



2022 Sustainability Report

2022 at a glance



Environment

1,716 tons
CO₂e

Absolute Scopes 1 & 2
emissions

- 5 %

Total water use

24.7 %

YoY increase
absolute CO₂e
emissions

266
MWh

On-site renewable
energy generation



Social

550+

Our team grew
24% in 2022

80

LIT index

100 %

Certified Future
Workplaces

39

eNPS score



Corporate Governance

New
Strategic
Platform

Activated
Whistleblower Portal

Equal
Gender
representation in
Board of Directors

Revised
Universal Code of
Conduct

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Dear Optimovians and Business Partners,

Reflecting on my tenure as CEO since October 2022, I am both excited and humbled by the journey Optinova has embarked upon. Our team is bound by a shared commitment to innovate in the realm of advanced tubing solutions and, importantly, to better life quality wherever we operate.

In 2022, we made a subtle yet significant shift in how we represent our commitment to excellence. "When Quality Matters" is now our guiding principle and a promise we make to each other, and to you, our stakeholders. This is not merely a slogan; it's a reflection of our belief that 'when quality matters' we can make a difference.

While this report primarily provides an account of our performance and key achievements during the 2022 calendar year, it also serves as a platform for updates extending into 2023. We feel this approach offers a more comprehensive overview of our progress, achievements, and future direction.

Looking back, our journey from 2022 to the present moment in 2023 has been defined by collaboration, commitment and a proactive approach to solve challenges. Together we refined our strategic platform and aligned the organization towards a unified path of growth. As we push the boundaries and continue to grow, our focus remains clear. We are steadfast in our mission to empower our customers through highly reliable tubing solutions.

Your trust and support have been crucial to our journey thus far, and for this, we extend our deepest gratitude. We look forward to what we can accomplish together in the years to come.

Best regards,

Rom Mendel

CEO, Optinova Group



Rom Mendel's First Year as CEO

With a background in global manufacturing, primarily MedTech, Rom's leadership emphasizes culture, collaboration and people, as well as commercial and operational excellence. His inaugural year at the helm of Optinova focused on creating a future-focused strategic platform to empower our customers through highly reliable tubing solutions and strive for better life quality wherever we operate.

This transformative year kicked off with the development of 3-Year Strategic Plans for each business unit. The collective expertise of the Executive Team, made up of directors from each sales region and factory, realigned our individual efforts towards our unifying values of "Quality", "Committed" and "Proactive. This work fosters the operational excellence our customers expect from us.

Our refocused strategic platform is a testament to our capacity for in-depth analysis of the forces impacting our industry and the meticulous evaluation of Optinova's position within this dynamic landscape. This inclusive initiative was further refined by a Global Leadership Workshop,

which brought together diverse leaders from all locations and business units. This aligned our leadership with the new direction while cultivating our future leaders, fostering talent and preparing them for the challenges of tomorrow.

Our focus is to anticipate the evolving needs of our partners, striving to discern their requirements before they themselves do. This proactive approach echoes our commitment to win-win partnerships, long-term relationships and the relentless pursuit of bettering our offerings every day.

Under Rom's direction, Optinova invested in leadership with the recruitments of our new Chief Operating Officer and our first Chief People Officer. Our aspiration is to embody the characteristics ingrained in our 52-year history. We are open, positive and dedicated. We strive to foster a strong caregiving culture within our teams, marked by honesty, respect and accountability. Our customer-centric focus drives us to invest in strengthening partnerships nurturing a collaborative mindset



and supporting our colleagues in achieving their goals.

Going forward, we continue to leverage the capacity of the Optinova Innovation Center (OIC). Initiatives are underway to tighten up our portfolio positioning, deepen our relationships with customers and suppliers, and ensure

we are active contributors in addressing our common ESG challenges. We are committed to transforming these challenges into opportunities for sustainable growth, reflecting our unwavering commitment to enhancing life quality wherever we operate.

In essence, Rom Mendel's first year as CEO reaffirmed Optinova's commitment to exceptional quality, proactive problem-solving and sustainable practices. Our collective strides under his leadership signal a promising future, reinforcing our ethos to deliver "when quality matters".

Strategy

Our mission:

We empower customers
through highly reliable
tubing solutions

Our vision:

Better life quality
wherever we
operate



Optinova by the numbers

1971

First factory in Godby, Finland

1982

Cleanroom production started

2015

Added Jomala, Finland factory
Added Chonburi, Thailand factory

2021

Added Pennsylvania, USA factory



Optinova

Since 1971

4 Factories

Medical & Industrial

50+

Years of extrusion expertise

175+

Manufacturing lines

550+

Valued team members

Global

Sales, Services and Logistics

In the market

Optinova will be the partner of choice for advanced polymer extrusion services and tubing solutions.

Financial

Optinova will meet its financial targets to secure financial resilience and shareholder value.

Brand

Be the **partner of choice** for customers seeking **innovative** design, trusted **partnership**, **top-quality** products and uncompromising **service**.

Sustainability

Protect our planet for future generations by reducing our **waste** and **carbon footprint**, and adhering to our high **ethical** standards in everything we do.

People & Leadership

A company where employees **thrive** and feel valued in an organization that provides **equal opportunities** for **personal growth** and values **learning, diversity and equality**.

Operating Model

Operate as **one global company** unified under a strong Optinova culture where we **collaborate** to work **smarter** and more **efficiently**.

We will measure success by:

Financial Strength

Annual Customer Satisfaction Survey

CO₂e emissions and ESG targets

Annual Employee Engagement Survey

What do we do?

We make tubes that save and improve lives.

First, we select high-grade raw materials including polymers, fillers and engineered additives.

After mixing and compounding we use pressure and, when needed, heat to extrude the tubing, using ambient air or water cooling all contributing to various properties of the final tube.

We offer customers many automated post-extrusion services such as flaring, welding, forming and other secondary operations. After completing our final industry-leading quality controls, we package and deliver.

This tubing becomes crucial components in solutions engineered to enhance and preserve life.

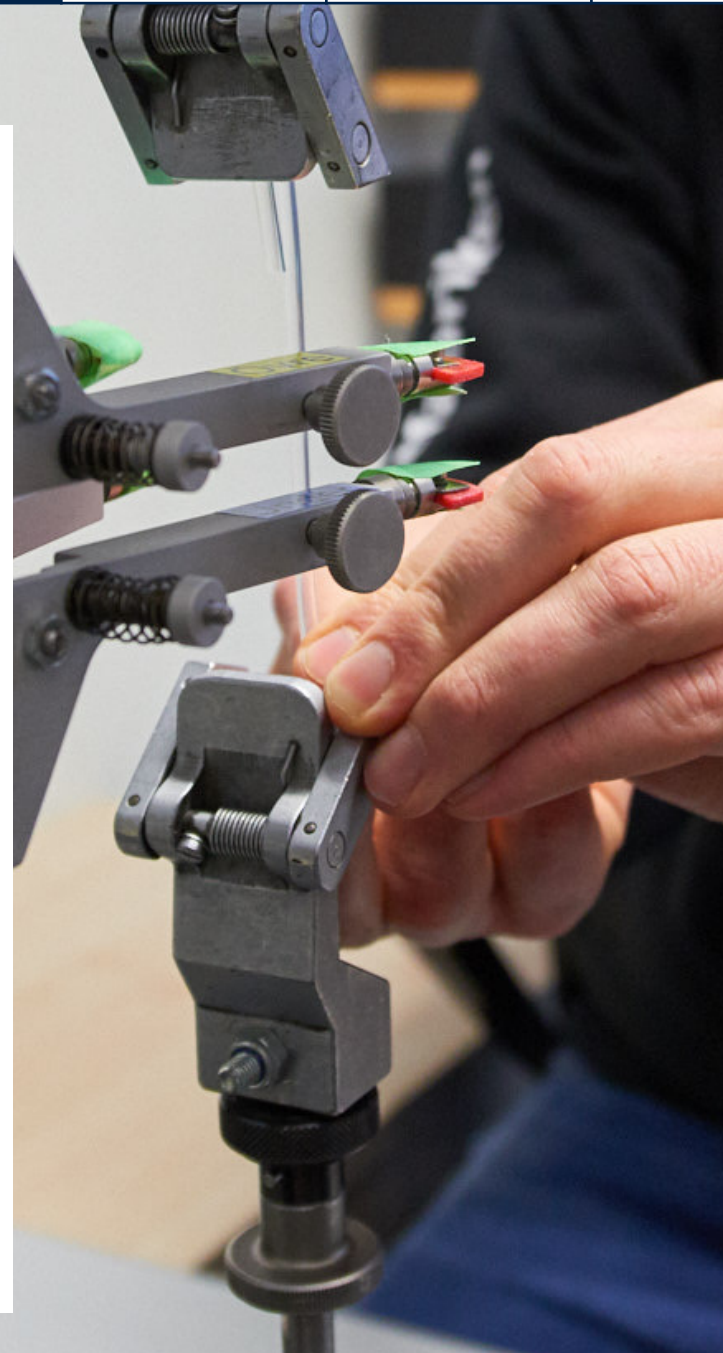
Our medical products include IV tubing, pacemaker leads, and balloon tubing used in minimally invasive procedures for heart disease and stroke.

Our industrial tubing products go into food and beverage devices, electric vehicle systems, and component protection designs.

From design to manual prototyping to full scale production, we provide expertise in Polymer engineering, custom design and secondary operations.

Our talented employees deliver products and services that empower our customers to realize their innovative visions.

We deliver "Design with a purpose."



When quality matters

Quality is the keystone of Optinova's identity.

We are a top-tier extrusion service provider with over 40 years of cleanroom fabrication experience.

We make crucial components in solutions engineered to enhance and preserve life. It is paramount that we meet and exceed customer expectations.

Beyond our tangible products, Optinova teams solve customer challenges with competence, skill, attentiveness, and by being process and service-oriented.

Our commitment is evident, with stakeholders praising our willingness to consistently go beyond standard expectations. In 2022 we were recognized as "Top Medical Tubing Provider" by MedTec Outlook.

It is imperative to acknowledge that reputation is not static. Maintaining our position as the high-quality provider of extrusion services demands daily dedication. We are committed to continuously refining our offerings and operational methodologies.

This dedication drives our focus to deliver superior quality across all stakeholder touch points – product, partnership, customer experience and innovation.

We take great pride in delivering the right quality, at the right time and at the right place.

Optinova – When quality matters.



Environment

At Optinova, we recognize the gravity and the urgency of our responsibility in the global sustainability challenge.

We acknowledge that our products, plastic tubes, are largely made from fossil fuel raw materials. They have a significant environmental footprint, and their end-of-life management is currently not fully integrated into the circular economy.

We understand the role we play within the plastics industry and the imperative to act decisively to reduce our impact.



Plastics in Focus

Optinova operates at the forefront of the plastics industry. We specialize in product development and production using advanced Polymers. We are not in the business of producing low-value, unnecessary plastics so often associated with environmental challenges.

Our Polymers are high grade, undergo strict quality and safety checks, and deliver unique performance characteristics. Our tubes are essential components in medical devices, such as pacemakers, and industrial innovations, such as electric vehicles. We do care about, and act to improve, the general role plastics play in our society.

The majority of our ESG improvements are focused on the specific challenges and opportunities tied to our specialized product range, rather than the broader issues with low-value plastic overuse.

At Optinova, we recognize the gravity and the urgency of our responsibility in the global sustainability challenge. We acknowledge that our products, plastic tubes, are largely made from fossil fuel raw materials. They have a significant environmental footprint, and their end-of-life management is currently not fully integrated into the circular economy. We understand the role we play within the plastics industry and the imperative to act decisively to reduce our impact.

We believe that to address this effectively and sustainably, we must adopt a comprehensive approach that considers the entire value chain of the plastics industry – from cradle to grave. From sourcing raw materials, manufacturing and use, to end-of-life management, every stage of the lifecycle of our products presents opportunities for innovation, improvement, and collaboration.

By the year 2040, we are committed to ensuring 100% of our products can be reused, recycled or responsibly managed, during and after use. This ambitious goal compels us to innovate and collaborate with our partners in various ways. From seeking alternative raw materials, improving our manufacturing processes, to exploring possibilities for reuse and recycling, we are continuously investigating and implementing measures to decrease our environmental footprint.

The challenges we face in the plastics industry are significant, but we firmly believe in our ability to contribute to a sustainable solution. The journey is long, but with our comprehensive approach and unwavering commitment to our sustainability goals, we are confident that we can make a significant and positive difference. Together, we are working towards a more sustainable future; a future where plastics are part of the solution, not the problem.



The Regulation and Safety of PFAS

Based on our long experience in polymer processing, our teams have a deep understanding of various types of polymers, including high molecular weight fluoropolymers, which are part of the PFAS family of substances.

High molecular weight fluoropolymers possess distinctive characteristics: under normal conditions they do not disperse in the environment and do not dissolve into components that migrate, accumulate, or interact. This sets them apart from harmful and environmentally dispersive non-polymeric PFAS.

We only use low-concern, high molecular weight, fluoropolymers.

We do not use high-risk, low-value, non-polymeric PFAS.

High molecular weight fluoropolymers are extensively utilized in critical applications that are integral to our everyday life such as medical devices, automotive (including electric vehicles) and electronic equipment.

Based on prevailing scientific data, we consider high molecular weight fluoropolymers to be high-value and low-concern forms of PFAS. We monitor ongoing regulatory discussions concerning the potential blanket restriction of all PFAS in the EU, the UK and the US. We actively engage in educating and informing relevant parties about the difference between inert high molecular weight fluoropolymers and environmentally dispersive non-polymeric PFAS, as well as the socio-economic benefits associated with high molecular weight fluoropolymers.

Our unwavering commitment remains focused on delivering advanced tubing solutions that meet the highest application and regulatory requirements of our customers. We are researching ways to evolve our raw material portfolio. Viable alternatives for high molecular weight fluoropolymers are currently lacking.

We welcome opportunities to collaborate with all stakeholders on these important topics. Please contact us if you would like to take part in further discussions and consultations.

Environmental Management Systems

At Optinova we believe that nurturing a caring, proactive corporate culture is vital in delivering our ESG targets and ensuring that when we "talk the talk" of our policies, we "walk the walk" in our processes.

A Global EMS

We are currently laying the groundwork of an EMS that will harmonize our group-wide policies and procedures, while allowing for flexibility to address location-specific needs. It will form the backbone of our continuous improvement efforts, set targets across all material business metrics, include accurate and timely monitoring mechanisms and enable the subsequent adaptation of our procedures as we actively drive towards improved environmental performance.

Environmental Legislation and Permitting

Optinova is committed to strict adherence to environmental laws and regulations. Our team members work diligently to ensure we obtain and maintain all necessary environmental permits and certifications.

Biodiversity

We recognize the interconnectedness of all living things and the value of ecosystem services in our local economies. We commit to developing policies and procedures that support operations that safeguard native species, preserve natural habitats and limit noise disturbances.

We recently evaluated our worksites, using the WWF Risk Filter Suite, and found all worksites are in "Low Risk" zones.

Water Management

We monitor water use with location-specific focus areas. Our actions emphasize monitoring and conservation, with particular focus on water-stressed regions. We ensure proper wastewater treatment including some site-specific third-party performance checks of wastewater systems to ensure compliance.

We recently evaluated our worksites, using the WRI Aqueduct Water Risk Atlas, and found most of our sites are in areas experiencing low or negligible water stress. We did determine our Pennsylvania, USA factory exists in a medium stress zone and our Chonburi, Thailand factory in a very-high stress zone. With this new knowledge we will adjust our approach to water management and set site-specific targets.

Emissions to Air and Water

We work to monitor and control emissions, invest in process improvements to minimize them, and implement effective treatment measures for any residual discharges.

Our location-specific approaches ensure emissions are within legal limits and contribute towards our goal of becoming a zero-environmental impact company.

Waste

Optinova takes location-specific approaches to waste management, as every region has unique waste handling industries and requirements. We prioritize the elimination and reduction of waste, followed by recycling and proper disposal. We commit to continuous improvement in identifying potential waste generation at our worksites, targeting both hazardous and non-hazardous waste streams for effective minimization.

Hazardous and Controlled Materials

Wherever in use, our experienced employees are routinely trained in protocols for the identification, labeling, and management of hazardous substances. By ensuring safe handling, storage, transport, use, and disposal, we comply with REACH regulations, protecting human health and the environment from chemical risks.

Product End of Life

In acknowledging the importance of extended producer responsibility, Optinova believes a chain-of-custody approach most effectively manages products towards a sustainable end of life. We adhere to all laws, regulations, and customer requirements concerning restricted substances in our offerings and production processes. We also encourage company-backed return initiatives, comprehensive life cycle assessments, and reusable or recyclable packaging designs.



Climate Responsibility

Our greenhouse gas emission calculations follow the GHG Protocol method. Currently we report Scope 1 and 2 emissions. We define our organizational boundary with the control approach, both operationally and financially. Presently our carbon emission reduction goals apply specifically to our Scopes 1 & 2 absolute emissions. We are actively working to improve our internal and external data sources to quantify our most material Scope 3 emissions; based on the GHG Protocol categories 1, 2, 4, 5, 6, 7, 9, and 12.

Energy

We track energy consumption and seek to improve efficiency through equipment upgrades, process innovation and employee training.

- 5.9 %

YoY reduction of carbon intensity *

25 %

YoY increase absolute CO₂e emissions

Carbon Intensity VS Absolute Emissions

In 2022, while we managed to reduce our operational carbon intensity (a positive development), our absolute carbon emissions increased. This uptick can be attributed to our expanded physical operations, which came with additional climate impacts. Recognizing these trends, our operational teams are initiating measures to curtail our CO₂e emissions. A case in point of our mitigation strategies is provided below.

Absolute Greenhouse Gas Emission Reductions

In 2022, our Thailand on-site solar PV system generated 266MWh of renewable electricity, helping us avoid 206 tons of CO₂e emissions.



IN THE PICTURE: Our Thailand factory's solar panels, which generate on-site renewable electricity.

KPI	Definition	Unit	2020	2021	2022
Carbon footprint	Scope 1 emissions, under operational control, calculated by the Greenhouse Gas Protocol method	Metric tons of CO ₂ e	155.5	186.3	269.4
	Scope 2 emissions, under operational control, calculated by the Greenhouse Gas Protocol method	Metric tons of CO ₂ e	791.9	1,189	1,446
	Total operational control carbon footprint (Scopes 1 +2)	Metric tons of CO ₂ e	947.4	1,376	1,716
Carbon efficiency	YoY change: a proportional bundled metric *	Δ (∝CO ₂ e/€)	-	20.6 %	- 5.9 %
Energy use	Total electrical energy used in facilities	MWh	5,021	5,913	6,924
	Proportion renewable energy	%	69 %	56 %	49 %
	On-site generated solar energy	MWh	-	-	266
Fuels, Gases, Heat	Liquid fuel consumption (gasoline, diesel, oil)	Liters	42,196	45,335	30,231
	Gas consumption (natural gas)	MWh	129	284	958
	Other energy consumption (district heating)	MWh	1,010	1,373	1,294
Total energy consumption	Sum of all energies used in facilities under operational control (electricity, liquid fuels, gaseous fuels, other energy)	MWh	6,294	8,041	9,485

* A negative number indicates improvement. Please refer to page 31 under "Methods" for a detailed explanation of this metric.



Social

A key component of our people-focused strategy lies in our emphasis on Employee Health & Safety. We recognize that a safe and healthy workspace significantly contributes to employees' overall wellbeing, their productivity, and their ability to innovate.

The Optinova Way 2.0

Dear Optinova community members,

Embarking on this journey as Optinova's first Chief People Officer, my commitment is to ensure that our people remain the cornerstone of all our initiatives.

In this report, you'll find the insights we gathered throughout 2022. You'll also discover how we've taken these learnings into 2023, using them to refine and develop our strategic platform "The Optinova Way." This initiative embodies our commitment to nurturing growth, fostering innovation and placing our people at the center of our vision.

A key component of our people-focused strategy lies in our emphasis on Employee Health & Safety. We recognize that a safe and healthy workspace significantly contributes to employees' overall wellbeing, their productivity and their ability to innovate. We are constantly working to ensure that our safety measures are top-notch, regularly updated, and aligned with the best global standards.

Diversity, Equity, and Inclusion (DE&I) are more than just words for us – they are pillars that uphold our culture. We value and celebrate the diverse backgrounds, experiences and perspectives of our people, and the strength that our multitude of perspectives brings to the organization.

When it comes to Employee Development and Training, we've adopted a forward-looking approach, nurturing the skills and knowledge that will power the Optinova of tomorrow.

As we move ahead, our people remain the focal point of our strategy. The progress we've made in 2022 serves as a solid foundation for our 2023 roadmap, which centers around enhancing our people-first culture.

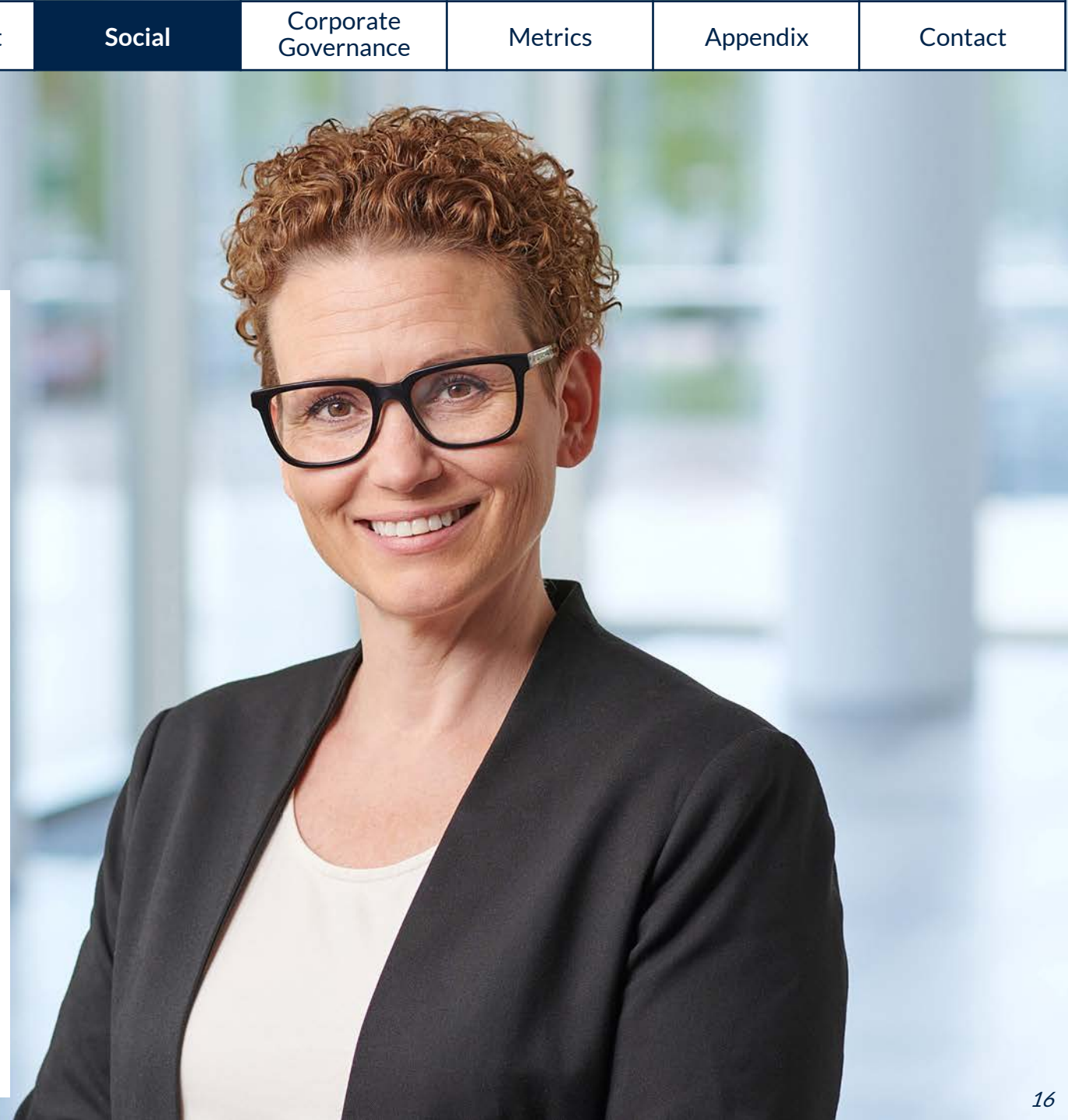
We are refining how we track EH&S performance and standardizing our processes across all worksites globally. We are initiating numerous DE&I measures to foster our culture of recognition, inclusivity and collaboration. And our Development and Training programs will see significant investment in the coming years.

I'm eager for the journey ahead. Together, let's create spaces where everyone has a voice, every idea is valued and each one of us thrives. After all, the success of Optinova is the success of its people.

Thank you for joining us,

Petra Heinonen

Chief People Officer, Optinova Group



Our Employee Values



Quality

I take responsibility to deliver the best possible quality every day

I seek and use robust processes and systems that will secure consistent quality levels

I always try to find new ways to work smarter and be more efficient

Proactive

I continuously seek ways to innovate and improve the way we work for better outcomes

I go out of my way to support my colleagues all over the world

I strive to overcome challenges and thereby develop myself and learn new skills



Committed

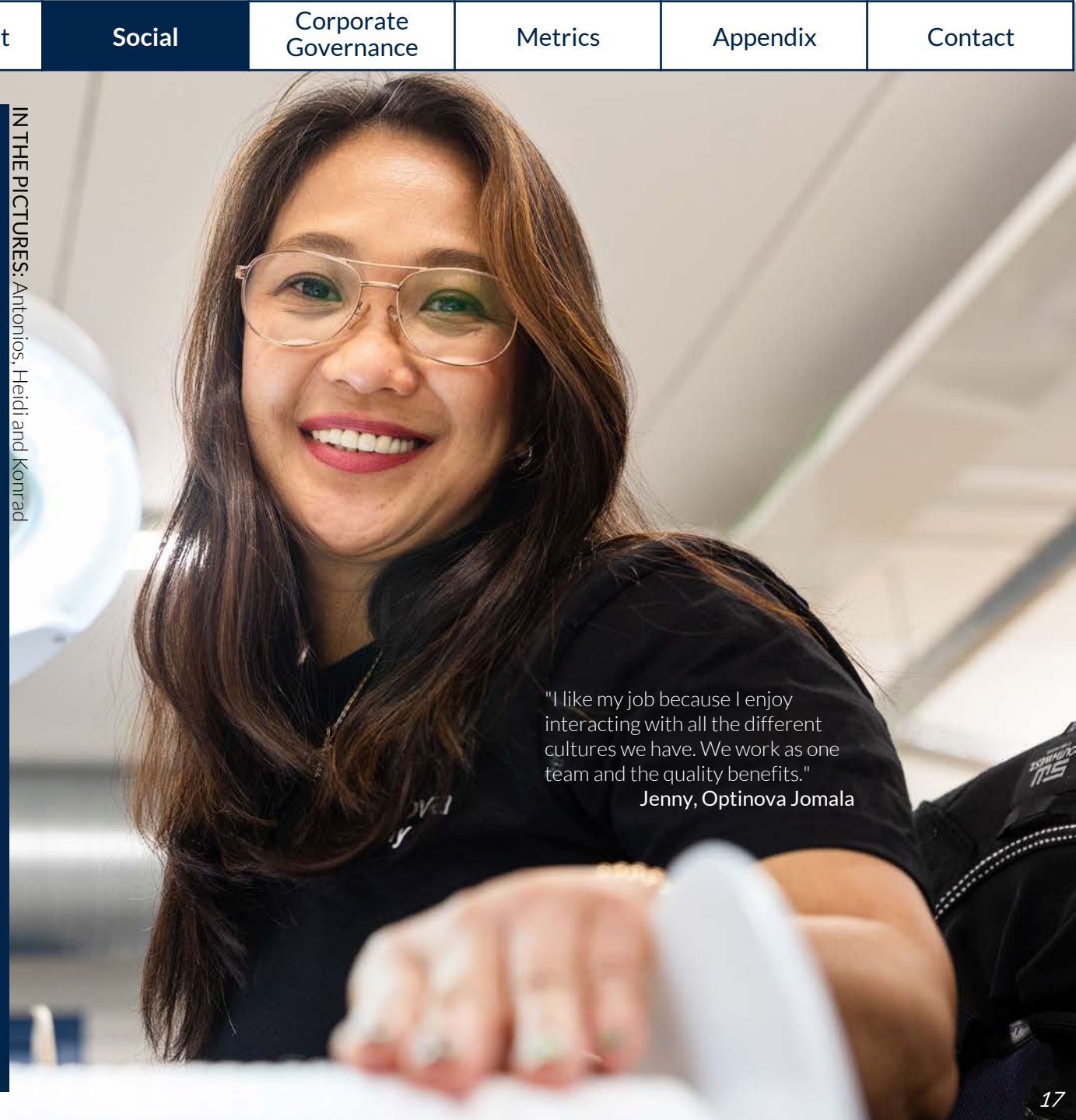
I am committed to the success of our customers

I care about the well-being of my colleagues and our environment

I am accountable for delivering the best possible results at all times



IN THE PICTURES: Antonios, Heidi and Konrad



"I like my job because I enjoy interacting with all the different cultures we have. We work as one team and the quality benefits."

Jenny, Optinova Jomala

Employee Experience

What's it like to work at Optinova?

We're caring, of each other and our communities. We're multicultural, with over 25 nationalities living and collaborating across 7 countries.

And we're focused...

Employee Health and Safety

At Optinova, we wholeheartedly believe that a thriving workplace begins with the safety and well-being of our employees. Recognizing the pivotal role of a safe environment in driving product quality and boosting morale, we actively invest in state-of-the-art safety systems and provide regular trainings. Whether it's through identifying on-site hazards, personal protective equipment, or ensuring our machinery stands up to the highest safety standards, our priority is to guarantee every Optinova team member feels secure and protected each day. On top of this, our comprehensive medical benefits package underscores our commitment, not just to immediate safety, but to the long-term health and wellness of our workforce.

Diversity, Equity, Inclusion & Career Mapping

Diversity is not just a buzzword at Optinova—it's a core part of who we are. We're staunch advocates for a workplace where every individual, regardless of their background, feels valued, respected, and empowered. We are refining our process that support fair hiring practices, DE&I training, and gender equality measurement. But our dedication doesn't stop there. Understanding that personal growth is an integral part of job satisfaction, we are initiating transparent career mapping processes. This will help ensure gender pay equality across roles while also empowering our team members to realize their personal development aspirations.

Wellness Programs & Annual Survey

Beyond our immediate working environment, we're proactive in taking care of our employees' holistic well-being. Optinova's benefits packages look beyond the basic necessities, focusing on mental and physical wellness both during work hours and in personal time. After all, a happy employee is a productive one. To ensure we're aligned with our employees' needs and aspirations, we do a global annual survey. The feedback from this survey is invaluable, shaping our actions and strategies for the coming year, because at the end of the day, our employees are Optinova.



In 2022 we were recognized as a front-runner, where employee insight is at the heart of corporate culture and leadership.



In Our Communities



Children's Hospital Ward

Twice yearly, employee coordinate the donation of gifts to raise the spirits of children at the local Åland hospital.

Food Bank

Around the major holidays, employees collect food for donation to local food banks.



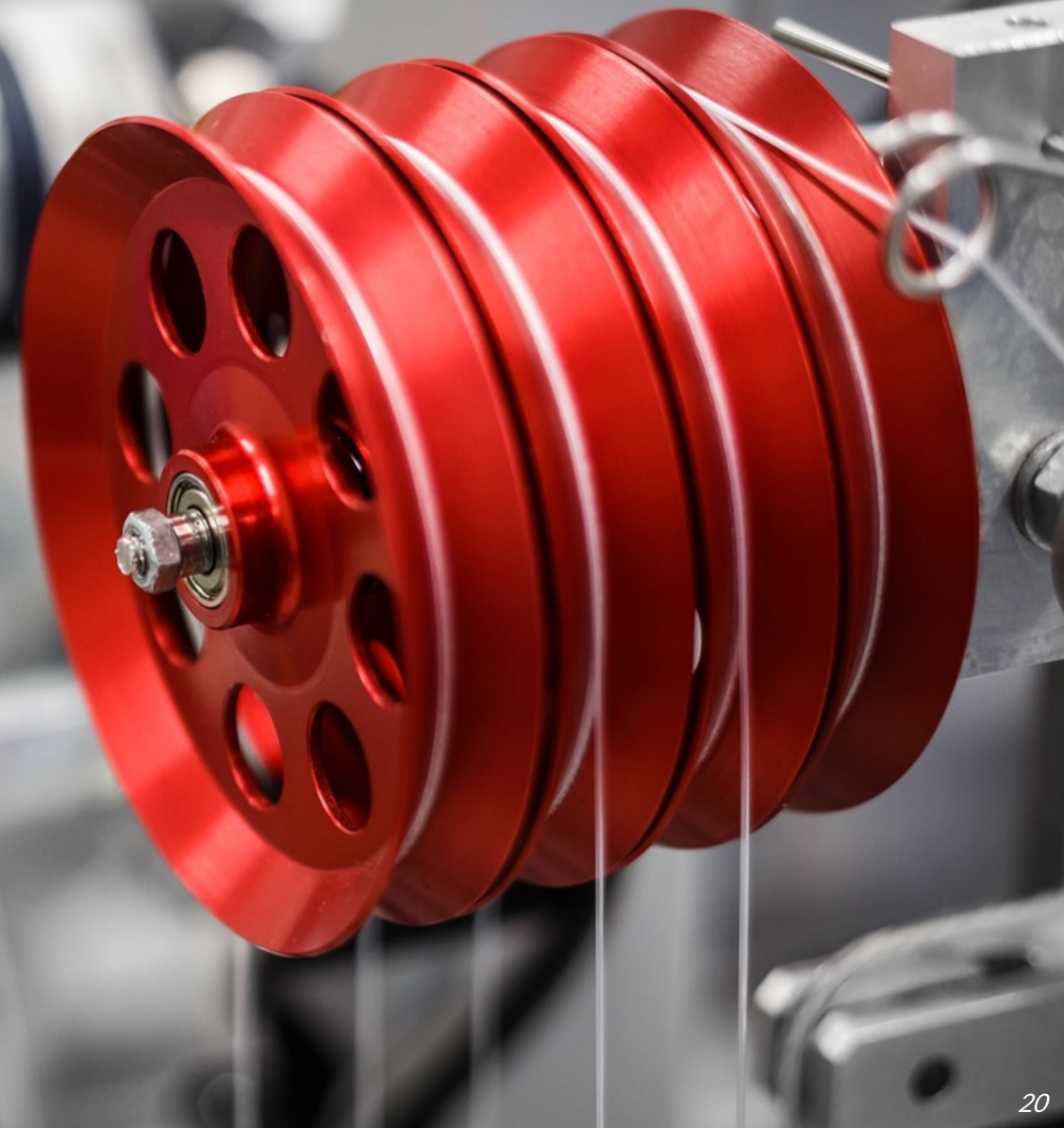
Blood Donation

Every year our Uppsala and Åland teams join the Blodomloppet to support cardiovascular health. Employees are given time to donate blood during working hours.



Corporate Governance

At Optinova, our corporate governance serves as the foundation of our business operations, shaping the path towards our sustainability objectives. It is rooted in principles of transparency, accountability, and ethics, which drive our performance, manage risks and deliver long-term value to our stakeholders.



Board of Directors



Rebecka Eriksson
Chair & Owner (7 years)



Louise Nicolin
Board Member (4 years)



Rom Mendel
CEO & Interim CCO



Daniela Forsgård
CFO



Andreas Perjus
CTO



Andreas Remmer
Board Member (7 years)



Martin Grauers
Board Member (4 years)



Petra Heinenon
CPO



Jonas Lindström
COO

Board Composition and Gender Diversity

Our commitment to diversity and inclusivity is reflected by the composition of our Board of Directors (BoD), which consists of 50% female representation. This gender balance enriches our decision-making process with diverse perspectives, enabling us to better serve our varied stakeholders.

We recognize the need for continuous progress and remain steadfast in our mission to foster a culture that values all diversity and delivers equal opportunities.

We are proud to announce our 2023 commitment to achieve proportional representation of gender across all organizational levels, by 2030.



Allocation of Responsibilities

We understand the significance of clearly defining roles and responsibilities. Our BoD is entrusted with the responsibility of guiding our company's strategic direction, assessing performance and managing risks. Daily operations and the implementation of the Board's decisions are handled by our management teams.

The BoD is actively involved in steering our ESG strategies, policies and evaluating performance. Our dedicated ESG workgroup, with senior management participation, works across all corporate functions.

Review Mechanisms

Our management teams regularly review ESG risks and opportunities to ensure they are integrated into our overarching business strategy.

We revisit our strategic plans, policies, goals and performance, at a minimum, annually.

We continue to develop our internal audit capacity to assure the integrity of our ESG processes while offering objective insights on the adequacy of our risk management, control and governance processes.

Financial Sustainability

Our governance approach is also designed to ensure we meet our financial targets, thereby securing our financial resilience and enhancing shareholder value. Regular financial performance reviews are conducted, where the Board and management evaluate our financial strategies and make necessary adjustments to ensure our sustainability targets are aligned with our financial trajectory.

As a privately-held company, our governance structures differ from larger, publicly-traded companies. We uphold a high standard of corporate governance that not only meets regulatory requirements but also aligns with best practices.

By continually improving our governance structures and processes, we seek to foster a culture of integrity, instill accountability, and uphold the trust of our stakeholders.

This approach serves our goal to be the partner of choice for advanced polymer extrusion services and tubing solutions.

With our dedication to outstanding Corporate Governance, Optinova continues to excel in the market while meeting financial targets and creating long-term value for all stakeholders.

Adhering to our high ethical standards, in everything we do

Optinova's commitment to business ethics goes beyond compliance; it is a strategic priority, an unwavering value, an intrinsic part of who we are as an organization.

We drive continuous improvement in ethical conduct via the "Policy, Plan, Performance" method. This three-step strategy begins with establishing robust policies, followed by careful planning to implement them, and, finally, tracking performance to identify areas for further enhancement.



Optinova's Code of Conduct, 2.0

We recently undertook a focused stakeholder analysis and materiality assessment to better understand what our customers require of us, what our suppliers are committing to and the developing expectations of the societies in which we operate.

We mapped overlapping topics of concern and wrote policy provisions to address each.

Finally, we tailored each provision to balance the needs of these diverse stakeholder groups with Optinova's strategic goals.

This policy acts as a set of rules for our internal behavior, setting a high bar for integrity, honesty, and responsibility. It also outlines what we expect from our external stakeholders, ensuring that we form partnerships based on mutual respect, fairness, and transparency. We also recently updated and developed new policies, directives and processes. We would like to highlight these two.

Whistleblower Processes

We have a secure and anonymous channel that allows employees and stakeholders to report any

concerns or violations of our policies, thus fostering a culture of trust and transparency.
<https://optinova.secure.ax>

Conflict Minerals Policy

Optinova acknowledges its responsibility towards global supply chain sustainability. We ensure that our sourcing practices do not indirectly fund conflicts, respecting human rights and international law.

For 2022, we have zero incidents to report of non-compliance in our conflict minerals obligations.

Optinova's Code of Conduct, 2.0

Our new comprehensive policy incorporates elements of several common business policies into one single document. It is our guide for conducting business *The Optinova Way*.

Our policy addresses many topics, including:

- Ethics in Business Actions
- Whistleblower Procedures & Protections
- Responsible Sourcing & Conflict Minerals
- Data Privacy & GDPR Compliance
- Employee Rights
- Diversity, Equity and Inclusion
- Non-discrimination and Harassment
- Gender Equality
- Health & Safety
- Emergency Preparedness
- Environmental Responsibility
- Waste & Water Management
- Hazardous Substances
- Corporate Governance
- Global Trade & FATF Procedures
- Quality Management Systems
- Information Security
- Risk Assessment and Management
- Training & Communication
- Audits, Assessments & Corrective Action Processes
- Documentation & Records
- Contacts

Please visit our website to download the complete, active versions of our policies;
optinova.com/about/

Through our new Corporate Governance strategy, we are implementing industry-leading best practices, learning from peers, and adopting progressive standards and processes; in every aspect of our operations, from supply chain management to our approach to information security.

Compliance in Medical and Industrial Settings

Our commitment to adherence to global standards in medical and industrial settings is unequivocal. We follow stringent compliance measures, regulatory requirements, and protocols to ensure our products and services maintain their world-class standard. We continually strive to stay abreast of the latest legal and technical standards and adapt our processes to meet them. Our teams are trained to identify, monitor, and manage potential compliance risks, thereby ensuring safety and reliability.

Certifications

We have achieved numerous accreditations, including site-specific implementations of ISO 13485, ISO 14001 and ISO 9001. With these certifications, we demonstrate to our stakeholders that our operations meet the highest global standards.

"Using a wide variety of plastics, cutting edge machinery and proprietary tooling we extrude and process advanced tubing; giving it the characteristics, performance and quality sought after by our customers."

Andreas Perjus
Chief Technology Officer



Preparations for EU CSRD and Future Global Disclosures

Optinova's preparations for compliance with future disclosure regulations take into consideration the EU Corporate Sustainability Reporting Directive and ESRS, the IFRS S1 & S2, as well as are well underway. We have initiated the process of overhauling our corporate reporting framework to incorporate non-financial information and deliver on our obligations to stakeholders. By aligning our sustainability strategies with these requirements, we aim to reinforce our commitment to full transparency and enhance our credibility.

Information Security

In today's digital age, data protection is of utmost importance. At Optinova, we are committed to ensuring robust information security. We have invested in advanced security measures and with contributions from our internal teams and security partners we act to protect our data and systems from breaches. Our proactive approach to information security enables us to protect our business operations and the confidential information of our stakeholders.

Supply Chain, Audits, and Sustainable Procurement

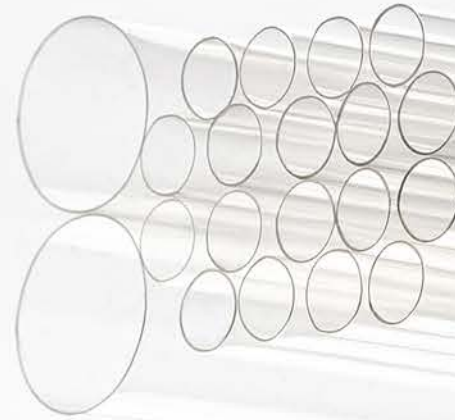
We believe in a supply chain that is not only efficient but also ethical and sustainable. We continue to develop audit capacity; to ensure compliance with our Code of Conduct, both internally and by our most significant supply chain partners. These procedures will enable us to increase supply chain resilience and promote sustainable procurement. We continue to collaborate with our suppliers to drive innovation initiatives while ensuring our operations contribute positively to the communities we operate in.

"Our promise to our customers is to provide superior quality of product, partnership, customer experience and innovation. Therefore, customers will choose Optinova when quality matters."

Jonas Lindström
Chief Operations Officer



Pioneers in our Industry: Embarking on the Sustainable Path to Success



SUSTAINABLE DEVELOPMENT GOALS

Optinova's ESG efforts align with several of the United Nation's Sustainable Development Goals. We are proud to contribute and look forward to seeing all we can build together!



Our commitment to delivering highly reliable and advanced polymer extrusion services and tubing solutions has made us the partner of choice in the market. As we continue to grow, our focus remains steadfast: meet our financial targets to secure financial resilience and ensure maximized shareholder value.

Risk Analysis & Value Protection

We are evaluating how to best implement a more sophisticated, structured, and forward-looking approach to identifying and managing ESG risks and opportunities.

Scenario Analysis and Stress Testing

Integral to future risk analyses are the processes of scenario analysis and stress testing. With these we can simulate a range of plausible future conditions, including science-based climate scenarios, and potential shocks to understand how they might affect our business. This will enable us to anticipate potential challenges and devise strategies to navigate them effectively. It will also help us recognize and seize opportunities that arise as our dynamic future unfolds.

Double Materiality

We believe that it's not enough to consider the impact of ESG issues on our business (financial materiality); we must also address the influence of our operations on external stakeholders (environmental and social materiality). Considering both these aspects helps us understand not only how ESG issues might affect us, but also how we affect ESG issues. This approach enables us to both manage our risks better and make a more significant positive impact on the world.

"We're always refining our financial strategies by assessing potential risks. With preparations for the transition to automated processes, like predictive modeling, we're aiming to better anticipate market shifts and safeguard our financial stability."

Daniela Forsgård
Chief Financial Officer



Support of External Initiatives

Optinova is a member of the Åland Bärkraft network, actively participating in the Large Business Group which requires annual disclosure of carbon emissions and other ESG KPIs.



Driving Value Protection

Risk analysis processes act as cornerstones of value protection initiatives, such as our Business Continuity Plans. By identifying potential risks early, we can build robust contingency plans to ensure the continuity of our operations, even under adverse conditions.

At Optinova, we view risk analysis processes not only as a means of protection but also as a powerful tool to uncover opportunities. By continually analyzing potential risks and stress-testing our business against various scenarios, we can identify and seize opportunities for sustainable growth and value creation.

Metrics

An overview of our Environmental, Social,
and Corporate Governance metrics

Targets



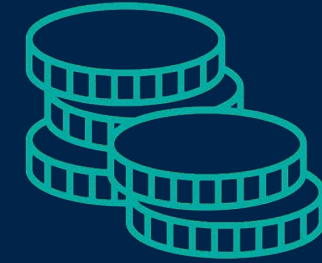
Environmental

- **CO₂e neutral operations**
 - Åland & Finland = 2035
 - Sweden & Germany = 2045
 - USA & Global = 2050
- **100% of products can be reused, recycled or responsibly managed, during and after use, by 2040**
- **Zero production waste to landfill, by 2030**
- Program, established and running, to **contribute to environmental causes** and organizations



Social

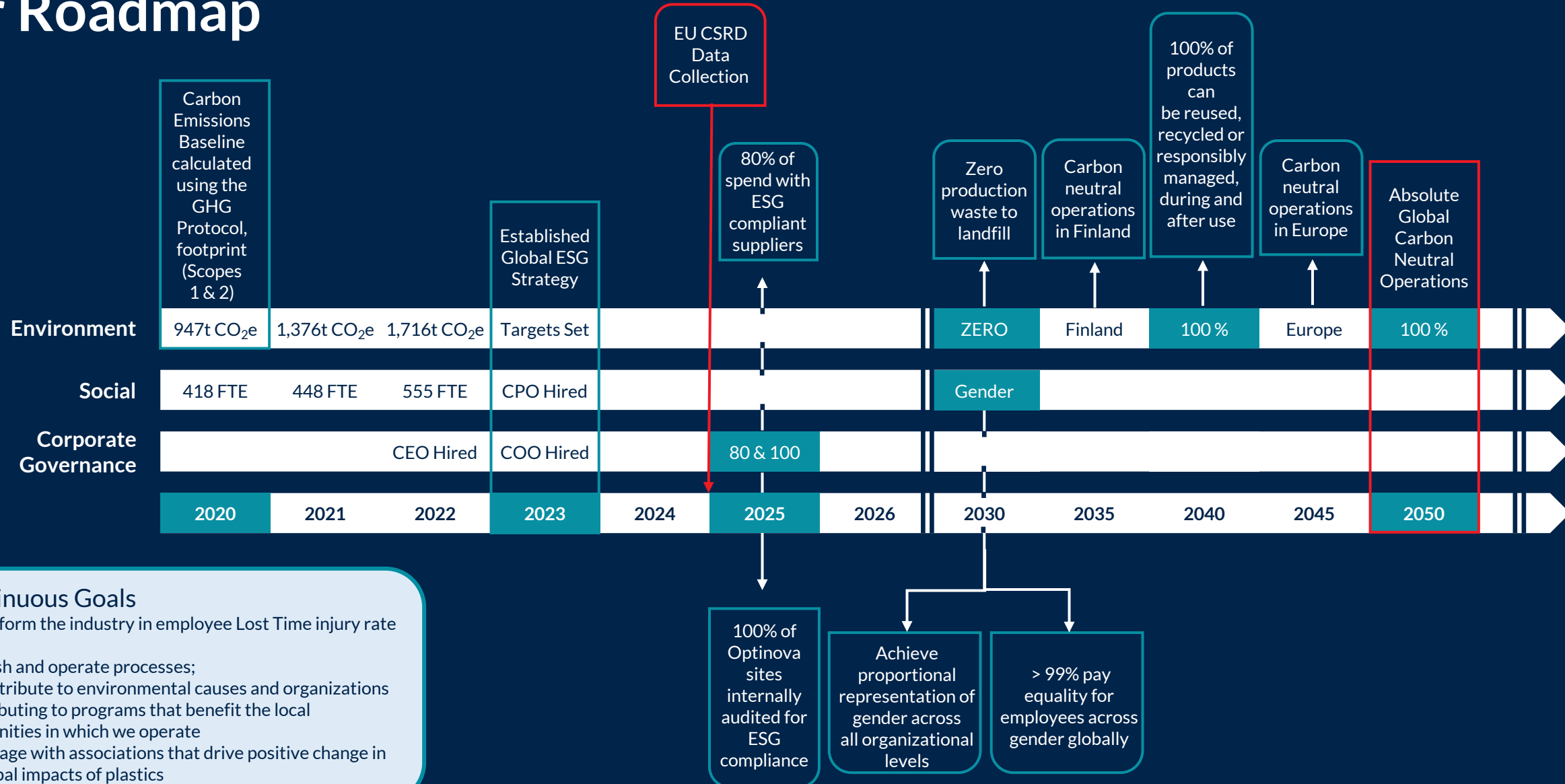
- Achieve **>99% pay equality** for employees across gender globally, by 2030
- Outperform the industry in **employee Lost Time injury rate**
- **Achieve proportional representation of gender** across all organizational levels, by 2030
- Program, established and running, **contributing to programs that benefit the local communities** in which we operate




Corporate Governance

- 100% of Optinova sites **internally audited for ESG compliance**, by 2025
- 80% of spend with **ESG compliant suppliers**, by 2025
- **CSRD compliance Q1 2025**
- Program, established and running, to **engage with associations that drive positive change** in the global impacts of plastics

Our Roadmap



 When quality matters	Welcome	Strategy	Environment	Social	Corporate Governance	Metrics	Appendix	Contact
KPI	Focus area	Unit of measure or Type			2020	2021	2022	
LIT Index	Employee Experience	Survey			-	79	80	
eNPS	Employee Experience	Survey			-	37	39	
Optinova Academy	Employee Experience	# participants/# courses			73/8	637/19	374/27	
Total water use	Water	Cubic meters			25,269	26,056	24,042	
Use in low stress regions	Water	%			71 %	66 %	54 %	
Use in medium stress regions	Water	%			0 %	4 %	8 %	
Use in very-high stress regions	Water	%			29 %	31 %	38 %	
Total use compared to baseline (2020)	Water	%			0 %	+ 3 %	- 5 %	
Water utilization efficiency *	Resource Use Efficiency	YoY change: a proportional bundled metric *			-	- 19.7 %	- 10.7 %	
Production efficiency *	Resource Use Efficiency	YoY change: a proportional bundled metric *			-	6.7 %	- 22.3 %	
Serious incidents of policy violations	Corporate Governance	Count			-	-	0	
Scope 1 emissions, under operational control, calculated by the Greenhouse Gas Protocol method	Climate Impact	Metric tons of CO ₂ e			155.5	186.3	269.4	
Scope 2 emissions, under operational control, calculated by the Greenhouse Gas Protocol method	Climate Impact	Metric tons of CO ₂ e			791.9	1,189	1,446	
Total operational control carbon footprint (Scopes 1 +2)	Climate Impact	Metric tons of CO ₂ e			947.4	1,376	1,716	
Carbon efficiency	Climate Impact Efficiency	YoY change: a proportional bundled metric *			-	20.6 %	- 5.9 %	
Total electrical energy used in facilities	Energy	MWh			5,021	5,913	6,924	
Proportion renewable energy	Energy	%			69 %	56 %	49 %	
On-site generated solar energy	Energy	MWh			-	-	266	
Liquid fuel consumption (gasoline, diesel, oil)	Energy	Liters			42,196	45,335	30,231	
Gas consumption (natural gas)	Energy	MWh			129	284	958	
Other energy consumption (district heating)	Energy	MWh			1,010	1,373	1,294	
Sum of all energies used in facilities (electricity, liquid fuels, gaseous fuels, other energy)	Energy	MWh			6,598	8,041	9,485	



Appendix

Methods

Alignment with Previous Reports

While our previous reports provided valuable insights, this 2022 report offers a more expansive and refined perspective on our sustainability journey. It reflects an evolution in our approach, incorporating new qualitative and quantitative KPIs based on their materiality and omitting others that were previously tracked. This is to ensure we focus on the most relevant and impactful aspects of our operations.

Reporting Scope

Our report captures quantitative Key Performance Indicators (KPIs) through 2022, using 2020 as the baseline unless otherwise indicated. In order to provide a more comprehensive picture, we also include qualitative insights from 2023 to convey the most recent status of Optinova's operations. All our global operations are covered, including our four manufacturing facilities and every sales branch. We employ the "financial-operational control" approach: if we finance and control a resource, we pledge to manage its impact sustainably.

Operational KPI Strategy

We strive for decision-useful information, ensuring it is comparable, consistent, reliable, and timely. Our KPIs are categorized into:

- **Publicly Disclosed Data:** This data is tracked and shared openly, such as in this report.
- **Confidential Data:** While we track certain metrics, such as resource utilization efficiency, we keep them confidential for strategic reasons.
- **Planned Data:** We are gearing up to track additional metrics, including those stipulated by EU CSRD/ESRS and IFRS S1 & S2.
- **Non-Tracked Data:** KPIs that are currently classified as non-material are not tracked.

Measurement Standards and Tools

- **Climate Responsibility:** Adhering to the GHG Protocol, we disclose Scope 1 and 2 emissions, with plans to include Scope 3 in upcoming reports.
- **Water Use:** The World Resources Institute's Aqueduct Water Risk Atlas aids our water assessment.
- **Biodiversity Risk:** We use the WWF Risk Filter Suite for assessing biodiversity impacts.
- **SASB KPIs:** These KPIs inform our reporting but we are transitioning towards future legally mandated reporting methods.
- **Internal KPIs:** These are shaped by internal materiality analysis, risk management, and stakeholder engagement.

Internally Developed Metrics

Our first choice is always to use standardized metrics. However, sometimes standardized metrics require disclosures of commercially valuable confidential information. For topics where we need to balance our sincere commitment to transparency with confidentiality, we use bundled proportional metrics. They provide an accurate understanding of our ESG performance while reducing the disclosure of proprietary data.

As a business grows, its ESG impacts can also grow. The use of bundled proportional metrics also allows us to communicate the changing efficiencies of our processes. Our strategy is to grow our business faster than our impacts, or even while reducing them, thus decoupling our business performance from our ESG impacts. The calculations supporting these metrics are available to select business partners and third-party auditors.

- **Carbon efficiency:** a YoY relative intensity metric of our carbon emissions vs economic productivity. A negative value indicates improvement; we are reducing the amount of carbon required to create financial value.
- **Water utilization efficiency:** a YoY relative intensity metric of our water use vs material use. A negative number indicates improvement; we are reducing the amount of water we use to create each unit of production.
- **Production efficiency:** a YoY relative intensity metric of our material production vs economic productivity. A negative value indicates improvement; we are reducing the amount of material resources required to create financial value.

Our principal aim is to present informative data that benefits all stakeholders. While a portion of our data is open to the public, some is exclusively shared with key partners; others remain business-critical and are never disclosed. With an emphasis on performance enhancement, we deeply engage with our value chain. We reinforce our relationships with customers and suppliers to drive meaningful improvement as we work towards our goal of becoming a zero-environmental impact company.

Continuous Improvement

We continue to fine-tune our data methodologies. Future reports will undoubtedly see shifts in KPIs and content due to these updates. We will clearly communicate the reasons for such changes. Although we strive for impeccable data supported by rigorous internal controls, potential discrepancies might arise. This is not a financial report; no content has undergone external assurance. We advise prudence in data interpretation. Please contact us directly if you wish to discuss any portion of this report or the data processes supporting it.

IFRS S2 Metrics

Reference: [Volume 31—Medical Equipment & Supplies](#)

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of measure	Code	Optinova's 2022 response
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Discussion and Analysis	n/a	HC-MS-410a.1	At Optinova, we take the assessment and management of environmental and human health considerations associated with the chemicals in our products very seriously. We are actively developing our supply chain and innovating in our processes to increase the proportion of sustainable products in our catalogue. This issue is addressed on pages 9, 11, 12, 13, 24 and in our Optinova Group Code of Conduct Policy (available on our website).
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Quantitative	Metric tons (t)	HC-MS-410a.2	This metric is commercially sensitive information and will not be disclosed per the exemption defined in IFRS <i>General Requirements for Disclosure of Sustainability related Financial Information</i> provision B34 and B35. We will annually reassess whether the information qualifies for exemption. Data for this KPI is tracked internally with the same rigor as traditional financial data.

Table 2. Activity Metrics

Activity Metric	Category	Unit of measure	Code	Optinova's 2022 response
Number of units sold by product category	Quantitative	Number	HC-MS-000.A	This metric is commercially sensitive information and will not be disclosed per the exemption defined in IFRS <i>General Requirements for Disclosure of Sustainability related Financial Information</i> provision B34 and B35. We will annually reassess whether the information qualifies for exemption. Data for this KPI is tracked internally with the same rigor as traditional financial data.

Sustainability reporting standards are constantly evolving. The IFRS S1 and S2 disclosure standards represent the future of financially focused ESG metrics. We are actively evaluating how to best respond to the shifting reporting landscape. This page of IFRS S2 Metrics is a demonstration of our capacity to perform to the highest standard of ESG excellence.



Thank you for reading our
2022 Sustainability Report.

We are happy to discuss our ESG
work with stakeholders.

Please, feel welcome to contact us
with your feedback and questions.

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optinova.com/about/sustainability