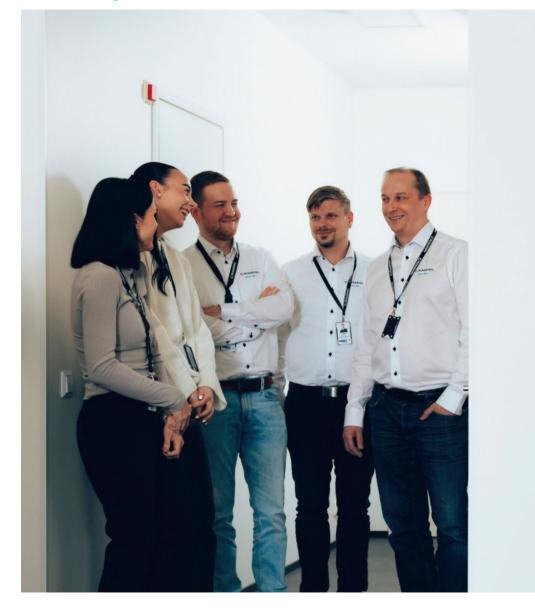
The following table presents key procurement figures for our Vaasa headquarters. There has been a clear improvement in supplier delivery reliability following the challenging years of the COVID-19 pandemic. Delivery performance is actively monitored, and we work closely with suppliers to drive further improvements. Supplier quality experienced a significant improvement during 2024. One of Crimppi's goals has been to reduce the use of air freight, and this objective has clearly been achieved.

# Guiding growth responsibly.

PURCHASING AND SOURCING KPIS	2022	2023	2024
Supplier (OTD)	76,0 %	79,0 %	84,6 %
Supplier Claims (PPM)	1531	3252	437
Air freight (keur)	116,64	83,07	46,54







# CRIMPPI

We strive to lead our industry in sustainability through ambitious goals, innovation, and an unwavering commitment to more sustainable solutions in all our endeavors.

# CRIMPPI

Wired right.