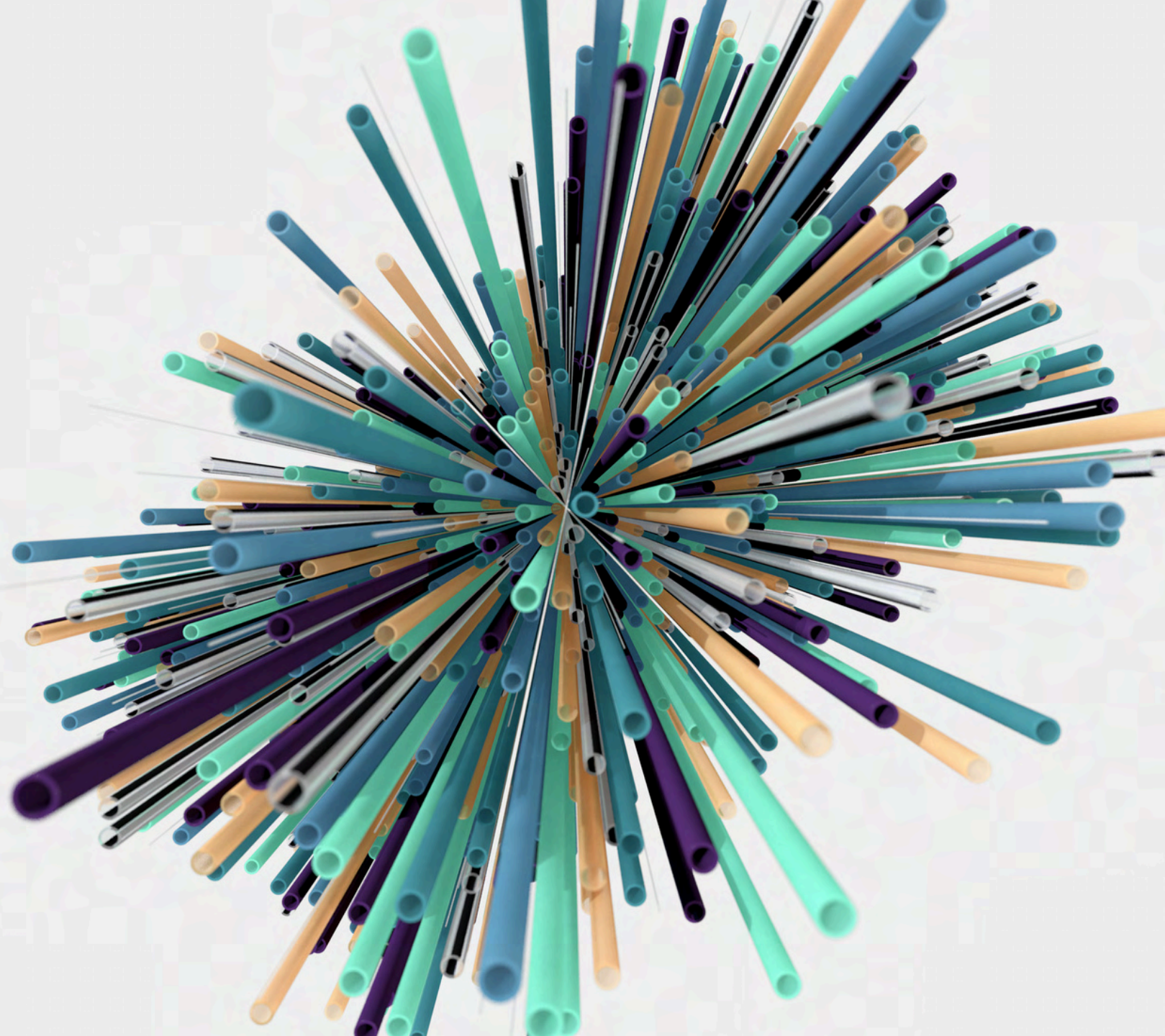
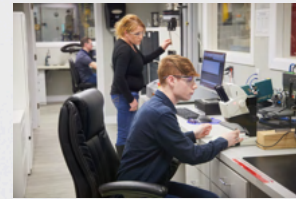




# 2023 Sustainability Report



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# 2023 at a glance



## Environment

>1,200  
tCO2

Absolute Scope 1  
& 2 emissions

Updated  
Baseline

Update of our CO2  
baseline in 2023

>250  
MWh

On-site renewable  
energy generation



## Social

>625

Our team grew  
13% in 2023

79

Lit- Index  
(Employee  
Motivation Index)

28

eNPS Score  
(Employee Net  
Promoter Score)



## Governance

Equal

Gender  
representation in  
Board of Directors

Revised

Universal Code of  
Conduct



Silver medal in  
2023 report

Active

Whistleblower  
Portal

## Dear Optinovians and Business Partners,

**At Optinova, our vision is ‘better life quality wherever we operate’. We are therefore passionate about making a positive impact on the environment, on society in general, and on the communities, we live in.**

Optinovians worldwide work diligently to ensure that our production of high-quality medical and industrial-grade plastics aligns with our commitment to sustainability. Our products, designed for durability and long-term use, play a crucial role in critical applications across healthcare and other mission-critical applications.

We recognize that sustainability is an ongoing challenge. To address this, we are focused on implementing environmentally responsible practices throughout our operations. This includes investing in renewable energy sources to drive our operations, enhancing our recycling capabilities, and researching for innovative and sustainable materials.

Our goal is to reduce our environmental impact. To that end, we collaborate with our partners, customers, and stakeholders to drive progress in sustainable development.

I am pleased to share that our 2023 Sustainability Report details our achievements, challenges, and ongoing initiatives in this vital area. This report is a testament to our transparency and dedication to continuous improvement in sustainability practices.

Together, we can ensure that our advanced plastic solutions contribute to a better, more sustainable future without compromising on the performance and safety standards our clients depend on.

Thank you for your continued support as we work towards these goals.

**Rom Mendel**

**CEO, Optinova Group**



**Rom Mendel**  
**OPTINOVA, CEO**

## What do we Do

At Optinova, we empower customers with highly reliable tubing solutions.

Our journey begins with the meticulous selection of high-grade raw materials, including polymers, fillers, and engineered additives. Through expert mixing, compounding, and precise extrusion using pressure and heat, we shape our tubing to perfection, utilizing ambient air or water cooling to enhance its properties.

Our commitment to excellence extends beyond production. We offer a variety of automated post-extrusion services such as flaring, welding, forming, and other secondary operations, ensuring that each product meets the highest standards. After rigorous quality control, we package and deliver tubing that becomes indispensable in life-enhancing solutions.

Our medical products, such as IV tubing, pacemaker leads, and balloon tubing for minimally invasive heart disease and stroke procedures, play a critical role in healthcare. Our industrial tubing products support food and beverage devices, electric vehicle systems, and essential component protection designs.

From innovative design to meticulous prototyping and full-scale production, we excel in polymer engineering, custom design, and secondary operations. Our dedicated team of experts is driven by a passion for innovation, delivering products and services that empower our customers to achieve their groundbreaking visions.

We are proud to deliver "Design with a purpose," transforming ideas into life-saving and life-enhancing realities.



## Our journey started in 1971, with a distinct call to action

### Our mission:

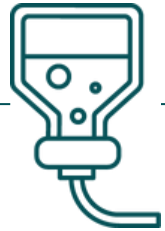
We empower customers  
through highly reliable  
tubing solutions

### Our vision:

Better life quality  
wherever we operate

# Application areas

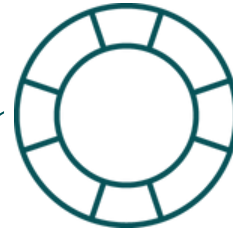
From IV tubing to medical-grade heat shrink, we provide customers with the broadest, most versatile tubing solutions for different medical and industrial applications. Optinova offers the most reliable PTFE, FEP, PFA, ETFE, PVdF, MFA and PEEK tubing, available in any size and profile across the globe.



**Infusion  
Technologies**



**Cardio &  
Vascular**



**Endoscopy**



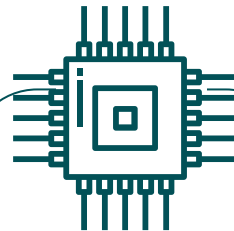
**Urology &  
Gynaecology**



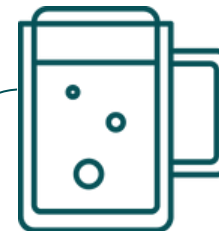
**Laboratory &  
Analytics**



**Life Science &  
Pharmaceutical**



**Semiconductor  
Manufacturing**



**Food &  
Beverage**



**Aerospace**

Today, we are home to one of the world's largest extrusion service portfolios



**175+**

manufacturing lines globally



**50+**

countries we serve



**700+**

employees globally



**21 %**

average revenue CAGR last 3 years



**80+ mil**

meters of tubing produced per year



**24 %**

employee growth in the last 2 years



# Optinova 3 Year Plan Pillars

## Market Goals

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

## Financial Goals

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

### Operating Model



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

### People & Leadership



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

We will measure success by:

Annual Customer Satisfaction Survey

CO2 emissions and waste targets

Annual Employee Engagement Survey

# Environment

**We are committed to reach Zero CO2 emissions by 2035  
(scope 1 and 2)**

# The importance of High performance engineering plastics

Our products based on **high performance engineering plastics** are used in critical applications where **precision, purity, durability or reliability** is needed.

In many cases there are no alternatives to the uniqueness of the plastic material chosen, however, our Innovation Centre works with suppliers and customers to evaluate alternative materials.

As a leader at the forefront of the tubing industry, we are committed to driving the industry towards a sustainable future.

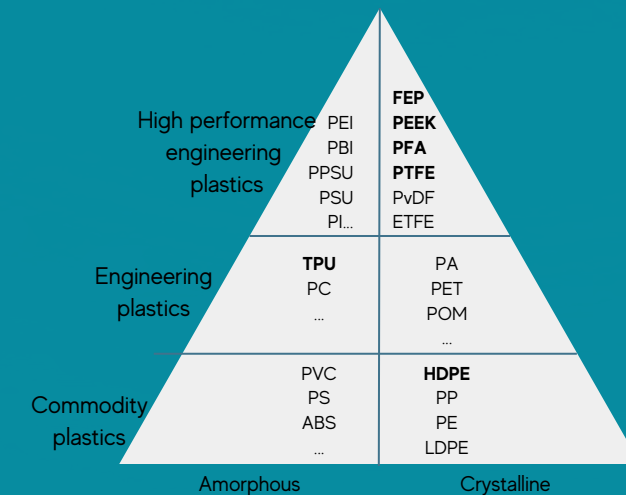
## Our Commitments:

- 1.Reducing Scope 1, 2 and 3 CO2 emissions by less carbon intensive energy sources, energy saving production and alternative materials
- 2.Reduce, reuse and recycling projects
- 3.Pro-actively improving industry practices in recycling in value-chain and reducing the use and emissions of potentially harmful chemicals
- 4.Sponsoring global and local initiatives to reduce plastics impact on nature.

### High performance engineering plastics

Optinova uses mainly crystalline high performance engineering plastics such as FEP, PTFE, PEEK and ETFE

They provide better mechanical, chemical and thermal resistance than commodity plastics.

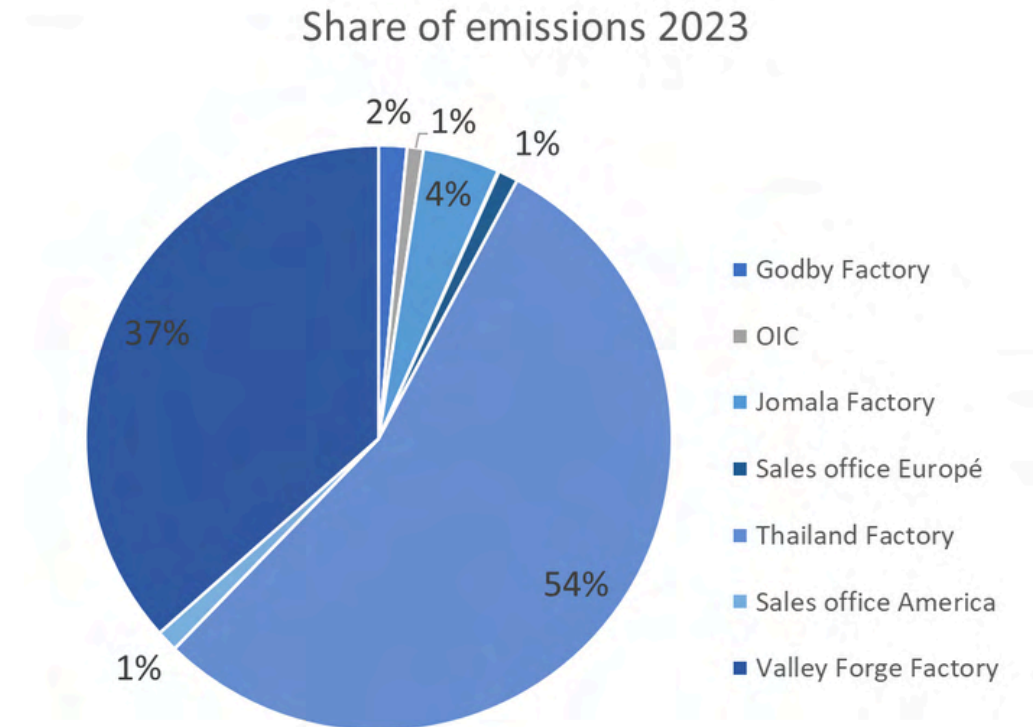


# Setting a new baseline of our Scope 1 and 2 emissions

In 2023, as part of our commitment to continual improvement, we updated our Scope 1 and 2 emissions baselines due to the revision of emission factors. This new baseline provides us with more accurate and reliable data, allowing us to set future goals with confidence in the numbers we report.

Additionally, we chose 2023 as our baseline year following an internal evaluation of the data reported across our operations. This evaluation highlighted the need for enhanced accuracy and consistency in our data reporting processes, reinforcing our commitment to transparency and accountability.

As can be observed in the figure, our major efforts to reduce our emissions in 2024 will be focused in Thailand, and 2025 in Valley Forge.



# Commitment to Excellence through ISO Certifications and Global EMS Implementation

At group level, we have started to implement a comprehensive global Environmental Management System (EMS) across all our factories, having certified our sites Jomala and Thailand. This initiative ensures that we maintain high standards of environmental performance consistently worldwide, further enhancing our commitment to sustainability and regulatory compliance.

Incorporating these certifications and a global EMS underscores our dedication to quality, safety, and environmental stewardship, reinforcing our position as a trusted leader in the industry.

These efforts reflect our unwavering commitment to sustainability and excellence, ensuring that we continue to meet and exceed the expectations of our stakeholders.

As we deliver products to medical and industrial segments, holding ISO 14001, ISO 9001, and ISO13485 certifications is crucial for several reasons:

- ISO 14001 (Environmental Management System): This certification demonstrates our commitment to minimizing environmental impact, ensuring sustainable practices, and complying with environmental regulations. It helps us systematically manage our environmental responsibilities, enhancing our reputation and building trust with stakeholders.
- ISO 9001 (Quality Management System): Achieving ISO 9001 certification signifies our dedication to quality management principles, including strong customer focus, process approach, and continuous improvement. It ensures that we consistently provide products and services that meet customer and regulatory requirements, leading to increased customer satisfaction and operational efficiency.
- ISO 13485 (Medical Devices Quality Management System): For the pharmaceutical sector, especially when involved in medical devices, this certification is essential. It assures that our products consistently meet customer and regulatory requirements specific to medical devices, emphasizing safety and effectiveness.



# PFAS safety in focus

Our commitment remains focused on delivering advanced tubing solutions that meet the highest application and regulatory requirements of our customers.

## What are we doing regarding PFAS:

1. Make sure we control PFAS emissions in our factories.
2. We only use low-concern, high molecular weight, fluoropolymers. We do not use high-risk, low-value, non-polymeric PFAS.
3. We are expanding our portfolio into non-PFAS products.

## High molecular weight fluoropolymers

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 are researching ways to evolve our raw material portfolio.

Viable alternatives for high molecular weight fluoropolymers are currently lacking.

# Sustainability overview: Godby factory

At Optinova Godby, we are committed to implementing sustainable practices that reduce our environmental impact.

In 2023, we continued our efforts to minimize water and energy consumption, with active measures to reduce compressed air usage and optimize resource efficiency. In Hall 7, we have successfully implemented the recirculation of process water and ventilation air, while filtration systems for PTFE are in place.

Efforts have also begun to map the CO2 footprint of the products produced in Godby, alongside optimizing cleanroom ventilation and recovering waste heat from our new compressor.

We enhanced teamwork by encouraging open discussions about our core behaviors and values. We also continued our active sponsorship program, supporting local organizations such as sports clubs that align with our values.

Employee health and safety remain top priorities, with our Occupational Safety and Health Group meeting regularly to review and implement workplace safety improvements. Our dedication to employee engagement, well-being, and community support reflects our broader mission to drive social sustainability.

We are proud to uphold the highest standards of governance at Optinova Godby. Our facility is certified under ISO 9001 and ISO 13485, and we undergo regular audits by customs authorities to ensure full compliance. We also adhere to REACH and RoHS regulations and maintain cleanrooms compliant with ISO 14644-1 Class 8 standards, ensuring the quality and safety of our operations.



*On the picture: Godby Factory / Medical segment production  
Åland, Finland*

# Sustainability overview: Jomala factory

At our Jomala factory, we are committed to implementing and maintaining environmental best practices to reduce our ecological footprint. Here are some of our continuous practices and recent improvements:

## Continuous Practices at the Jomala Factory:

- **Motion Sensor Lights:** In office areas, we have installed motion sensor lights to reduce electricity consumption.
- **Waste Sorting:** In the dining hall, we have implemented a sorting system for compost, metal, glass, cardboard, and remaining waste for incineration.
- **Recycling Excess Materials:** We have a long-standing practice of using excess pieces of cardboard and used plastic wrap as filling material when packing our tubes, reducing waste and eliminating the need to buy additional stuffing material.

## Recently Implemented Environmental Improvements:

- **Transition to District Heating:** In November 2022, we transitioned from an oil furnace to district heating, significantly reducing our carbon footprint.
- **Safe lubricants management:** Environmentally safe containers for lubricant barrels were implemented in Q4 2022 and Q1 2023.

## Recycling and Waste Reduction Efforts in 2023:

- **Plastic Scrap Recycling:**
  - Thermo scrap for recycling: 28,000 kg
  - PTFE scrap for recycling: 19,000 kg
- **Wood Pallet Recycling:** Over 300 wood pallets were sold rather than disposed of as waste.
- **Recycled Material Usage:** In 2023, we utilized 860 kg of FEP and 2,700 kg of PFA, created through our internal recycling process, to produce recycled tubing for customers.

These practices and improvements highlight our dedication to sustainability and our proactive approach to environmental stewardship. We remain committed to reducing our environmental impact and enhancing our sustainable operations for the benefit of our customers, employees, and the planet.



*On the picture: Jomala Factory / Industrial segment production  
Åland, Finland*



# Sustainability overview: Thailand factory

At our Thailand factory, we are committed to implementing and maintaining environmental best practices to reduce our ecological footprint. Here are some of our continuous practices and recent improvements:

**ISO 14001 Certification:** Our facility is ISO 14001 certified, reflecting our dedication to effective environmental management. This certification ensures we adhere to stringent environmental standards, continuously improving our processes to minimize our ecological footprint.

**Wastewater Treatment and Reuse:** we have implemented wastewater treatment systems. Treated wastewater is reused for irrigation, conserving water in benefit of the surrounding community.

**Solar Energy Utilization:** Taking advantage of the high solar radiation in our region, we utilize Photovoltaic Panels (PVP) to produce and provide direct electricity to our operations during daytime hours. This renewable energy source significantly reduces our reliance on non-renewable energy and lowering our carbon emissions.

These initiatives highlight our proactive approach to environmental stewardship. By integrating advanced technologies and sustainable practices, we are committed to protecting the environment while maintaining efficient and responsible operations.



*On the picture:  
Thailand Factory / Medical and Industrial segment production  
Chon Buri, Thailand*

# Sustainability overview: Valley Forge factory

At Optinova Valley Forge, our commitment to sustainability is integral to our operations. We aim to minimize our environmental impact while maximizing efficiency and value for our customers. Here's how we are embedding sustainability into our factory:

## Energy Efficiency:

- Replaced our outdated and inefficient boiler with a modern, upgraded gas heating system to enhance energy efficiency and reduce gas consumption across our facility.

## Waste and Recycle Reduction

- Actively purchase recycled materials to feed our thermo plastic lines. This initiative supports a circular economy by diverting waste from landfills and reusing valuable resources in our manufacturing processes.
- We ensure that all plastic drums, skids, and scrap process waste generated within our facility are recycled.

## Process Improvements

- Implemented the use of well water for process cooling as a key initiative to lower our reliance on public water supplies. By using well water, we are able to meet our cooling needs in a more sustainable and cost-effective manner. This approach not only reduces our impact on municipal water resources but also aligns with our commitment to environmental stewardship.

By integrating these practices into our daily operations, we are not only protecting the environment but also ensuring a sustainable future for our business, employees, and community.



*On the picture:  
Valley Forge Factory / Industrial segment production  
Pennsylvania, USA*

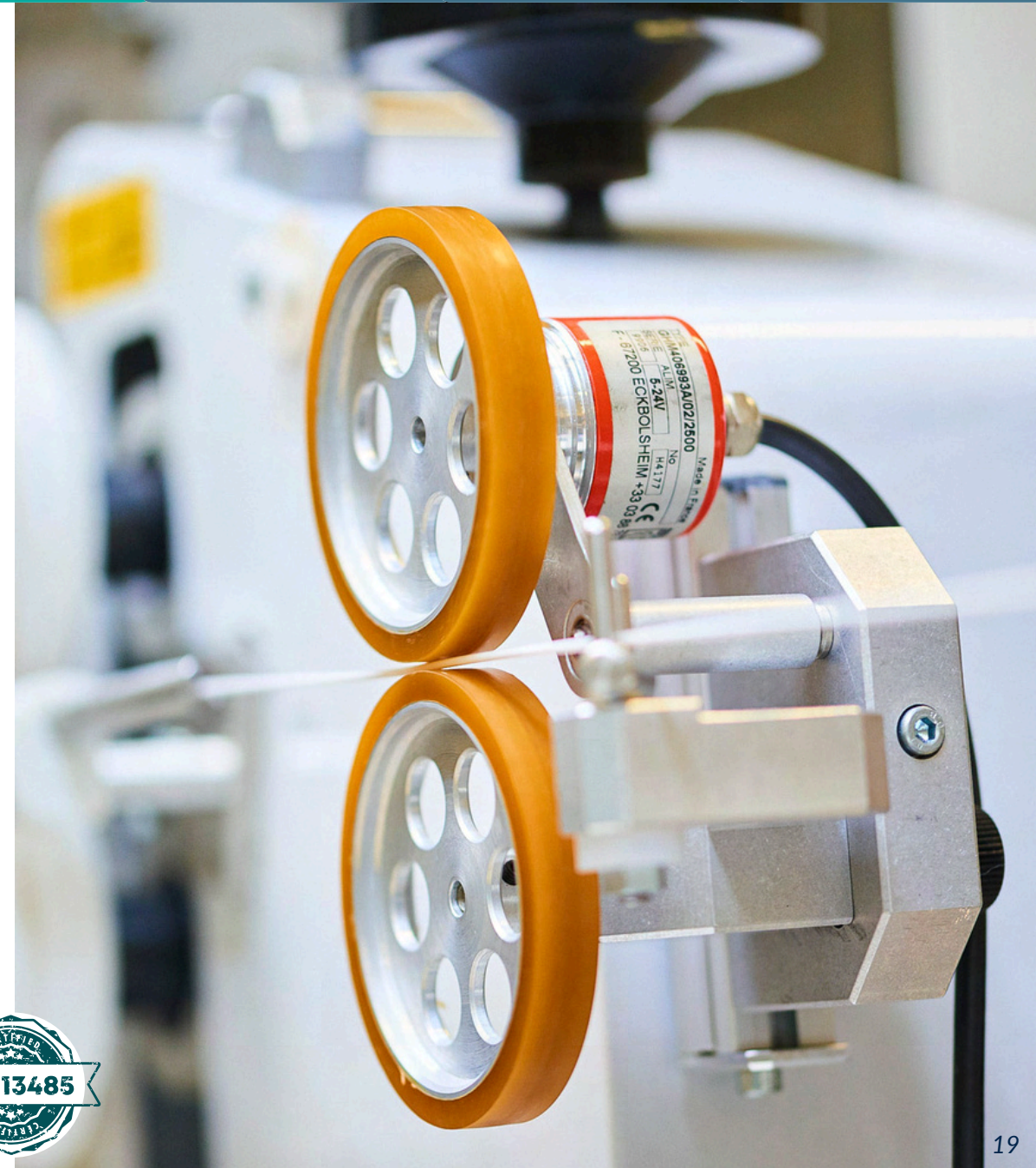
# Sustainability overview: OIC

OIC plays a critical role in driving future sustainability innovations as our key Research and Development (R&D) centre. Through OIC, we are continually exploring new materials, technologies, and processes to improve our environmental impact, preparing us for a more sustainable future.

In 2023, we made great strides in improving the energy efficiency of our operations. We are enhancing insulation throughout our facility, with the roof now fully insulated and work on the walls ongoing to further reduce heat loss. Our heating system is powered by renewable wood-based products, reflecting our commitment to sustainable energy practices. We also maintain strong chemical management practices across our OIC and Godby facilities, ensuring compliance and safety at all levels.

Our dedication to employee growth and safety remains a priority. We actively support the professional development of our teams, fostering a collaborative work environment. Health and safety are managed rigorously within our Quality Management System (QMS), ensuring the well-being of all employees while maintaining operational excellence.

As part of our ongoing commitment to governance and compliance, we proudly maintain our ISO 13485 certification. This reflects our adherence to the highest standards of quality and legal responsibility, reinforcing our pledge to operate with integrity and transparency in all aspects of our business.





# 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,

I truly believe that fostering a thriving, inclusive workplace is integral to achieving our environmental, social, and governance goals. My commitment to ensure that our people remain the cornerstone of all our initiatives remains as solid as ever.

Our people are the heart of the organization, driving innovation, excellence, and sustainability in everything we do. Over the past year, we have made significant strides in enhancing employee well-being, promoting diversity and inclusion, and creating opportunities for professional growth. These efforts not only empower our workforce but also contribute to our broader mission of creating a positive impact on the world.

As we reflect on this year's achievements, I am inspired by the passion and commitment our employees have shown. Their involvement in our social initiatives has not only enriched our communities but has also strengthened the fabric of our organization. Together, we are creating a workplace where every voice is heard, every idea is valued, and each of us has the opportunity to thrive.

Focus on safety and health is of course a given. We are proud of our good track record in safety but will of course continue to make sure we keep improving in this crucial area.

This year, we have placed a strong emphasis on integrating Diversity, Equity, and Inclusion (DEI) into every facet of our HR processes. From recruitment to career development, we are dedicated to creating an environment where every individual is valued, respected, and empowered to reach their full potential.

Clarity and transparency are essential to our approach. We understand that when employees are well-informed and supported, they are more equipped to innovate and contribute to meaningful change.

Beyond our internal efforts, we are committed to making a positive impact in every community we touch. Whether through local partnerships, community engagement, or sustainable practices, we aim to be a force for good in all our operations.

Looking ahead, we remain committed to advancing our people-focused strategy and enhancing our social impact. The progress we have made this year will serve as a strong foundation for the future, as we continue to build a brighter, more inclusive, and equitable world.

Thank you to everyone who has contributed to these efforts. Your dedication is what makes Optinova not just a company, but a force for positive change.



# Employee wellbeing and engagement

In our commitment to fostering a sustainable and engaging work environment, we conduct regular employee surveys. These surveys help us gather valuable feedback directly from our workforce, enabling us to understand their satisfaction, concerns, and motivation levels. By identifying key areas for improvement, we can create targeted actions that enhance workplace culture, improve morale, and increase productivity. Ultimately, this approach strengthens employee retention and aligns organizational goals with employee well-being, fostering a sustainable and thriving organization.

In 2023, through an external tool called Signi we assessment the employee wellbeing and engagement, and we got the following results in a first evaluation:

- 475 (85%) of 560 employees participated in the survey
- The average motivation (Lit-index) is 79 on a scale 0-100
- The Employee Net Promoter Score, related to the question: How likely is it that you would promote this company as a workplace to your friend or colleague? is 28 in a scale -100 to 100

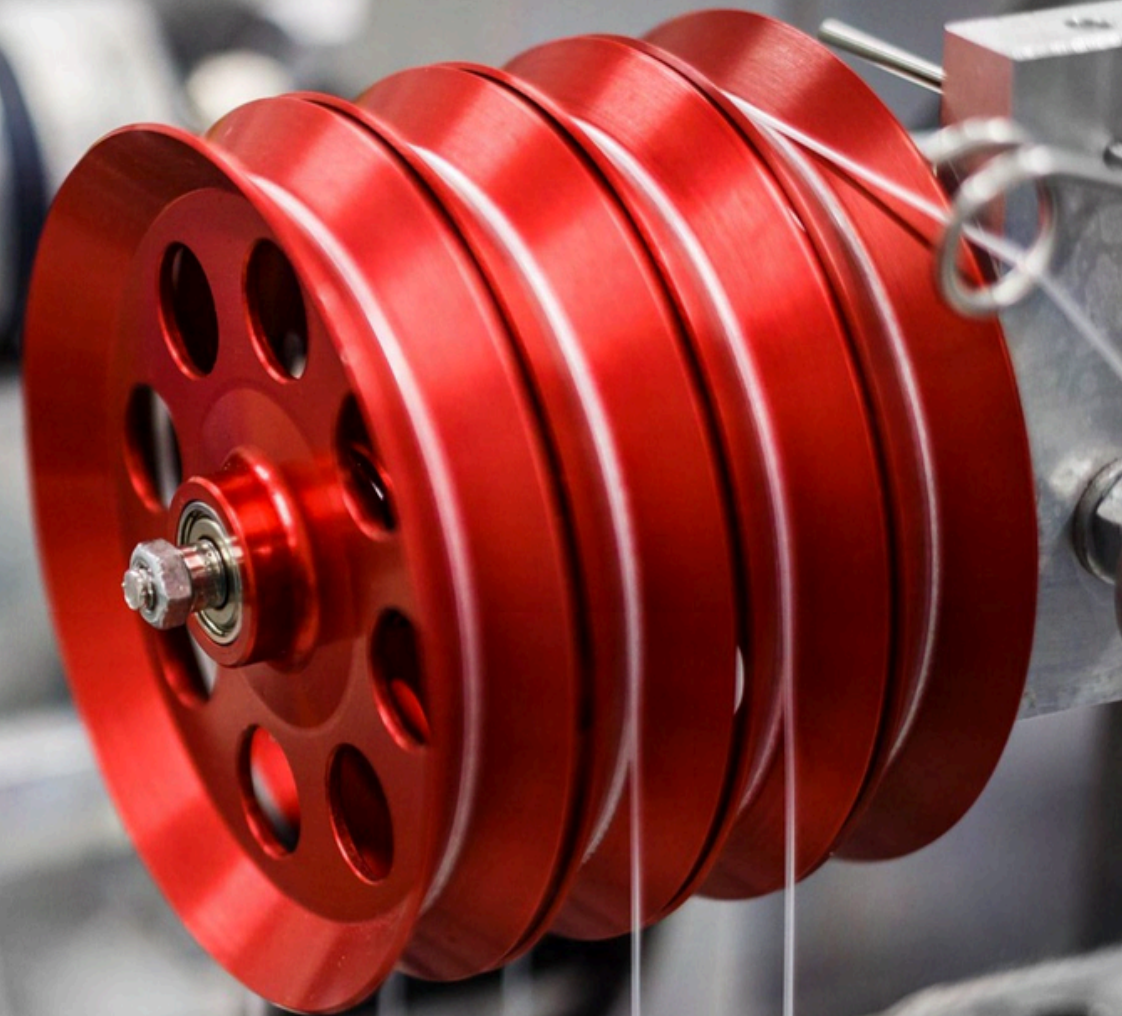
After the implementation of an action plan, a follow-up survey was made at the end of 2023, showing the following improvement:

- The average satisfaction increase from 79 to 81 on a scale 0-100
- From the list of 10 factors selected as most meaningful, five were labeled as “good” and five as “ok, needs to focus”
- The average motivation (Lit-index) increased from 79 to 81 on a scale 0-100



# Governance

At Optinova, our corporate governance forms the cornerstone of our business operations, guiding us towards our sustainability goals. It is based on principles of transparency, accountability, and ethics, which enhance our performance, manage risks, and provide 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



**Anna Anderström**  
CFO



**Andreas Perjus**  
CTO



**Andreas Remmer**  
Board Member (7 years)



**Martin Grauers**  
Board Member (4 years)



**Petra Heinonen**  
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 the following:

### Whistleblower Process

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.

## 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 Equity
- 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/](https://optinova.com/about/)

# EcoVadis rating Silver medal

From 2019, we have been evaluating our company sustainability practices through EcoVadis rating. This assessment validates our adherence to 21 recognized CSR criteria which are grouped into 4 themes (Environment, Labour & Human Rights, Ethics and Sustainable Procurement), where EcoVadis selects the most relevant for each company based on a strict validation methodology.

We are proud to share that our **2023 EcoVadis Silver Medal** confirms our commitment and adherence to international recognized business practices.

The overall score appointed our strength in Environment and Labor & Human Rights and the need of improvement in our Ethics and Sustainable procurement processes.

The most relevant criteria evaluated were:

- Energy consumption and Greenhouse Gases
- Water
- Materials, chemicals and waste
- Product end of life
- Employee health & safety and
- Supplier environmental practices
- +10 extra additional criteria

This is an achievement, we are committed to continue to improve our operations in the supply chain, and we are working to at least maintain the Silver medal in the 2024 assessment.



# 2024, a Year for Improvements

As part of our medium and long term goals and continuous improvement, we have defined several plans to be executed in 2024 to reinforce our ESG strategy.

## Group Sustainability Management

**New Leadership in Sustainability:** We are thrilled to announce the hiring of a new Group Sustainability Manager. This role will spearhead our sustainability initiatives, ensuring we remain at the forefront of environmental responsibility and innovation.

This role will support and drive the sustainability strategy across our business, focusing on both strategy and operations.

## Emissions in the Supply Chain: Scope 3

We are continuing to mature our calculation of our product carbon footprint emissions. In addition to addressing our direct emissions, we will initiate reporting of Scope 3 emissions and develop methodology via a Master Thesis.

The initiating of reporting Scope 3 will support us in our efforts to identify opportunities reduce our environmental impact across our entire value chain, from suppliers to end-users.

## Thailand Renewable Energy production

Every step we take is aimed at getting us closer to our target of becoming carbon neutral in our Scope 1 and 2 emissions. As stated in this report, our site in Thailand has the biggest challenge related to CO2 emissions due to the energy sourcing.

Our commitment is to increase the onsite production of renewable electricity and reduce directly our emissions in the factory.

## Waste management

As part of our waste management improvement, we will develop a project to evaluate the reuse or recycling of our production scrap. A key component will be sorting in our factories and customer interest, which will be the focus of the project in 2024.

## Long Term CO2 Reduction roadmap

We will work on the development of a plan to reduce our Scope 1 and 2 emissions to reach not only our 2036 and 2050 decarbonization plans, but to achieve compliance with another international decarbonization programs, as the Green Deal in Europe.

# 2024, a Year for Improvements

## Sponsorship programs

Aligned to our Four Pillars, we have the intention to sponsor programs that can positively impact in the Planet and in the Wellbeing of our employees or the communities we operate on.

Those programs will be developed to include the participation of our employees.

## PFAS control

In 2024 we will start multiple projects to pro-actively reducing PFAS emissions from production processing to water and air as well as looking for alternative materials to replace fluoropolymers in certain product categories.

## Corporate Sustainability Reporting Directive and Double Materiality.

We are setting the groundwork for Corporate Sustainability Reporting Directive (CSRD) compliance, including conducting a double materiality assessment. This will ensure we transparently report our sustainability performance and address both financial and environmental impacts.

Our commitment is to publicly report our Impacts, Risks and Opportunities in our 2026 Financial and Sustainability Report. The material areas will be defined in 2024 to start registering internally the Key Performance Indicators defined in January 2025.

## 3 Year Plan

Development of Our 3-Year Plan: Our team is diligently working on developing a robust 3-year plan that outlines our sustainability strategies and milestones. This plan will serve as a roadmap, guiding us towards our long-term sustainability goals.

**Thank you for reading our  
2023 Sustainability Report**

**We are happy to discuss  
our ESG work with our  
Stakeholders**