



Sustainability report

CRIMPPI

100%

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GREETINGS FROM THE CEO

Twenty-five years ago, Crimppi was founded on a simple idea: to do things properly, in our own way. To us, that has always meant more than quality products and on-time deliveries. It means taking responsibility for how we operate – towards the environment, our people, and the communities we are part of.

On the environmental side, the progress has been steady and concrete. Since 2013, we have worked to reduce our environmental impact: from switching to district heating, to installing solar panels in both Finland and Croatia, to electrifying local transport.

In 2024, our Vaasa factory reached carbon neutrality in its own operations, and in 2025, our China factory followed. Work is ongoing to bring our remaining factories to the same level. We will get there, because what we commit to in Finland, we commit to in Latvia, Croatia and China. Today, all Crimppi sites already operate under the same ISO-certified systems for quality, environment and occupational health & safety.

The largest part of our environmental impact lies beyond our own operations. In 2025, we took concrete steps to address this. By bringing supplier communication and sustainability data into one shared platform, we have strengthened our ability to understand and manage emissions across our entire value chain. This is the foundation for calculating our Scope 3 emissions, and ultimately our long-term ambition: to report carbon footprint at product level.



“When a company commits to its people, most people commit back.”



“
*Our record
turnover is not
separate from
sustainability
– I see it as a
result of it.*

But the part of our sustainability work I am most proud of is less visible in charts and certifications. It is the way we treat the people who work for us.

Last year, we recruited over 50 new permanent employees and this summer, we will welcome close to 100 summer employees across our locations. They are all on Crimppi's payroll from day one, just like every member on our team. This is a deliberate choice we made early on. When you mix permanent staff with agency workers, you inevitably create different conditions and a different sense of belonging. We don't want that.

When a company commits to its people, most people commit back. Some of our employees have been with us since the very beginning. Some started as summer workers and built long careers here, moving from production roles into office positions, leadership roles or specialist tasks. People stay, and they grow.

In 2025, Crimppi achieved its highest turnover in history. I don't see that result as separate from our sustainability work. I see it as a consequence of it. Stable employment, transparent operations, long-term thinking: these are not costs. They are the foundation. Our EcoVadis Bronze rating in 2025 is an independent confirmation that our sustainability work is moving in the right direction. Our ambition is to reach Platinum by 2030, and with our committed people, I firmly believe we will. I want to thank our employees, customers, and partners. 2025 was an exceptional year, and together we continue building a company that is designed not only to grow, but to last.

Timo Harri, CEO



CRIMPPI

**GENERAL
INFORMATION**

B1 Basis for preparation

General information

This sustainability report has been prepared on a consolidated basis at Crimppi group level and covers all subsidiaries: Crimppi Suzhou CO., LTD. (China), Crimppi Istra d.o.o. (Croatia), Crimppi SIA (Latvia), and the parent company Crimppi Oy, headquartered in Vaasa, Finland.

Unless otherwise specified, all information presented pertains to the entire group.

The report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME), covering both the Basic Module (B) and the Comprehensive Module (C). The report does not include disclosures from the previous reporting period carried forward unchanged.

Crimppi Group
Crimppi Oy

Crimppi SIA

Crimppi Istra d.o.o.

Crimppi Suzhou CO., LTD

Turnover
33 M€

Total assets
13.8 M€

Number of employees
344

General information

Undertakings legal form	Private limited liability undertaking	
NACE sector classification codes	C – 27.33 Manufacture of wiring devices C – 27.31 Manufacture of fibre optic cables C – 27.90 Manufacture of other electrical equipment	
Country of primary operations and location of significant assets	Finland	
List of companies	Crimppi Group	Liikekuja 5–7, 65380 Vaasa, Finland
	Crimppi Oy	Liikekuja 5–7, 65380 Vaasa, Finland
	Crimppi Suzhou CO., LTD	West of the third floor, Xidong, No. 16, Matangwan Road, Suzhou Industrial Park, Suzhou, 215121, PRC
	Crimppi Istra d.o.o.	Industrijska Ulica 15, 52341 Žminj, Croatia
	Crimppi SIA	Vecā ostmala 10, LV-3401 Liepāja, Latvia
Size of balance sheet (total assets)	13.8 M€	
Turnover	33 M€	
Number of employees	344	
	Employee counting methodology: Average during the reporting period. Type of number of employees: Full-time equivalent (FTE).	

Certificates, standards and sustainability assessments



ISO-certified sustainability

All four of Crimppi Group's factories hold certifications for **ISO 9001:2015**, **ISO 14001:2015**, and **ISO 45001:2018**, reflecting our shared commitment to quality, environmental responsibility, and workplace health & safety. Crimppi Oy additionally holds **ISO 27001:2022** certification for information security management. These certifications are maintained through regular external audits, providing a structured foundation for continuous improvement across our operations.



EcoVadis Bronze Medal

Our sustainability performance is independently assessed through EcoVadis, a globally recognized third-party platform.

In 2025, Crimppi was awarded a Bronze Medal, a recognition we see as a starting point for continued development.

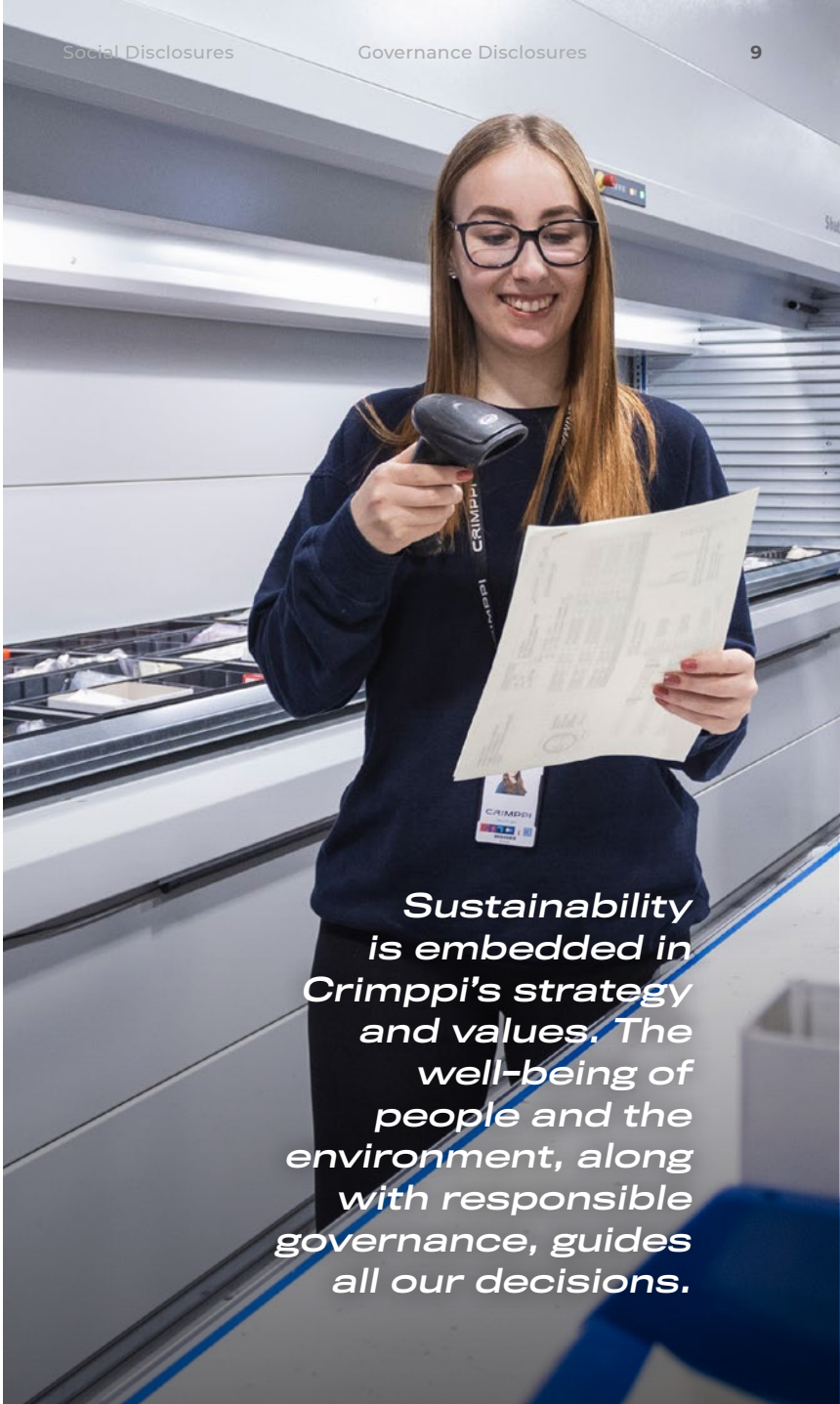
Sustainability efforts are actively being expanded to encompass the entire Group.

Our products are manufactured in compliance with **IPC/WHMA-A-620 Class 2** standards, and we also have the capability to produce to **IPC Class 3** requirements when needed. To ensure our products meet North American and Canadian market requirements, Crimppi holds **UL certification (E249432)**.

B2 Practices, policies and/or future initiatives for transitioning towards a more sustainable economy

We work actively to move towards a more sustainable economy. The table below provides an overview of the areas where Crimppi has implemented, or is developing, practices, policies, and initiatives that help us to reduce our negative impacts and to enhance our positive impacts on people and the environment. The table also states whether the information is public and whether targets have been set.

	[YES/NO]		
	Existing sustainability practice/policy or initiative	Publicly available	Targets
Climate change	Yes	Yes	Yes
Pollution	Yes	Yes	Yes
Biodiversity and ecosystems	Yes	Yes	Yes
Circular economy	Yes	No	Yes
Own workforce	Yes	Yes	Yes
Workers in the value chain	Yes	Yes	No
Affected communities	Yes	No	No
Consumers and endusers	Yes	Yes	Yes
Business conduct	Yes	Yes	Yes



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.

Sustainable Development Goals

Crimppi Group recognises the importance of **the UN Sustainable Development Goals (SDGs)** and **is committed to contributing to the global Agenda 2030** through its business operations.

While all 17 SDGs are relevant to our activities, we have identified four goals as most closely aligned with our operations and the expectations of our stakeholders: **SDG 12** Responsible Consumption and Production, **SDG 13** Climate Action, **SDG 8** Decent Work and Economic Growth, and **SDG 16** Peace, Justice and Strong Institutions.

These goals guide our strategic priorities and sustainability work, and our commitment to them was first made publicly available in Crimppi's 2024 Sustainability Report.

E – ENVIRONMENT

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

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**

S – SOCIAL

8 DECENT WORK AND ECONOMIC GROWTH

A Wellbeing-Focused and Skilled Workforce

- » 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**

G – GOVERNANCE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

A Responsible Employer and Partner

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Sustainable Supply Chain

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

Member of the UN Global Compact

In 2024, Crimppi Group joined the UN Global Compact to demonstrate the commitment to sustainable business practices. As a participant of the UN Global Compact, Crimppi publicly discloses its commitment and progress through annual Communication on Progress reporting available on the UN Global Compact website.

In 2025, Crimppi was selected for UN Global Compact Finland's training programme Science Based Target for Nature (SBTN).



Code of Conduct

Crimppi has made a number of sustainability-related policies and practices publicly available, reflecting our commitment to transparency and responsible governance. These include our **Code of Conduct**, which outlines our principles for ethical business conduct, compliance, and accountability, as well as our management system practices related to quality, environmental protection, and occupational health and safety. Our **Code of Conduct for Suppliers and Third Parties** is also publicly accessible via our website. Both codes were reviewed and revised in 2025 to better reflect our evolving commitments and expectations. All documents are available at crimppi.com.

Our sustainability work is guided by a set of responsibility indicators that allow us to measure and evaluate progress across environmental, social, and governance dimensions. These metrics not only help us track performance over time, but also serve as a tool for identifying areas where we can continue to improve.



C2 Description of practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Sustainability at every level

Crimppi's policies have been approved by the Board of Directors and reflect our commitment to being an agile, customer-focused leader in the electrical and electronics industry.

Quality Policy

We deliver top-quality products and services in accordance with ISO 9001:2015. Through continuous improvement, risk-based thinking, and investment in our people, we aim to do things right from the outset – consistently meeting customer, regulatory, and legislative requirements.

Environmental Policy

As part of the renewable energy supply chain, we take environmental responsibility seriously. We are committed to continuous improvement, carbon neutrality, waste reduction, and responsible collaboration with customers and suppliers, in full compliance with applicable environmental legislation and in accordance with ISO 14001:2015.

Occupational Health and Safety Policy

We care for our people at every level. We are ISO 45001:2018 certified. Our target is zero accidents and zero work-related illnesses, achieved through systematic risk management, investment in occupational health, and a company-wide commitment to health and safety at all levels. We expect the same standards from our partners and subcontractors.

Information Security Policy

We protect the confidentiality, integrity, and availability of all data and devices in accordance with ISO 27001:2022. Our target is zero information security incidents, supported by continuous training, strict compliance requirements, and the same expectations extended to our partners and subcontractors.

SUSTAINABILITY HIGHLIGHTS 2025

We don't spend years planning – we prefer action.

A more transparent supply chain

The Jakamo platform will enable us to calculate the total carbon footprint of our products, including Scope 3 emissions.

Unified ISO certifications across all four factories

One group, one standard – no matter where in the world you work with us.

EcoVadis Bronze

We are already close to Silver. Our long-term goal is clear: Platinum by 2030.

C1 Strategy: Business model and sustainability- related initiatives

Strategy built on shared values

Crimppi's strategy is shaped by our values, which guide everything we do, from day-to-day decisions to long-term priorities. Our strategic focus areas are **sustainable growth, high-class operation, high-quality customer service**, and **successful global cooperation**. Our goal is to be **an agile, customer-focused leading partner in the electrical and electronics industry**.

Delivering on this vision requires flexibility, quick responses to market and customer needs, and a genuine commitment to customer satisfaction. The success of our strategy depends on a shared commitment, one where our values and goals are understood and embraced by everyone across the organisation.

CRIMPP

**We want to be the leading partner in
the electrical and electronics industry.**



Significant groups of products and services offered

Crimppi Group is a Finnish-owned contract manufacturer specialising in **wire harnesses, optical fibre series, and electromechanical assembly services.**

With four production factories located in Finland, Croatia, China, and Latvia, with our headquarters in Vaasa, Finland, we are well positioned to **serve customers across the globe** while remaining close to their local needs.

Our factories are equipped with a broad fleet of machines and efficient production capabilities, giving us the **flexibility to deliver with speed and reliability** wherever our customers operate.

WE DESIGN AND MANUFACTURE



Wire harnesses



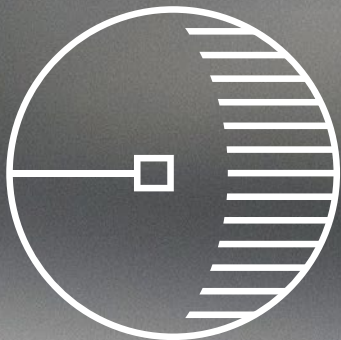
Optical fibre series

WE ASSEMBLE

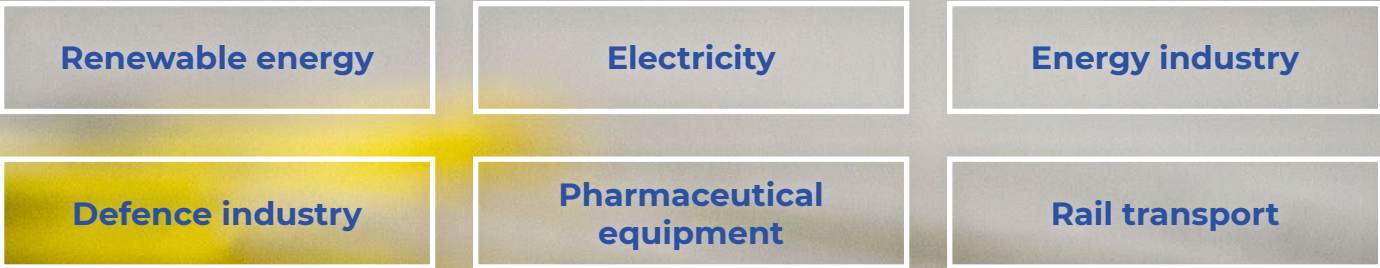


Electromechanical applications

WE DO WIRES



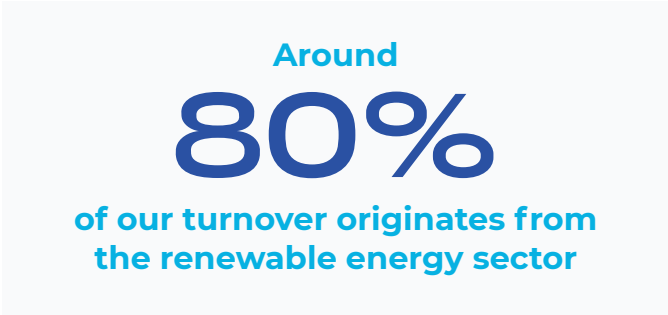
OUR CUSTOMER FIELDS



Significant markets and key customers

While we serve customers globally from all of our Group's factories, our customer base is primarily European. In 2025, **68% of our revenue was generated in Finland, 23% in other EU markets, and 9% outside the EU.**

We serve B2B industrial customers, predominantly in the **renewable energy sector**, which accounts for approximately 80% of our turnover. Our other key customer segments include the **electricity and energy industry, pharmaceutical equipment, rail transport**, as well as the **defence industry**: sectors where precision, quality, and reliability are essential.



Main business relationships

Key customers

The majority of our customers offer solutions for energy saving, renewable energy production, and zero-emission transportation. Therefore **Crimppi's wire harnesses and electromechanics extensively promote the green transition of the entire society** – through our customers, in different parts of the world.

Our key customers include major international companies such as: ABB, Eaton, Danfoss, Schneider Electric, Trafotek and Planmeca.



Customer communication and engagement

At Crimppi, strong customer relationships are built on openness, trust, and a genuine commitment to shared success. We strive to be a reliable and fair partner, and we take customer satisfaction seriously.

Customer satisfaction is measured regularly through surveys and monitored through PPM (parts per million) metrics, and improving it is a priority across the entire organization. We invest continuously in personnel training and service process development to ensure every interaction reflects the quality and care our customers expect. Ultimately, **satisfied customers are not only central to our values, they are essential to the long-term continuity of our operations** at every site.

Crimppi Group is committed to clear and open communication, both internally across all levels and functions, and externally with our stakeholders. We maintain structured processes for receiving, documenting, and responding to enquiries, ensuring that dialogue with our stakeholders is consistent, transparent, and easy to navigate.

In 2025, no product recalls or product safety incidents occurred.

Customer Satisfaction and Claims (PPM)*

	2023	2024	2025
Customer satisfaction	3.59	3.71	3.67
Claims (PPM)	631	840	1178

**Results are for Crimppi Oy, as most customer relationships are managed from our factory in Vaasa, Finland.*

Customer Health and Safety

	2025
Product recalls and/or Number of incidents related to products safety	0

A responsible supply chain

Supplier selection

Our goal is to build lasting relationships with strategic partners who best meet our needs and expectations. To ensure supply chain transparency, we aim to work directly with component and cable manufacturers wherever possible.

We expect all suppliers to commit to the principles outlined in the Crimppi Code of Conduct for Suppliers and Third Parties, covering:

- **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 collaboration and development

We work closely with our suppliers to continuously improve sustainability across the supply chain, with a focus on three key areas:

- **Sustainable materials:** collaborating to utilise sustainable products in our wire harnesses
- **Packaging:** prioritising reusable solutions and requiring recyclable materials where reusable options are not feasible
- **Supply chain transparency:** streamlining communication and data sharing through the shared supplier platform Jakamo

The Jakamo platform will enable us to calculate the total carbon footprint of our products, including Scope 3 emissions.



Supplier Management

Supplier responsibility is monitored on an ongoing basis through **audits, regular meetings, and reporting.**

Supplier performance and product quality are evaluated using **OTD and PPM metrics**, and we monitor **air freight cost development** as part of our emission reduction efforts.

Purchasing and Sourcing KPIs	2023	2024	2025
Crimppi Oy			
Supplier (OTD)	79.00%	84.60%	84.80%
Supplier Claims (PPM)	3 252	437	1 059
Air freight (keur)	84.07	38.54	48.7
Crimppi Suzhou CO., LTD			
Supplier (OTD)	95.00%	96.20%	97.40%
Supplier Claims (PPM)	0	52	11
Air freight (keur)	10.03	10.30	8.89
Crimppi Istra d.o.o.			
Supplier (OTD)	95.00%	97.00%	87.00%
Supplier Claims (PPM)	1 189	647	2 563
Air freight (keur)	10.5	8.2	13.8
Crimppi SIA*		* 2024–2025 procurement operated through Vaasa	
Supplier (OTD)	-	-	-
Supplier Claims (PPM)	-	-	-
Air freight (keur)	-	-	-
Crimppi Group Total			
Supplier (OTD)	84.50%	88.60%	86.50%
Supplier Claims (PPM)	1 978	463	1 314
Air freight (keur)	94.67	46.84	62.59



OUR SUSTAINABILITY TARGETS FOR 2030

Sustainability has been a strategic priority since 2019, and our policies are designed to support our ambitious 2030 targets.

EcoVadis sustainability rating:	Product level carbon footprint calculation:	Annual emissions reduction:	Product quality ppm:	Accident frequency:
PLATINUM	100%	10%	< 200	0



CRIMPP

ENVIRONMENTAL DISCLOSURES

ENVIRONMENTAL HIGHLIGHTS 2025

40%

solar energy
share

345 kW

solar
capacity

80%

turnover from
renewable
energy sector

100%

carbon neutral
in our own operations

Finland & China ✓

B3 Energy and greenhouse gas emissions

At Crimppi, environmental responsibility is built into everything we do. **We are committed to reducing our environmental impact across the entire product lifecycle**, from manufacturing to end-user application, through continuous improvement, innovation, and full compliance with environmental legislation.

Total energy consumption

The table presents our energy consumption, based on values from energy bills. Crimppi Group's total energy consumption was 1,064.4 MWh in 2025.

Solar panels were installed in spring 2023 at both our Vaasa headquarters and our facility in Croatia. Today, this clean energy accounts for over 40% of Crimppi Group's total energy consumption.

Crimppi's factories in Vaasa and Suzhou have already achieved carbon neutrality in their own operations. Our goal is to reach carbon neutrality across all our factories within the coming years.



Energy Consumption by Type (MWh)	2025
Crimppi Oy	
Fossil fuels	0.00
Electricity (average mix), Purchased	0.00
Electricity (100% renewable), Purchased	336.60
Electricity (100% renewable), Self-generated	156.00
Crimppi Suzhou CO., LTD	
Fossil fuels	0.00
Electricity (average mix), Purchased	0.00
Electricity (100% renewable), Purchased	88.90
Electricity (100% renewable), Self-generated	0.00
Crimppi Istra d.o.o.	
Fossil fuels	0.00
Electricity (average mix), Purchased	189.70
Electricity (100% renewable), Purchased	0.00
Electricity (100% renewable), Self-generated	141.40
Crimppi SIA	
Fossil fuels	61.70
Electricity (average mix), Purchased	90.10
Electricity (100% renewable), Purchased	0.00
Electricity (100% renewable), Self-generated	0.00
Crimppi Group Total	
Fossil fuels	61.70
Electricity (average mix), Purchased	279.80
Electricity (100% renewable), Purchased	425.50
Electricity (100% renewable), Self-generated	297.40

Estimated greenhouse gas emissions

Carbon neutrality is a strategically significant target for Crimppi Group, which requires a transition to zero emission 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 in our own operations at every factory in the coming years.

We have already significantly reduced Scope 1 and Scope 2 emissions – direct and indirect greenhouse gas emissions from energy production and fuel use. We work closely with customers and other partners to identify sustainable solutions and are constantly striving to improve the eco-efficiency of our operations and also optimising logistics to reduce transport-related emissions.

Scope 1–2 greenhouse gas emissions	2025
Gross Scope 1 greenhouse gas emissions (tCO ₂ e)	39.50
Gross Scope 2 greenhouse gas emissions (tCO ₂ e)	168.20
Total (gross) Scope 1 and Scope 2 GHG emissions (tCO ₂ e)	207.70

Scope 3 greenhouse gas emissions data	2025
Upstream	
Energy Supply	58.07
Transport Upstream	185.80
Waste	9.49
Business Travel	30.05
Downstream	
Transport Downstream	29.74
End-of-life of Product	1.13

The scope 3 categories are calculated by the GHG protocol requirements. We have used the Carbon Alt+Delete tool as the basis for the calculation. The data is presented in tCO₂e. Figures are verified by an independent third-party.

C3 Greenhouse gas emissions reduction baseline and target year

Crimppi has been conducting emissions calculations and energy reduction efforts for several years. For 2025, we commissioned an independent third-party critical review of our GHG Protocol-aligned carbon footprint calculation at Group level.

Looking ahead, Crimppi has committed to defining its emission reduction targets in accordance with the Science Based Targets initiative (SBTi) criteria during 2026.

	Base Year 2022	Year 2025	Targer Year 2030
Scope 1:	39.1 tCO ₂ e	39.5 tCO ₂ e	0 tCO ₂ e
Scope 2:	403.7 tCO ₂ e	168.2 tCO ₂ e	0 tCO ₂ e

Our next goals are to develop the GHG inventory in future by adding Scope 3 categories:

- **Category 1** (purchased goods and services)
- **Category 2** (capital goods)
- **Category 7** (commuting).

Our ambition is to calculate product-level carbon footprint (PCF) by year 2030.



B4 Pollution of air, water and soil

Crimppi Group operations **do not generate any direct pollutants into the air, water or soil**. Our activities and goals are designed to minimise any potential impact on ecosystems. No environmental incidents were observed or reported in 2025, and overall, Crimppi's activities pose no significant environmental burden or risk.

Our operations are designed to minimise ecosystem impact.



B5 Sites in biodiversity sensitive areas

The key drivers of biodiversity loss include land use, climate change, resource consumption, invasive species, and pollution: all areas where Crimppi is committed to assessing and reducing its impact. **We aim to promote biodiversity conservation and minimise our ecological footprint.**

None of Crimppi's factories are located in or near biodiversity-sensitive areas, and **our operations do not emit pollutants into the air, water, or soil.** No changes to land use occurred at any of our sites during 2025.

2025
Total Use
of Land (ha)
2.39

Site Name	Latitude	Longitude	Country	Province
Crimppi Oy	63.0582	21.7385	Finland	Economic Development Centre, Western Finland
Crimppi Istra d.o.o.	45.1387	13.8985	Croatia	Istarska županija
Crimppi Suzhou CO., LTD	31.3041	120.5954	China	Jiangsu
Crimppi SIA	56.5111	21.0272	Latvia	Liepāja





B6 Water withdrawal

Water is not used in our production process; our consumption consists solely of water for personal use and sanitary purposes, discharged as domestic wastewater to municipal treatment facilities. This means **our operations have no significant impact on local aquatic ecosystems.**

Water withdrawal m³	2023	2024	2025
Crimppi Oy	1 090	1 404	1 185
Crimppi Suzhou CO., LTD	322.30	316.46	334.70
Crimppi Istra d.o.o.	794	715	671
Crimppi SIA*	-	47.73	124.60
Crimppi Group, total	2 206.30	2 483.20	2 315.30

* Operations started in 2024

Despite business growth, including a new factory and additional employees, we managed to reduce our total water withdrawal in 2025.

Parameter	Value
Water withdrawal	2 315.3 m³
Main use	Sanitary purposes
Source	Public water supply network
Water consumption	Negligible
High water stress area	334.7 m³ (Crimppi Suzhou CO., LTD)
Impact on ecosystems	None

Based on an analysis using the WWF Water Risk Filter, our European factory locations are not situated in high water-stress areas. Our factory in China, however, is located in a high water-stress area, which we actively take into account in our operations.

B7

Description of circular economy principles

At Crimppi, we strive to prevent waste generation and maximise recycling. Wherever possible, we use reusable packaging materials, and where reusable options are not feasible, we require our suppliers to use packaging made from recyclable materials.

All waste is efficiently sorted and recycled, and our waste management performance is monitored monthly and annually through a digital portal provided by our waste management and recycling partner.

Most of our waste consists of standard municipal waste and recyclable scrap metal, with only a small amount of hazardous waste.

Waste generated, t	2025
Total Hazardous waste generated (mass)	0.34
Total Non-Hazardous waste generated (mass)	103.35
Total waste generated (mass)	103.69

Waste type	EWG code	Waste diverted to recycle or reuse, kg	Waste directed to disposal, kg	Total waste, kg
Non-Hazardous Waste - Mixed municipal waste	(20 03 01)	11450	348	11798
Non-Hazardous Waste - Cables	(17 04 08)	17803		17803
Non-Hazardous Waste - Plastic packaging	(15 01 02)	10709		10709
Non-Hazardous Waste - Organic kitchen waste	(20 01 08)	6700		6700
Non-Hazardous Waste - Wooden packaging	(15 01 03)	29460		29460
Non-Hazardous Waste - Glass packaging	(15 01 07)	414		414
Hazardous Waste - Other solvents and solvent mixtures	(14 06 03)	344		344
Non-Hazardous Waste - Paper and cardboard packaging	(15 01 01)	25001		25001
Non-Hazardous Waste - Mixed metals	(17 04 07)	1461		1461

Raw material risk assessment

We have conducted a materiality assessment to identify high-risk raw materials in our supply chain, using the High Impact Commodity List available through SBTN. **Copper has been identified as the highest-risk raw material in our supply chain.** All copper-containing materials are efficiently sorted and recycled.

C4 Climate risks

Crimppi systematically identifies and monitors the environmental aspects of its operations, with the aim of distinguishing those that may result in significant environmental impacts. The aspects assessed include **emissions to air and water, waste management, soil contamination, the use of raw materials and natural resources**, and other local impacts such as **noise and odour**.

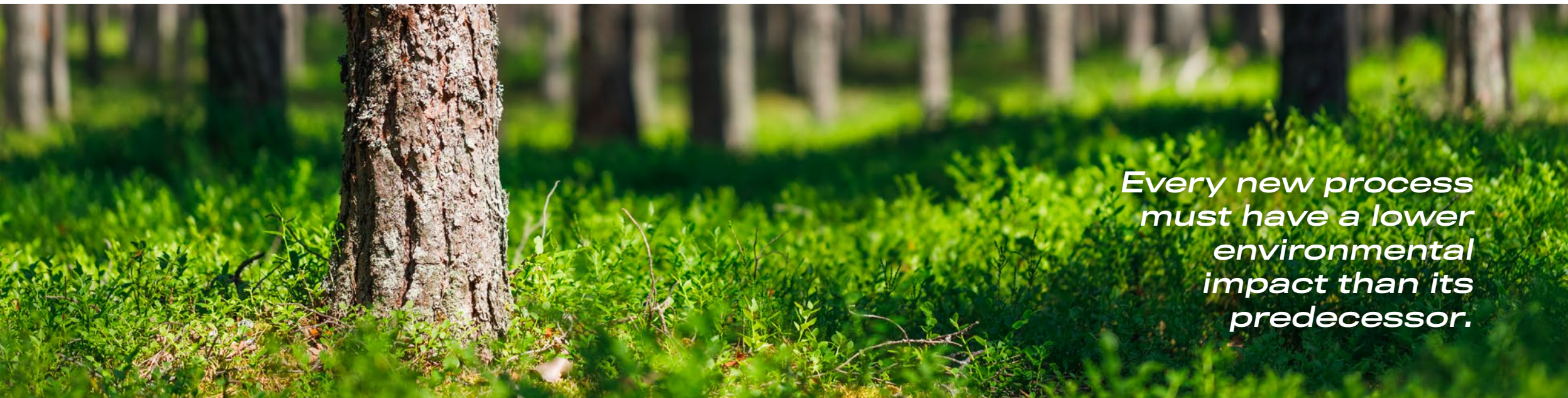
These findings, together with our environmental goals, are integrated into the design of new

processes. As a guiding principle, **any new process should always have a lower environmental impact than its predecessor**. Where relevant, we communicate our environmental requirements to material suppliers, so that these considerations can be incorporated into the development of new materials.

Environmental impacts are evaluated using a scoring method that assesses severity, likelihood, and Crimppi's ability to influence the potential impact. In addition, **we use the WWF Risk Filter as a screening tool to identify**

climate-related and environmental risks based on the geographic locations of our operations.

Weather-related natural events are recognised as potential physical climate risks and are monitored as part of our ongoing risk management activities. The potential adverse effects of climate risks on our financial performance and business operations are assessed to be at an acceptable level across different time horizons.



Every new process must have a lower environmental impact than its predecessor.



Impacts, risks and opportunities related to environment

Type of Impact, Risk or Opportunity	Description	Policy	Action	Target	Metric
Positive impact	Achievement of carbon neutrality of our own operations.				GHG Emissions Calculations (tCO ₂ ekv)
Negative impact	Resource usage. Manufacturing, logistics, and supplier activities require energy, mainly in the form of electricity, which increases Crimppi Group's environmental footprint. In addition, business growth may lead to increased waste generation, further contributing to environmental impacts. Copper is classified as a high-impact commodity (HIC) due to its environmental impacts related to mining and processing. As copper is used in components and wires, this creates a negative environmental impact within our upstream value chain.	Code of Conduct & Code of Conduct for Suppliers and Third Parties;	ISO 14001:2015; Environmental Management System; Calculation of GHG emissions; Investments in solar panels; Monitoring energy and water consumption; Employees awareness for resource-saving practices; Minimizing air freights; Monitoring waste generation; Waste sorting instructions visible throughout facilities; Recycling of scrap metal	We are committed to sustainable activities and are mitigating the environmental impacts of our operations. We are reducing energy and water consumption to protect the environment and to preserve biodiversity, and combat climate change. Waste is sorted and recycled as efficiently as possible aiming to prevent waste generation.	SBTi's reduction targets (GHG Emissions, tCO ₂ ekv); Solar Panel Electricity Production (kWh); 100% Carbon footprint calculation on product level by year 2030: 10% reduction annually; Air Freight (keur); Waste amounts (kg) Scrap metal (kg)
Risk	Physical risks such as environmental disasters and ecosystem loss	Contingency Plan	ISO 14001:2015 Environmental Management System; Risk Assessments	Ensuring business operations continuity	No environmental accidents
Risk	Crimppi does not have its own products, so life cycle thinking is challenging. Product lifecycle management and end-of-life management are not adequately managed	Code of Conduct for Suppliers and Third Parties	ISO 14001:2015 Environmental Management System	10% reduction of products CO ₂ emissions	CO ₂ emissions
Risk	Value chain dependencies & Supply chain complexities: Customers' needs may grow faster than our suppliers' capacity or engagement in sustainability topics. Also, a large number of components and suppliers are increasing supply chain complexity, also limiting visibility to raw materials data and processes. Also, conflict minerals may cause high environmental impacts and human rights risks at the upstream of the supply chain.	Code of Conduct; Conflict Minerals Policy Statement; Code of Conduct for Suppliers and Third Parties; Agreements	ISO 14001:2015 Environmental Management System; Consistency on own actions and careful selection of partners; Supplier audits; Supplier data collection via Jakamo supplier portal; Collecting of Conflict Minerals Reporting Templates (CMRT); Consistent dialogue with customers	Good understanding and transparency in supply chain and it's processes; Strengthen collaboration on environmental and sustainability topics; Ensuring compliance with conflict minerals law (Dodd-Frank Act, and EU Conflict Minerals Regulation)	Number of supplier audits & assessments; Customer satisfaction surveys (scale 1-5)
Opportunity	Collaboration with customers and all our partners creates new opportunities to find more sustainable solutions and operating methods	Code of Conduct for Suppliers and Third Parties	Our products help to advance society's green transition, as the majority of our customer sectors develop renewable energy technologies and zero-emission transportation. Collaboration with customers and partners to develop more sustainable solutions and practices	Tailored service to support sustainability with all stakeholders	Carbon neutral productions, optimised transportations
Opportunity	Global renewable energy sector is experiencing record growth and creates opportunities for increased demand and new customers	Sales strategy	Our products help to advance society's green transition, as the majority of our customer sectors are involved in renewable energy technologies and zero-emission transportation. To support this development, Crimppi also actively targets customers in this growing market.	Increase business with customers in the renewable sector	Share of turnover (%) from renewable energy sector

A close-up photograph of a person's hands using a crimping tool to connect network cables. The person is wearing a dark blue long-sleeved shirt. The background is a blurred office setting with a desk and some papers. A vertical blue line is positioned above the word 'CRIMPPI'.

CRIMPPI

SOCIAL DISCLOSURES



SOCIAL HIGHLIGHTS 2025

100%
employees on
Crimppi's payroll

0
work-related
accidents

>40%
women in
management team

**One
Crimppi**
a unified standard for
employee rights

People first

At Crimppi, our people are at the heart of everything we do. We are committed to building a workplace where every employee feels valued, safe, and empowered to grow, regardless of where in the world they work.



Employee wellbeing

We invest in **employee wellbeing beyond statutory requirements**. All employees have access to occupational healthcare, leisure-time accident insurance, a weekly guided exercise break, exercise benefits, and a bicycle benefit scheme. Subsidised lunch is also available for Crimppi Oy employees.

Employee engagement

We foster a **culture of open dialogue and continuous improvement**. Employees are actively encouraged to submit improvement initiatives via our intranet portal, and implemented initiatives are rewarded.

An **employee engagement survey** is conducted every other year, with results monitored and improvement actions taken as needed.

Equality and diversity

Crimppi's international working environment brings together a **wide range of cultures** and backgrounds. We are committed to **equal treatment** for all employees regardless of location, ethnicity, gender, age, or religion, and do not tolerate bullying, harassment, or discrimination in any form.

Women make up the majority of our workforce and well over 40% of management team positions. Trade union membership is entirely each employee's own choice.

Community impact and local engagement

We actively contribute to the communities in which we operate through **internships, thesis collaborations, and seasonal employment** for dozens of young students each summer. Crimppi Oy also supports local sports clubs, including teams that our employees and their children are part of.

In 2025, Crimppi Oy participated in a national campaign to **highlight job opportunities in the Vaasa region** together with VASEK, the City of Vaasa, and seven other local businesses. Crimppi also contributed to the X-Culture Global Symposium 2025 as a case company, providing an international student team with a real-life sustainability challenge, reflecting our commitment to stakeholder engagement and continuous learning.

B8 Workforce: General characteristics

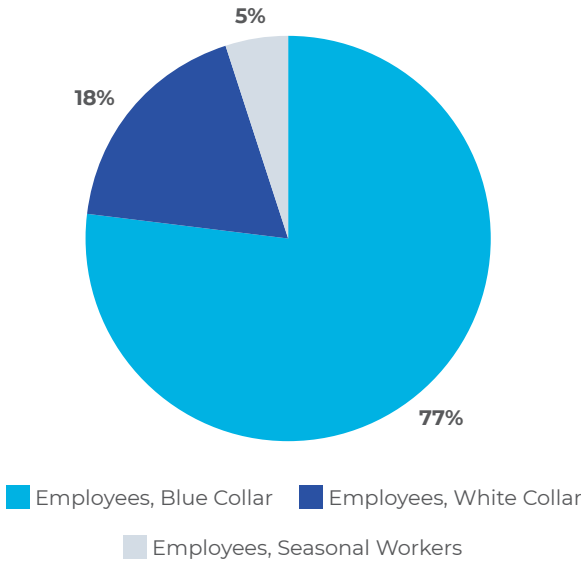
Crimppi operates across **four countries**, with the largest share of employees based in Finland and Croatia. Crimppi Group had **344 permanent employees** at the end of the reporting period. Including seasonal workers, the total headcount during the year was approximately 400, with around 40 summer employees at the Vaasa factory and 20 in Croatia during the summer months.

Number of employees for country of employment contract

Country of employment contract	Number of employees
Finland	148
Croatia	139
China	34
Latvia	23



Employee groups 2025

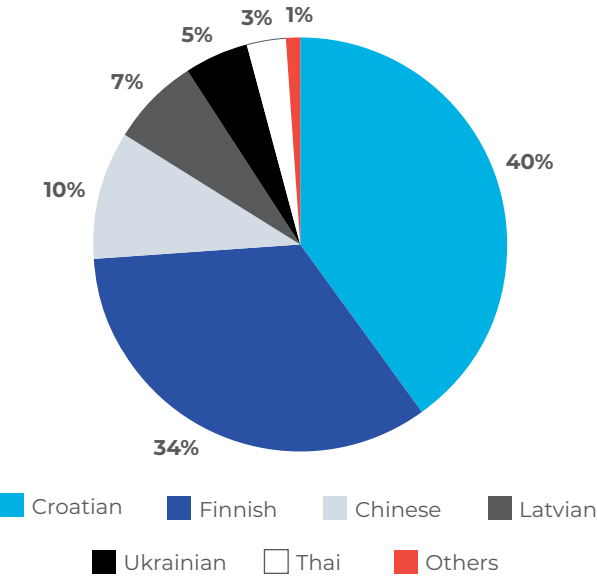


The majority of our employees, 77%, are blue-collar production workers, reflecting the nature of our manufacturing operations. White-collar employees account for 18%, while seasonal workers make up the remaining 5%.

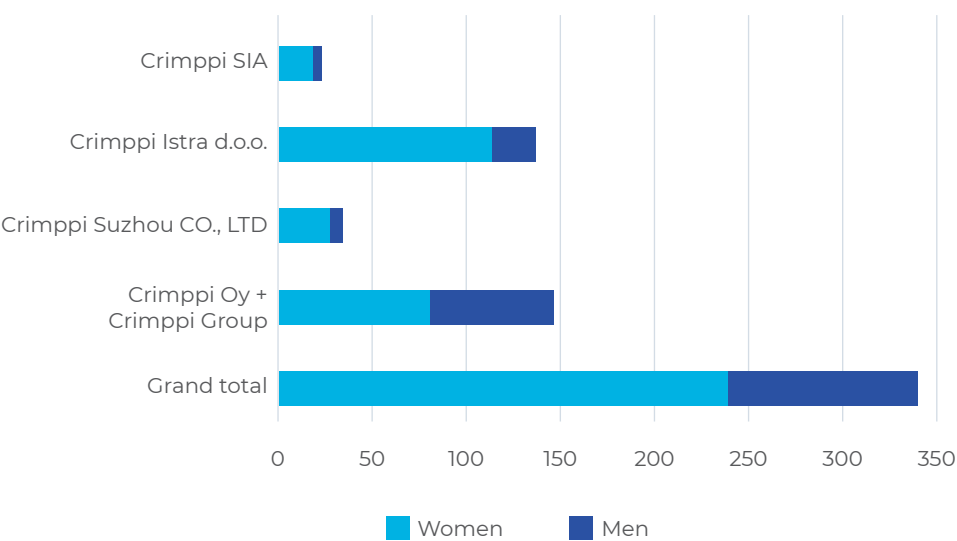
Diverse and inclusive work culture

Our workforce reflects the diverse and inclusive culture we have built across the Group. At our Vaasa factory, over 20% of our employees are of non-Finnish background, and across the Group as a whole, **women make up the majority of our total workforce**, which is a notable achievement in a traditionally male-dominated industry.

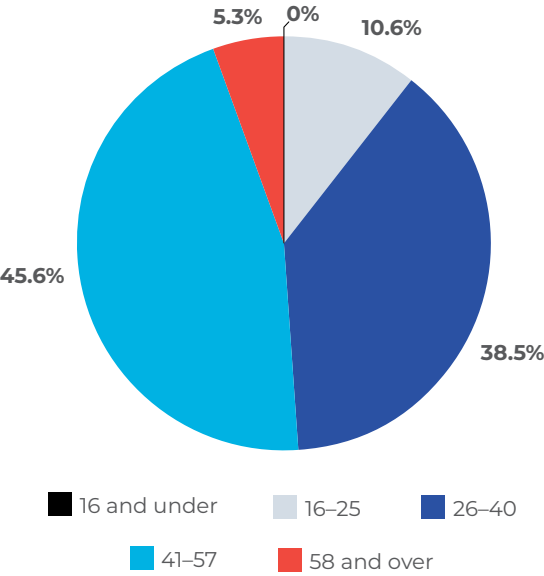
Employee nationalities 2025



Gender 2025



Age groups 2025





Employee engagement

Crimppi conducts an employee engagement survey every other year at its Vaasa factory. **The results show a positive trend**, with overall satisfaction rising from 3.28 in 2021 to 3.83 in 2025, while the reported stress level has steadily decreased. Plans are in place to extend the survey to all subsidiaries in the coming years.

Employee Engagement Survey	2021	2023	2025
Overall average of the employee survey	3.28	3.66	3.83
Stress level	2.61	2.30	2.29

Employee turnover rate

The below table reflects our companies' employee turnover rate. The elevated rate largely reflects our young workforce profile. Many seasonal workers choose to stay on for a gap year before returning to their studies, which naturally contributes to higher turnover figures over time. Among the rest of our workforce, turnover is relatively low and employment relationships are typically long-term.

Employee turnover rate	2023	2024	2025
Crimppi Oy + Crimppi Group Oy	24.60%	12.90%	9.70%
Crimppi Suzhou CO., LTD	9.10%	8.80%	27.30%
Crimppi Istra d.o.o.	22.60%	21.80%	18.00%
Crimppi SIA*	-	0.00%	0.00%

* Operations started in 2024

B9 Workforce: Health and safety

The **health and safety of our employees is a non-negotiable priority**. We maintain a clean and safe working environment across all sites through systematic risk assessment, ergonomic improvements, and comprehensive safety training.

Zero-accident target

Our target is zero accidents and we are pleased to report that **no work-related accidents occurred across the Group in 2025**.

Accident frequency (accidents/100 000 work h)	2023	2024	2025
Crimppi Oy	1.27	0.45	0.00
Crimppi Suzhou CO., LTD	0.00	0.00	0.00
Crimppi Istra d.o.o.	0.00	0.00	0.00
Crimppi SIA*	-	0.00	0.00

* Operations started in 2024

Clean and safe working environment

Crimppi Group is committed to providing a clean, safe, and healthy working environment across all sites. **Workplace cleanliness is maintained using the 6S method**, and safety is ensured through systematic risk management, ergonomic improvements, and comprehensive safety training.

6S	2023	2024	2025
Crimppi Oy	93.90%	95.00%	99.60%
Crimppi Suzhou CO., LTD	94.20%	94.60%	90.80%
Crimppi Istra d.o.o. (not implemented)	0.00%	0.00%	0.00%
Crimppi SIA*	-	0.00%	95.00%

* Operations started in 2024

Safety observations

Employees are **encouraged to report safety observations** via our intranet portal at any time, and these feed directly into our continuous efforts to improve working conditions and prevent accidents.

Safety Observations	2023	2024	2025
Crimppi Oy	71	77	68
Crimppi Suzhou CO., LTD	14	11	2
Crimppi Istra d.o.o. <i>(not implemented)</i>	0	0	0
Crimppi SIA*	-	0	0
Crimppi Group, Total	85	88	70

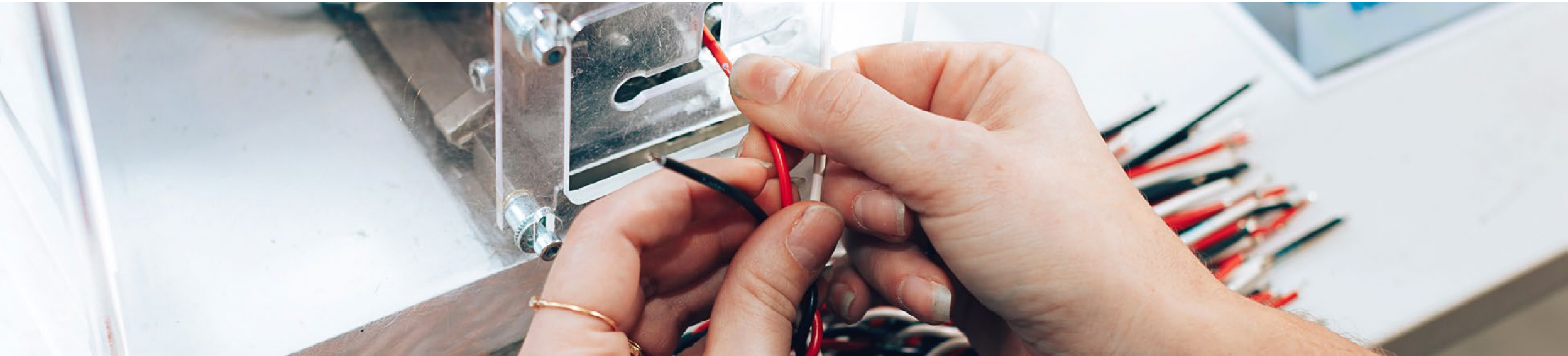
* Operations started in 2024, not implemented

Continuous improvement

Employees are also encouraged to submit **improvement initiatives**, which are rewarded when implemented.

Initiatives	2023	2024	2025
Crimppi Oy	103	83	49
Crimppi Suzhou CO., LTD <i>(not implemented)</i>	0	0	0
Crimppi Istra d.o.o. <i>(not implemented)</i>	0	0	0
Crimppi SIA*	-	0	12
Crimppi Group, Total	103	83	61

* Operations started in 2024



B10 Workforce: Remuneration, collective bargaining and training

Collective bargaining agreements

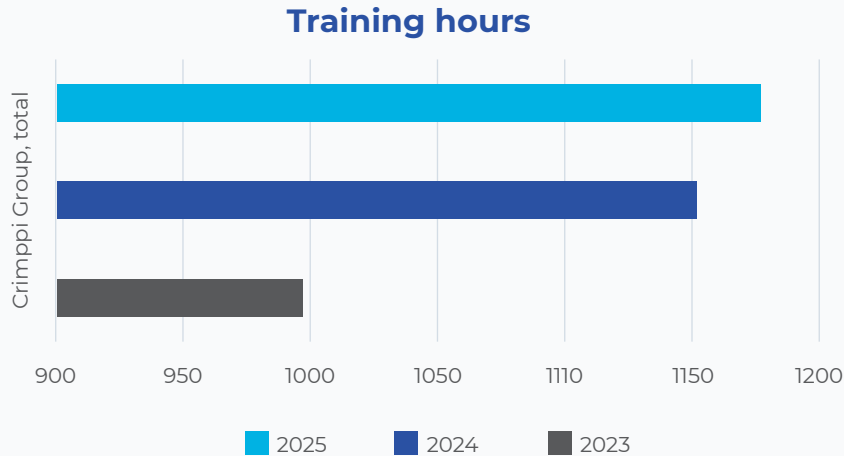
All Crimppi Group employees are covered by collective bargaining agreements in their respective countries, ensuring that **wages, working conditions, and employee rights meet or exceed locally agreed standards.**



Competence development and training

We invest actively in the skills and development of our people. **Competence development is a core component of our HR strategy**, and employees are encouraged to propose their own training interests alongside organisationally planned programmes. Annual training plans are prepared to support career development and employee satisfaction.

Our investment in employee development is reflected in the steady growth of annual training hours across the Group, demonstrating our continued commitment to building competence and supporting career development at every level.



In 2025, notable training initiatives included **Finnish language training** for employees with international backgrounds, access to the **Eduhouse e-learning platform** for administrative employees, **Science Based Targets (SBTi)** training, **customs and export compliance** training and **Lean Six Sigma Yellow Belt** training. In addition, **all of Crimppi's employees have completed information security training.**



25 YEARS OF NEVER STANDING STILL

In 2025, Crimppi turned 25, and few people embody that journey better than our Environmental Coordinator **Kristiina Säilynoja-Hanhila**. What began in purchasing has evolved into a role at the forefront of Crimppi's environmental work, a field that is expanding and developing rapidly.

“There is always something new to learn. New legislation, new customer requirements, new expectations. The work never gets dull, and that's a big part of why I enjoy it.”

In 2025, Crimppi was also selected for UN Global Compact Finland's training programme Science-Based Targets initiative (SBTi), giving Kristiina the opportunity to dive even deeper into Crimppi's climate actions.

“We've already come a long way in our sustainability work, and the SBTi programme will help us set ambitious, science-based targets for emissions reductions.”

C5 Additional workforce characteristics

Crimppi Group employs its entire workforce directly and does not use agency or leased labour. The Group strictly prohibits child and forced labour in all its operations.

We do not use self-employed contractors, agency workers, or any form of leased labour. **Women account for 70.30% of our total workforce**, and well over 40% of management team positions are held by women, reflecting our commitment to diversity and equal opportunity.

Crimppi Group, total	2023	2024	2025
Personnel, Women	236	242	239
Personnel, Men	90	94	101
Personnel, total	326	336	340
Women in management	3	7	7
Men in management	4	9	9
Personnel, Women (%)	72.40%	72.00%	70.30%
Personnel, Men (%)	27.60%	28.00%	29.70%
Women in management (%)	42.90%	43.80%	43.80%
Men in management (%)	57.10%	56.30%	56.30%



C6 Human rights policies and processes

Crimppi Group's approach to human rights is anchored in our **Code of Conduct** and **Occupational Health and Safety Policy**. These policies apply to every employee and Board member across the Group, regardless of country, role, or status, and are grounded in Crimppi's values, the ILO conventions, and the ten principles of the UN Global Compact, an initiative Crimppi actively participates in.

Whistleblowing channel

Employees and stakeholders are **encouraged to raise concerns through our anonymous whistleblowing channel** (Easywhistle), introduced in 2023 in line with the Whistleblower Protection Act. **No reports have been received through the platform** since its introduction. Crimppi has also established a procedure for preventing and handling inappropriate conduct.

Our Code of Conduct covers the following commitments:

1 Responsible business conduct	2 Sustainable decision-making	3 Zero tolerance for corruption	4 Respect for human rights
5 Equal treatment of all individuals	6 Employee wellbeing and success	7 Acting in the interests of customers	8 Fair and free competition
9 Climate and nature responsibility	10 Responsible supply chain management	11 Responsible data management	
12 Open communication and brand integrity	13 Reporting concerns and violations		

C7 Severe negative human rights incidents

Crimppi is not aware of any confirmed human rights incidents involving our own workforce, value chain workers, affected communities, or other stakeholders during the reporting period. We require all parties – employees, suppliers, and subcontractors – to comply with our codes of conduct and continue to monitor compliance across the Group.

Confirmed incidents in our own workforce related to the topics	Existence of confirmed incidents
Human trafficking	0
Child labor	0
Forced labor	0
Discrimination	0
Others	0





Impacts, risks and opportunities related to social

Type of Impact, Risk or Opportunity	Description	Policy	Action	Target	Metric
Risk	Risk of potential human rights violations and poor working conditions within the supply chain due to its length and complexity, which may limit visibility of upstream suppliers	Code of Conduct for Suppliers and Third Parties	Suppliers and third parties must comply with Crimppi's Code of Conduct for Suppliers and Third Parties. Also the directives of the United Nations Declaration of Human Rights, the treaties of the International Labour Organization (ILO), and the Ten Principles of the UN Global Compact must be followed. ISO 45001:2018 Occupational Health and Safety Management System	Suppliers have approved Crimppi's Code of Conduct for Suppliers and Third Parties	Amount of Supplier Audits & Assessments
Opportunity	Group's position as responsible employer by providing good working conditions, supported by modern and well-maintained workspaces and machinery, with significant investments. The group promotes employee well-being, equal opportunities, and a safe, inclusive and healthy workplace. In addition, group prioritizes investment in its own personnel. We do not use hired labor.	Group level Strategy; Code of Conduct	ISO 45001:2018 Occupational Health and Safety Management System; Continuous development and harmonization of operations across all production sites; Implementation of digitalization and automatization solutions	Maintain high employee satisfaction levels and ensure continuous investment in modern workspaces and machinery, achieve zero work-accident rates. Promote equal opportunities across the workforce, and retain a directly employed workforce without the use of hired labor.	Accident frequency (accidents/100 000 work h); Safety observations (pcs/year); Initiatives (pcs / year); 6S Index; Employee engagement surveys (scale 1-5); Personnel on Crimppi's own payroll (%);
Opportunity	Cultural differences between our sites; We must properly understand cultural differences between our sites in order to build "one Crimppi" properly and seamless	Group level strategy and Code of Conduct for our own personnel	ISO 45001:2018 Occupational Health and Safety Management System; Jakamo Portal; Umbrella Intranet	Harmonized operating procedures in all factories	eNPS



CRIMPPPI

GOVERNANCE DISCLOSURES



GOVERNANCE HIGHLIGHTS 2025

Turnover
33 M€

Growth
22.1%

Investments
1.1 M€



Responsible governance at every level

Governance practices and ethical principles

Crimppi Group's owners, board, and management are committed to responsible and transparent governance. **We comply with all applicable national and international laws and regulations in every country where we operate** and base our decision-making firmly on our values and Code of Conduct. Our Code of Conduct is an integral part of our employee onboarding programme.

All our companies meet their tax obligations in their respective countries and actively **work against all forms of corruption, fraud, extortion, and bribery.**

Risk and opportunity management

Crimppi's management actively monitors the business environment. Risk and opportunity identification is based on the company's strategic goals, with **threats and opportunities assessed systematically across the entire organisation**, prioritising our most critical objectives.

Transparency and reporting practices

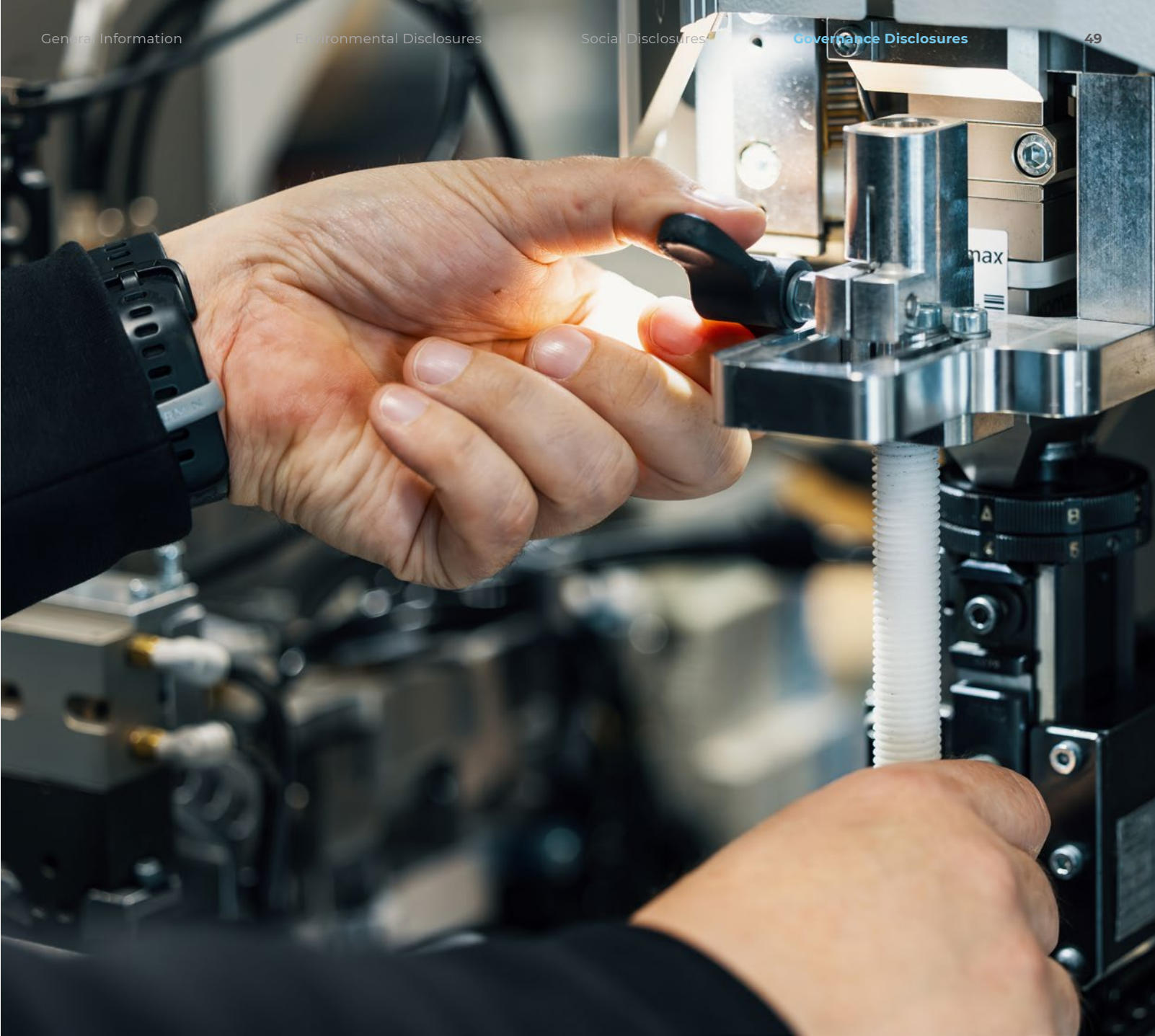
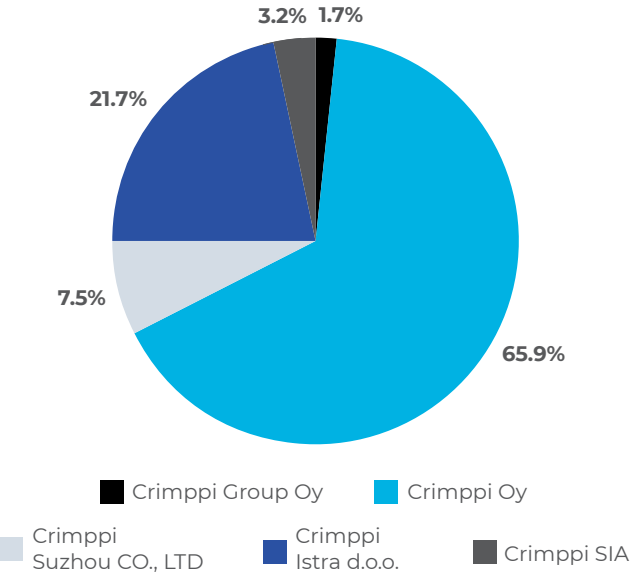
Transparency and open communication are priorities throughout the Crimppi Group. **Employees and stakeholders are encouraged to report any concerns** about violations of the Code of Conduct or applicable law through our anonymous whistleblowing channel (Easywhistle), introduced in 2023 in line with the Whistleblower Protection Act.

Internal and external audits are conducted systematically throughout Crimppi Group companies.

Financial performance

In 2025, the Group delivered strong results, with consolidated turnover growing by 22.1% to €33 million, demonstrating the strength of our operations across all four countries.

Crimppi companies' share of the group turnover 2025



Financial performance



Turnover
33 M€

Total assets
13.8 M€

Total personnel expenses
9.0 M€

Income tax
131 k€

Total investments
1.1 M€

VAT paid
3.0 M€



Audits as tools for development

The table below presents the annual number of **internal and external audits** conducted across the Crimppi Group. Internal audits follow a predefined schedule, while external audits are conducted in response to stakeholder requests. Together, they provide valuable perspectives on our operations and **drive continuous improvement across the Group**.

AUDITS	2023	2024	2025
Crimppi Oy			
Internal Audits	4	4	5
External Audits	2	3	7
Crimppi Suzhou CO., LTD			
Internal Audits	2	1	2
External Audits	4	2	6
Crimppi Istra d.o.o.			
Internal Audits	1	1	1
External Audits	3	3	3
Crimppi SIA*			
Internal Audits	-	0	1
External Audits	-	2	5
Crimppi Group Total			
Internal Audits	7	6	9
External Audits	9	10	21

* Operations started in 2024

B11 Convictions and fines for corruption and bribery

Crimppi Group has **not received any convictions or fines for violations of anti-corruption or anti-bribery laws** during 2025 or in any prior year.

Convictions and fines for corruption and bribery	2025
Total number of convictions	0
Total number of fines	0

The table below shows that **no concerns or reports of suspected violations of law or the Code of Conduct** have been submitted within the Crimppi Group.

Whistleblowing and information security incidents	2023	2024	2025
Whistleblowing Reportings ¹⁾	0	0	0
Confirmed Information Security Incidents	0	0	0

¹⁾ Whistleblowing Reporting Directive Valid since 01.01.2023



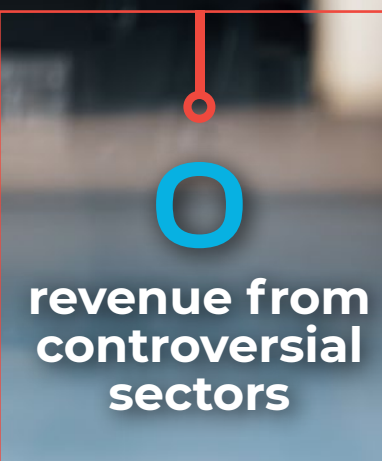


convictions
or fines

C8 Revenues derived from certain sectors

Crimppi Group is **not active in controversial weapons, tobacco cultivation or production, or the fossil fuel sector**. No revenues have been derived from any of these categories during the reporting period.

Crimppi is also not excluded from any EU reference benchmarks aligned with the Paris Agreement.



C9 Gender diversity ratio in the governance body

Board of Directors

The Crimppi Group Board of Directors consists of **Arto Laine** (Chairman) and **Timo Harri** (CEO).

Crimppi's Board 2025	Women	Men
total	0	2

Management Team

The Crimppi Group Management Team comprises the CEO (**Timo Harri**) and the General Managers of all four factories: **Heli Toppinen**, **Hero He**, **Marin Odak** and **Ingus Palapis**. The team meets monthly to align on current priorities and ensure consistent strategic development across all sites.

Crimppi Group Management team	Women	Men
Total	1	4





ECOVADIS ACHIEVEMENT

In 2025, Crimppi was awarded an EcoVadis Bronze rating, reflecting our growing commitment to transparent and responsible business. The rating provides customers and partners with independent third-party validation of our sustainability performance, and we see it as just the beginning. Our long-term target is to reach Platinum by 2030.

“We’re proud to have reached the Bronze level. For a company of our size, without a dedicated sustainability organisation, this represents a major accomplishment. It required a considerable effort from our team,” says **Heli Toppinen**, General Manager at Crimppi Oy.

“*EcoVadis gives our customers and partners independent confirmation that sustainability is not just something we talk about – it is how we work.*”

G VSME+ Impacts, risks and opportunities related to governance

Type of Impact, Risk or Opportunity	Description	Policy	Action	Target	Metric
Positive impact	Crimppi influences responsible business practices across its value chain through active collaboration with customers, through policies and supplier requirements.	Code of Conduct; Code of Conduct for Suppliers and Third Parties	Jakamo Supplier Platform Supplier Communication Supplier Environmental Product Compliance & Compliance with Conflict Minerals ym.	Increasing transparency in supply chain	key suppliers commitment to Code of Conduct for Suppliers and Third Parties Supplier OTD; Supplier Claims (PPM); Air Freight (keur)
Positive impact	Employee health, safety and well-being	OHS Policy; Quality Policy	ISO45001 Certifications, Risk Assessments, Safety Trainings and Onboarding of New Employees, Monitoring Safety Observations, Occupational Health Services, Ensuring availability of Personal Protective Equipment, weekly 6S audits, Conducting Employee Engagement Survey every other year.	Increasing employee health, safety and well-being	Number of workplace Accident Safety Observations; 6S Audits; Initiatives
Positive impact	Community Impact and Local Engagement	OHS Policy; Environmental Policy; Code of Conduct	Collaboration with local schools and education centers; Company visits & Participation in local job fairs; Sponsorships; Employing people from diverse groups	Reliable employer	Number of Intern & Seasonal Workers
Positive impact	Responsible Business Conduct	Laws and Regulations	The company ensures responsible business conduct through timely and accurate tax payments and maintains internal tax compliance processes. Also promoting transparency in its tax practices.	Maintain transparent and responsible tax practices	Tax footprint (Meur)
Risk	Ethical violations We are committed to immediately intervene in any noncompliance with Code of Conduct.	Code of Conduct for our own personnel & Code of Conduct for Suppliers and Third Parties	Failure to comply with our Code of Conduct may result in a written warning, termination or cancellation of employment, and liability for any damage caused. Violations may also lead to criminal sanctions.	Zero Whistleblowing channel notifications	Zero Whistleblowing channel notifications
Risk	Corruption We strictly comply with anti-corruption laws in all countries where we operate. We do not accept bribery or any form of corruption and maintain zero tolerance for bribery and corruption in all our operations and locations.	Code of Conduct for our own personnel & Code of Conduct for Suppliers and Third Parties	Whistleblowing channel	Crimppi maintains a zero-tolerance policy towards corruption and bribery.	Zero Whistleblowing channel notifications
Risk	Information security issues We are committed to the highest data protection and information security standards. We ensure confidentiality of information in both internal and external information sharing.	Code of Conduct for our own personnel & Code of Conduct for Suppliers and Third Parties	ISO 27001:2022 Information Security Management Systems	We are committed to preventing security incidents and our goal is zero security incidents.	Zero security incident Information security observations
Risk	Export control violations Risk for down stream supply chain violating regulations and restrictions	Re-export clause into agreements	Requirement of re-export clause in contracts/documents	No violations	Count of violations
Opportunity	Responsible company - High ESG-rating	ESG policy	Active work with sustainability matters	EcoVadis: Platinum	EcoVadis rating
Opportunity	Brand The Crimppi brand is not well known but now we have a new marketing partner. We communicate openly and protect the Crimppi brand.	Code of Conduct for our own personnel	Collaboration with a marketing partner and universities	To be the leading partner in the electrical and electronics industry.	Positive company image



CRIMPPi

Wired right.