

# Sustainability **Annual Report** 2025.

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## Message From Rom Mendel.



“Our commitment to quality ensures excellence in every aspect of our operations. We adhere to the highest standards, delivering products and services that inspire trust and reliability.”

Sustainability is a cornerstone of Optinova's business strategy and is central to our vision of improving quality of life wherever we operate. This report reflects our commitment to increasing transparency with our stakeholders — sharing our progress, priorities, and challenges in an open and honest way.

We have spent the past year strengthening our sustainability strategy, and the concrete plans and measurable actions that result from that work will be materialised in 2026. Alongside this, we have made the decision to align our reporting with the GRI Standards, recognising that transparency is only meaningful when built on a rigorous and credible foundation.


We have more work ahead of us, and we look forward to sharing that journey with you.

**CEO, Optinova Group**




# 2025 ESG Achievements at a Glance.

In 2025, we had several achievements that created the basis to define a short- and medium-term roadmap at group level.

**ENVIRONMENT** 


- Total emissions inventory developed for the three scopes: 1,2 and main categories for Scope 3, setting the new emissions baseline in 2025
- Water treatment pilot in Godby site to treat specific pollutants
- Reporting of waste at group level
- Transition to a 100% renewable electricity purchase contract in Valley Forge site



**SOCIAL** 

- Future workplace award 2025 granted
- Participation of **91%** of employees in the Signi survey 2025
- Introduced a structured, compliant recruitment process to increase fairness and equal opportunities
- Learning Management System implemented
- Pay gap gender analysis accomplished at group level



**GOVERNANCE** 

- Awarding of Ecovadis Bronze medal
- First Double Materiality Assessment accomplished for our direct operations, identifying Impacts, Risks and Opportunities
- Training on Code of Conduct



# About This Report.

Even though this is not Optinova's first Sustainability Report, it is our first time reporting with reference to the Global Reporting Initiative (GRI) standards.

The primary reason for adopting this reporting framework is to update our stakeholders in our sustainability efforts with transparent and comprehensive information. It is our intention and commitment to progress our sustainability reporting and in future years report in accordance with the GRI standards.

This sustainability report and its content have been approved by Optinova's Core Executive Team and contains non-financial information for the reporting period of the fiscal year January 1st, 2025, to December 31st, 2025. It serves as the company's main disclosure document for reporting on its environmental, social and governance impacts and initiatives.

In 2025, Optinova executed its first Double Materiality Assessment (DMA) focusing on direct operations. The DMA provided valuable information about our operations, allowing us to identify the material topics. Our commitment is to execute this assessment on a yearly basis and to increase the knowledge of the value chain, including main stakeholders.

## Data Collection

All the relevant data available through the preparation of this report in May 2026 has been taken into consideration. This report includes all subsidiaries that are directly under control of Optinova Holding Ab, who has its headquarters in Mariehamn, Åland, Finland.

The data used in the preparation of this report has not been externally assured; however, we have established internal procedures for internal assurance. To enhance readability and ensure consistency across the report, numerical data has been rounded to one decimal place; data for emissions has been rounded to nearest whole number.

Some information will not be disclosed due to the sensitivity of certain data related to our operations.

This Optinova's Sustainability Report is available only in English on our website.

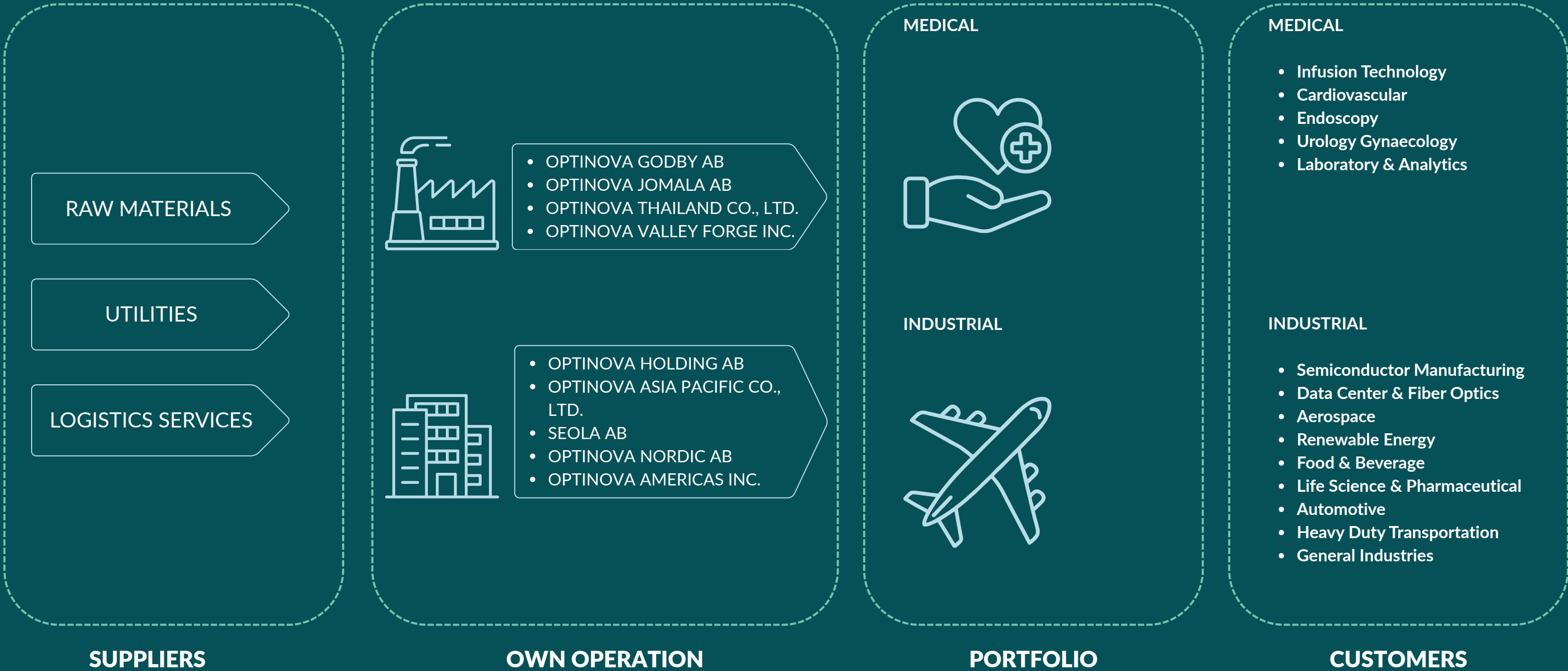
A woman with dark hair and glasses, wearing a blue shirt and a dark blazer, is looking towards the right. In the background, there is a poster with a colorful starburst graphic and the text "WHEN QUALITY MATTERS".

# Strategy & Management.

Optinova's sustainability strategy will be updated during 2026 with the results of the Double Materiality Assessment, stakeholder expectations and Optinova strategy 2026-2028

# Value Chain.

Optinova’s value chain includes each entity that is included in this report and the most relevant suppliers / customers; however, due to the sensitivity of this information, no names will be disclosed.

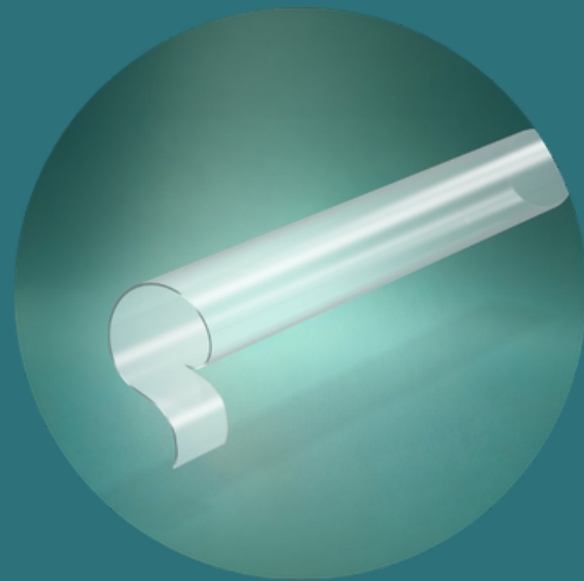


# Portfolio.

Our product portfolio serves both the medical and industrial sectors with high-quality, reliable, and innovative solutions designed to meet demanding operational requirements.

## Medical.

- FEP Heat Shrink
- Etched PTFE Liners
- Zebra PTFE Heat Shrink
- Braided Shafts
- PEBA Jackets
- IV Tubing (PTFE, TPU, FEP)
- PTFE Tubing
- HDPE Tubing
- PTFE Heat Shrink
- ePTFE Tubing
- PEEK Tubing



## Industrial.

- PTFE, PFA, FEP, ETFE, PVdF Tubing
- Furcation Tubing Fiber Optics
- Delitube (PTFE, FEP, PFA)
- Antistatic Tubing (PTFE & PFA)
- Heat Shrink Tubing (FEP, PTFE)
- Dual Heat Shrink (FEP/PTFE)
- PTFE HD Liner
- ePTFE Joint Sealant & Tubing
- Dual Layer Tubing
- PTFE Dielectric Coaxial Core
- FEP Coil
- PEEK Tubing



# Our Main Production Facilities.

Optinova has production facilities on three continents.



Optinova Godby  
Åland, Finland  
8200 m2

- ISO 13485 certified
- ISO 9001 certified



Optinova Jomala  
Åland, Finland  
3300 m2

- ISO 14001 certified
- ISO 13485 certified
- ISO 9001 certified



Optinova Valley Forge  
Pennsylvania, USA  
8800 m2

- ISO 13485 certified
- ISO 9001 certified
- IATF 16949 certified



Optinova Thailand  
Chonburi, Thailand  
9360 m2

- ISO 14001 certified
- ISO 13485 certified
- ISO 9001 certified

# Optinova in Numbers.

**Over +650**  
employees globally

**500+ customers**  
across 35 countries

**Over 50 years**  
in the extrusion industry

**Over 80 million**  
meters of advanced tubing

**More than 200**  
manufacturing lines globally

**Cleanroom extrusion**  
plants on 3 continents

# Employee Statistics.

Our employees are at the heart of everything we do. We foster a culture where everyone feels valued, motivated, and supported to succeed.

**+650**  
Full-time employees by end of 2025

**63%**  
Male employees

**37%**  
Female employees

**33%**  
Women in managerial positions

**40%**  
Women in core executive team

**50%**  
Women within organization's board



# Group Management & Governance.

Guided by our vision “Better life quality wherever we operate,” we continuously strive to improve our processes, reduce our environmental footprint, and maintain high standards in everything we do. Through innovation, accountability, and collaboration with our employees, customers, and partners, we aim to contribute to a more sustainable future while delivering lasting quality and trust.

## Approval of Sustainability Strategy

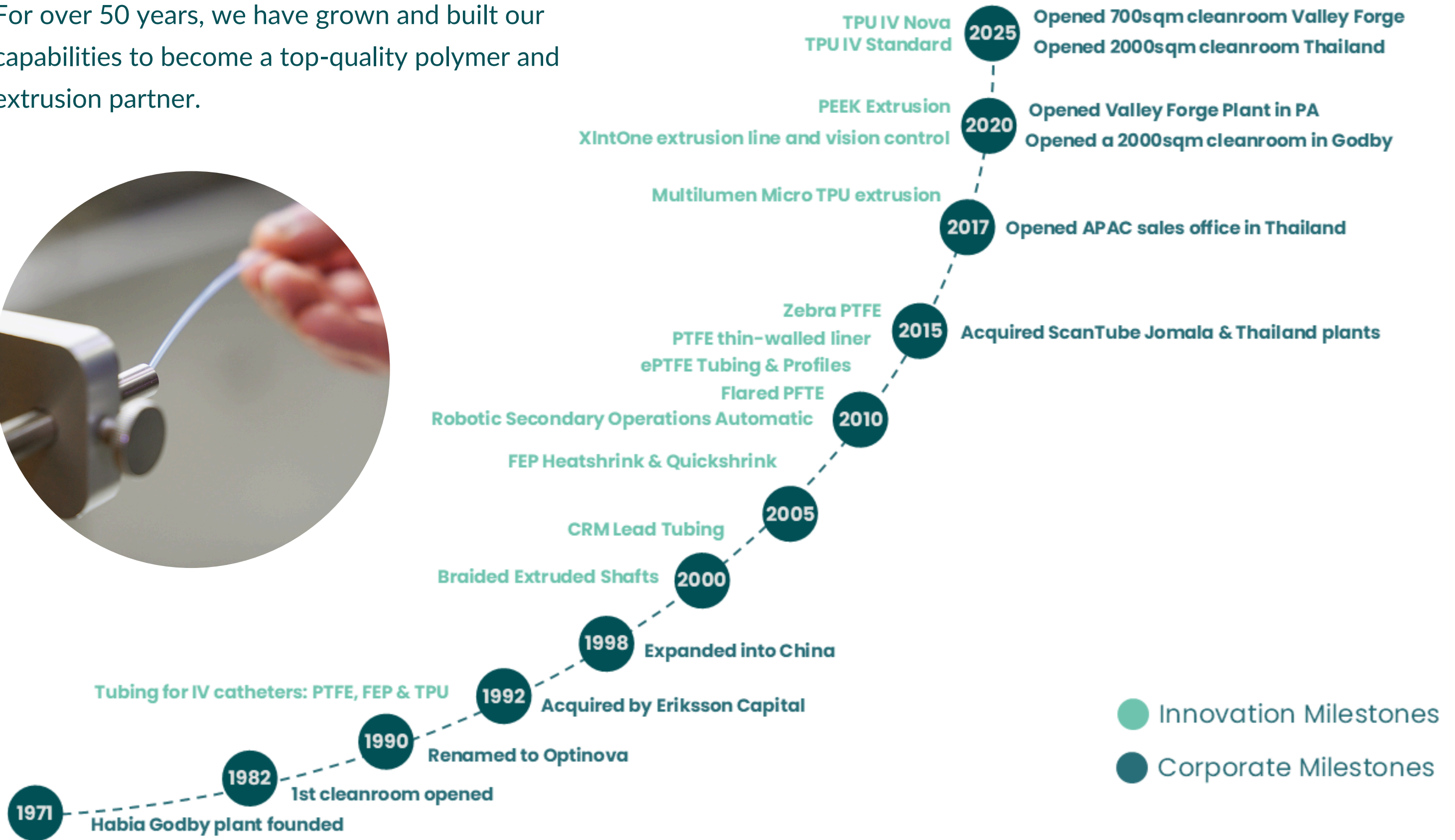
## Development of Sustainability Strategy

## Implementation of Sustainability Strategy



# Our History.

For over 50 years, we have grown and built our capabilities to become a top-quality polymer and extrusion partner.



# About Optinova.

Optinova is a company that produces and trades high performance engineering plastics, including fluorinated polymers.

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.


Our application areas are diverse; however, they can be segmented into two main categories:

## Medical Products.

Optinova is a true pioneer in extrusion solutions for the global medical device community. Our solutions portfolio, fluoropolymer and thermoplastic, are suitable for many applications, including infusion therapy and minimally invasive delivery devices.

## Industrial Products.

By combining unique fluoropolymer properties with advanced production processes, we provide our customers with high-quality, customizable tubing solutions for a variety of industrial applications. Our industrial tubing is designed to handle fluid and gas in the most challenging environments.



“We empower customers through highly reliable tubing solutions.”

# Our Services.

Optinova is a global provider of advanced tubing solutions for the medical and industrial applications. Optinova specializes in precision extrusion of fluoropolymer and thermoplastic tubing, offering customized solutions for applications such as medical devices, infusion therapy, minimally invasive procedures, industrial fluid handling, and high-performance engineering environments.

## 2025 Sales

Over 80 million meters of advanced tubing produced

## Employees

+650 employees in 10 business units across the world

## Manufacturing

Manufacturing in 4 countries, across Asia, Americas, and Europe



## Applications

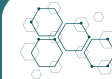
From IV tubing to medical-grade heat shrink, we provide customers with the broadest, most versatile tubing solutions for different medical and industrial applications.

Optinova offers the most reliable PTFE, FEP, PFA, ETFE, PVdF, MFA and PEEK tubing, available in a range of sizes and profiles across the globe.



## Capabilities

As a full-service extrusion partner, we offer a variety of value-added services and secondary operations. Our in-house tooling and machine shop enables our engineers to design and conduct various secondary and finishing operations such as flaring, spiral-cutting, flanging, coiling, striping, etching, tip-forming, hole-punching, etc. By housing these capabilities under one roof, we enhance the cost-effectiveness of our services and bolster our customers' manufacturing value chain.



## Technology

We take pride in being the top-of-mind thermoplastics and fluoropolymers extrusion partner for customers in over 50+ countries since 1971.



## Quality

Our commitment to quality ensures excellence in every aspect of our operations. We adhere to the highest standards, delivering products and services that inspire trust and reliability.

# Vision & Mission.



## Our Mission

**We empower customers through highly reliable tubing solutions**

- We take great pride in helping our customers succeed
- We design and deliver top-quality solutions to improve people's lives and safety
- We constantly seek new ways and innovate to optimize our customers' solutions

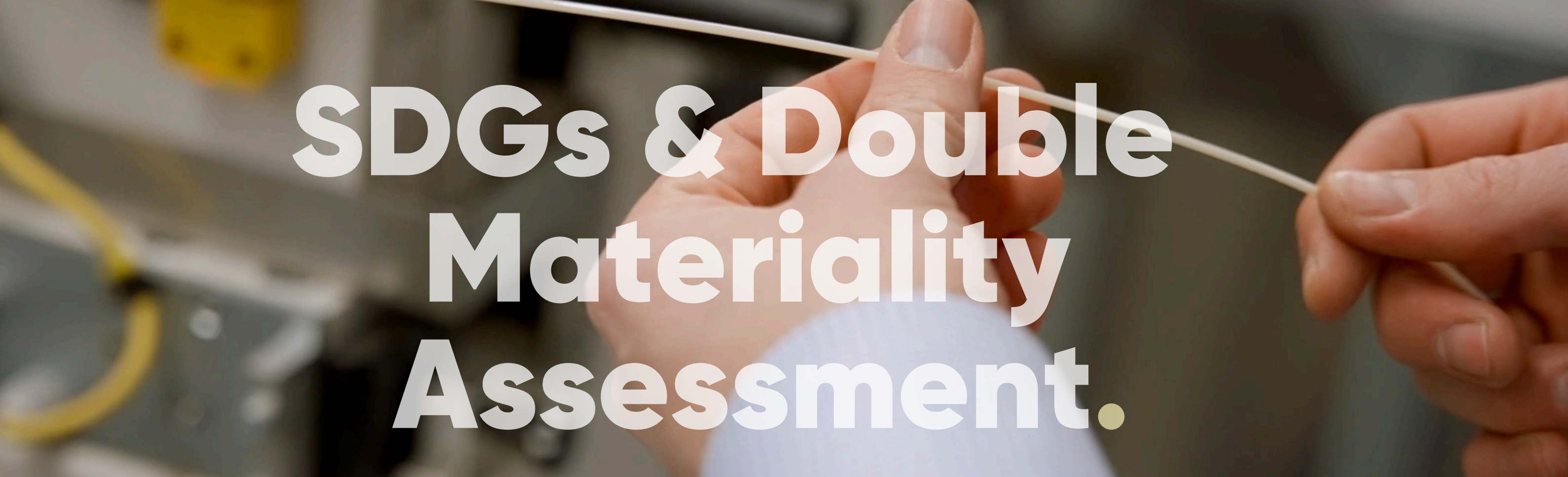
## Our Culture

At Optinova, we believe that innovation begins with people. For over 50 years, we've been at the forefront of extrusion technology, delivering world-class tubing solutions to the medical and industrial sectors. But what truly sets us apart is our culture—a global team united by curiosity, collaboration, and a shared purpose to improve lives through innovation.

## Our Vision

**Better life quality wherever we operate**

- We strive to improve the life quality of our users and customers
- We strive to build a workplace where people develop to their full potential, thrive, and have fun
- We strive to be good to our planet to benefit future generations

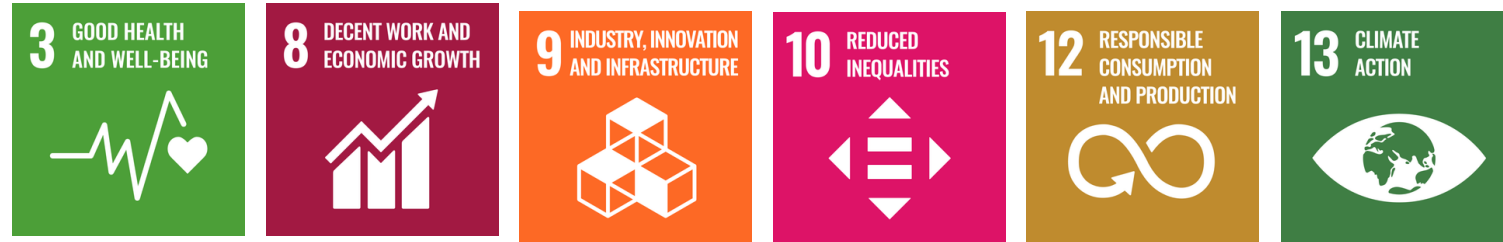


# SDGs & Double Materiality Assessment.

Optinova's sustainability strategy will be updated during 2026 with the results of the Double Materiality Assessment, stakeholder expectations and Optinova strategy 2026-2028

# Sustainable Development Goals.

In 2022, Optinova identified main impact in the following SDGs:



After the DMA in 2025, we identified the need for additional goals, and the need to adhere to Agenda 2030. The proposed SDGs based on the results of the DMA 2025 are divided into three main pillars (based on Agenda 2030 and Pact for the Future): People, Planet and Business.



The additional SDGs are:

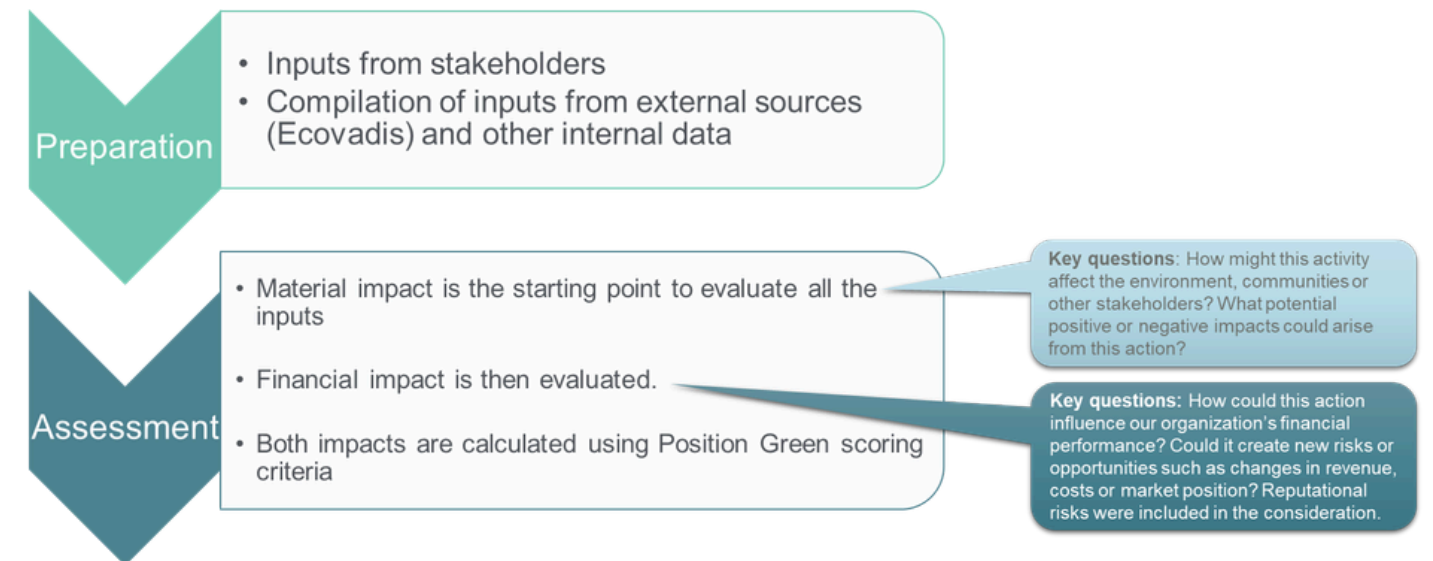


# Double Materiality Assessment.

Before the official approval of The Omnibus package, at Optinova we started the path to report under ESRS guidelines; however, with the change in the legislation this report will be postponed. As our commitment towards sustainability is a key part of Optinova, we decided to continue working to execute the first Double Materiality Assessment.

We recognize this process has opportunity areas that will be solved in the next cycle of assessment.

The general process to identify the Impacts, Risks and Opportunities (IROs) was:



During the Double Materiality Assessment cycle 2025, and using as basis stakeholders (CET, EET, Customers and employees) feedback we identified: Material impacts (MI), Financial impacts (FI), not material impacts (nMI) and Double Material Impacts (DMI).

# Double Materiality Assessment.

The double material IROs identified in the evaluation cycle 2025 are:

Sustainability Matter	Concern Raised by Stakeholders	Negative Impacts	Positive Impacts	Risks	Opportunities
Climate Change Adaptation	Lack of climate adaptation plan	X		X	
Climate Change Mitigation	Reach Zero absolute emissions scope 1 and 2 at group level by 2035		X		X
	Use of fluorinated polymers as raw materials	X		X	
	Not adhering to Science Base Target initiative and have our emission goals validated	X		X	
Microplastics	Release of microplastics in our effluents	X		X	
Equal Treatment and Opportunities for All	Equal opportunities for career advancement		X		X
	Reach salary equity without gender-based gaps in all our operations		X	X	
	Promotion of employee diversity and gender inclusion		X		X
Other Work-Related Rights	Prevention of forced labour		X	X	
Corruption and Bribery	Unlawful behavior related to ESG compliance and CoC	X		X	
Corporate Culture	Lack of corporate sustainability due diligence process	X		X	
	Sponsorship of activities that impact positively any ESG area in our direct operations		X		X

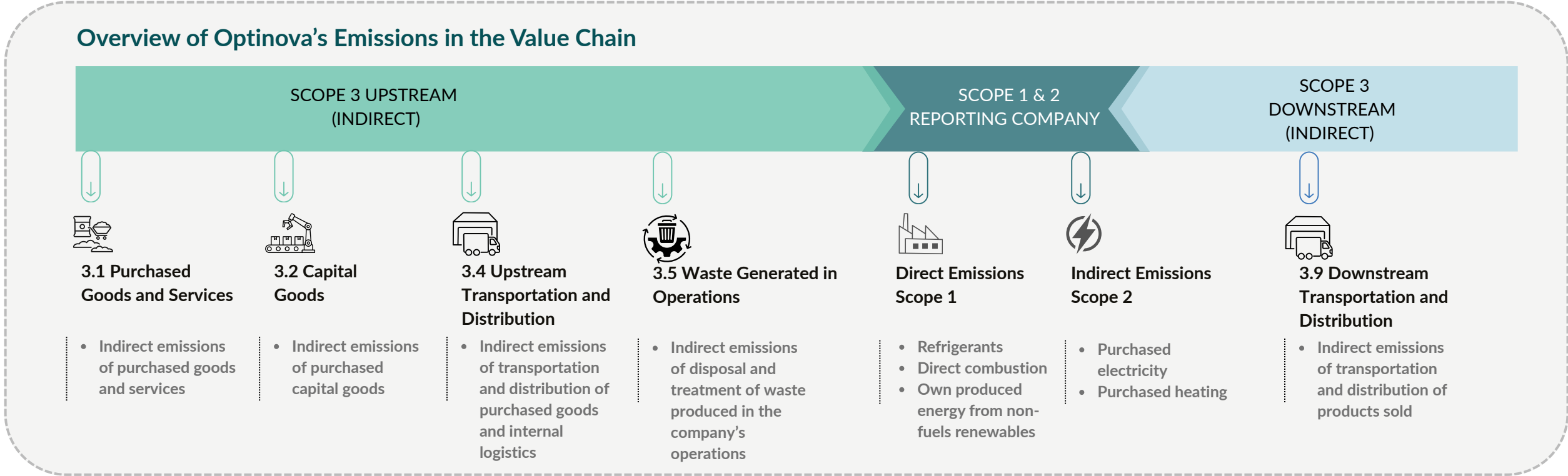
A person's hands are shown holding a clear test tube horizontally against a sunset background over the ocean. The sun is low on the horizon, creating a warm, golden glow. The person is wearing a dark, textured sweater. The word "Environment." is overlaid in large, white, sans-serif font across the top of the image.

# Environment.

Optinova's climate goals have been updated with the results of the Double Materiality Assessment; where the topics *Climate Change Adaptation*, *Climate Change Mitigation* and *Microplastics* are the sustainability matters that require the development of specific goals. During 2025, we set the basis for the new sustainability strategy, and during 2026 we will define the specific goals and targets that we will include in our strategy.

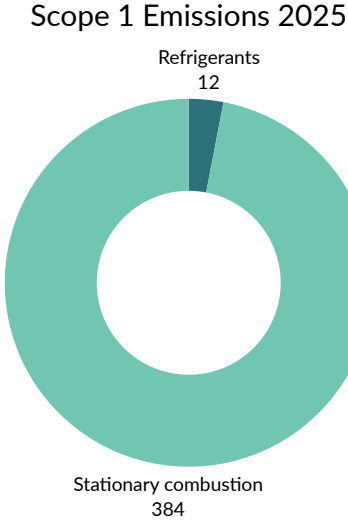
# Climate.

In 2025, Optinova developed under the Greenhouse Gas (GHG) Protocol and Position Green software, the first emissions inventory, including Scopes 1, 2 and categories for scope 3 with relevant data at group level. This 2025 emissions inventory will be selected as base year, against which measurements will be tracked over time; this decision is made assuming that the main contributors of emissions for each category have been identified. The consolidation approach applied to calculate emissions in the three scopes is operational control.



## Scope 1- Direct Emissions in Own Operations

Our main emissions in scope 1 are generated in auxiliary non-productive processes that use fossil fuels to operate. Refrigerants are also part of the emissions in small proportion. The emission factors used are from DEFRA and we considered the fuel-based method for calculation. This scope represents only 3% (396 tCO<sub>2</sub>e) of the total emissions in 2025. There are no actual plans to increase the use of fossil fuels non-productive processes.



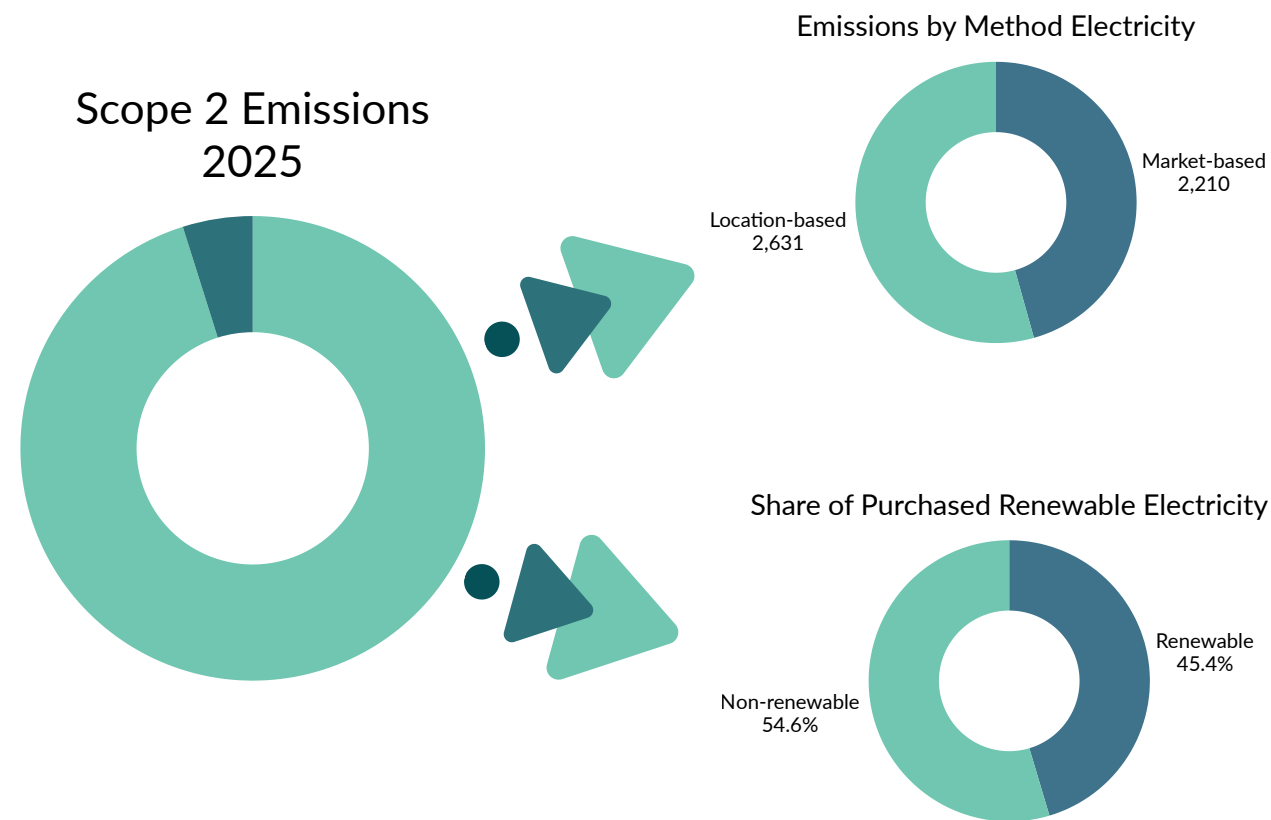
# Climate.

## Scope 2- Indirect Emissions From Purchased Electricity and Heating.

Emissions in scope 2 relate to purchased electricity and heating. While electricity is consumed in all owned operational units, heating is consumed only in Sites in Åland, Finland, and site in Uppsala, Sweden. The emission factors used are from IEA (2024) and AIB (2024).

This scope represents 15% (2,322 tCO<sub>2</sub>e market-based) of the total emissions in 2025.

45% of the total electricity consumed is covered by Energy attribute certificates as established in the purchase agreements; in the case of Europe, by Guarantees of Origin (GoO) and in USA by Renewable Energy Certificates (REC). For European facilities, certificates are cancelled in the same reporting period; for USA, certificates are cancelled in the reporting period of the supplier, which is Jun 1st to May 31st.

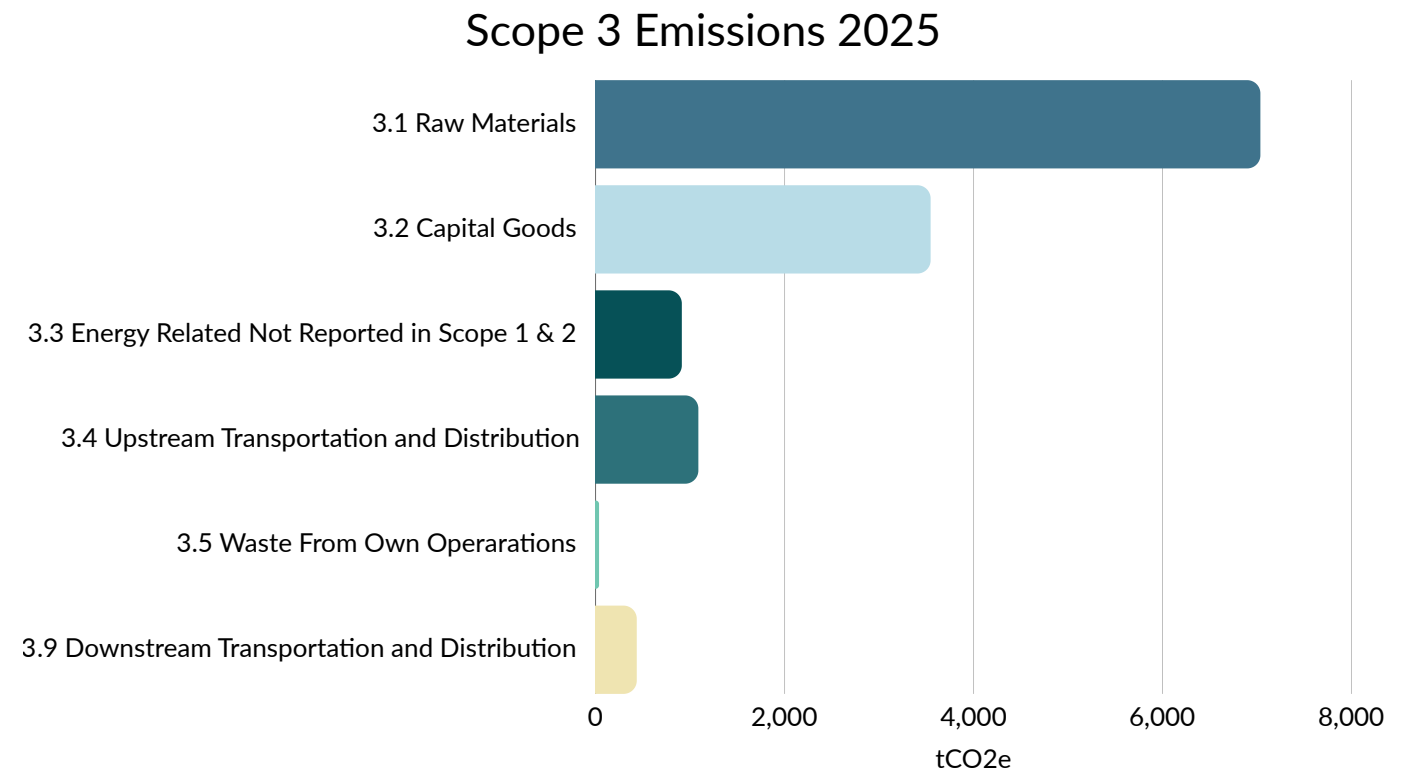


## Scope 3- Indirect Emissions Across the Value Chain

Emissions in scope 3 represent the highest emissions in Optinova's value chain with 13,054 tCO<sub>2</sub>e (82%). With the available information in 2025, we identified emissions in 6 categories. The sources of emission factors are: internal calculation, direct suppliers, Exiobase 3.9 (2019) and Open CEDA watershed.

As emission factors for raw materials are difficult to obtain and there is limited information in the literature, a master thesis resulting in estimated Life Cycle Assessments for our top raw material categories, using openly available data, was conducted internally in 2025. Moving forward we expect to increase data accuracy and availability through enhanced collaboration with suppliers.

There was no complete data or no data to calculate other categories.

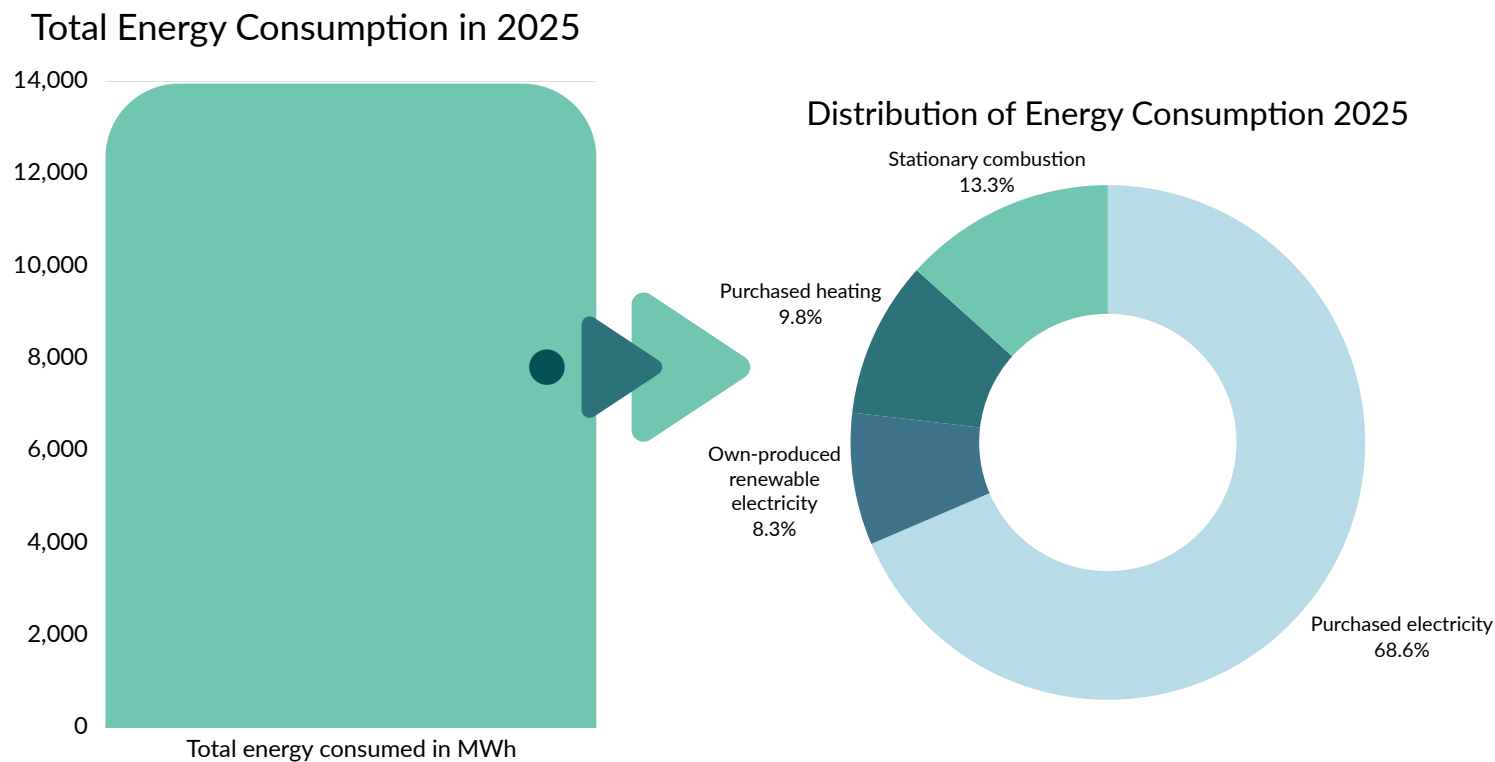


# Energy.

The energies used in Optinova's operation are electricity, purchased heating and natural gas; in 2025 the total energy consumption was 13,944 MWh. Electricity is used during production and other related processes within the factories and offices. Purchased heating is used in facilities and offices in Sweden and Finland, and natural gas is used in USA sites for heating and VOC treatment equipment. We convert gas consumption units in the USA facility from CCF to m3.

No energy efficiency projects were executed in 2025, however, basic projects to measure energy consumption by production line were launched in our Åland sites.

In Thailand site, we have installed solar panels in three different phases, with a total capacity installed of 671 kWp divided in more than 550 panels.



# Resource Use.

Optinova is a manufacturer of intermediate components for several industries, including medical and industrial segments. Due to the high-quality requirements from our customers, and the segments we work with, the use of recycled materials as part of the components is not used in our products.

As explained in scope 3 emissions, our main source of emissions are raw materials, so we have implemented practices to optimize the use of pure raw materials, to increase the use of recycled raw materials in cleaning and set-up steps for industrial segments, and the general improvement of waste management in our facilities.

During 2025, continuous improvement efforts were initiated to increase the OEE (operational equipment effectiveness), improve material utilization, identifying bottlenecks and implementing specific projects to increase OEE and yield where applicable.

Also, the Global Recycling Strategy implemented in 2024 whose purpose is to evaluate recycling of scrap materials, delivered positive results during 2025, as: implementation of a common way of sorting and labeling scrap in all the factories; implementation of a recycling inventory reporting procedure; collection of scrap from production (100 tons), reuse of scrap in cleaning and set-ups in industrial segments (1 ton) and selling of scrap to regional & international partners (7 ton).

Related to waste management, we implemented a harmonized reporting process at group level in all our facilities. With this basis, we will develop projects to increase recycling of general waste, as well as the reduction of waste sent to landfill. As part of this work, we also implemented an internal classification of waste to unify the diverse streams across factories.

# Environmental Indicators.

Greenhouse Indicators (in tCO <sub>2</sub> )	Base Year 2025	Energy Consumption (in MWh)		Renewable Energy Sources		Non-Renewable Energy Sources		Total (MWh)
				Solar	Others no Identified	Natural Gas	Others no Identified	
<b>Greenhouse Gas Emission Total</b>	<b>15,773</b>							
<b>Scope 1 GHG Emissions</b>	<b>396</b>							
<b>Scope 2 GHG Emissions Market-Based</b>	<b>2,323</b>							
Scope 2 GHG Emissions Location-Based	2,744							
<b>Scope 3 GHG Emissions Total</b>	<b>13,054</b>							
Cat 3.1 Purchased Goods and Services	7,036							
Cat. 3.2 Capital Goods	3,546							
Cat. 3.3 Fuel & Energy Related Activities	913							
Cat 3.4 Upstream Transportation & Distribution	1,088							
Cat. 3.5 Waste Generated in Own Operations	37							
Cat 3.9 Upstream Transportation & Distribution	436							
		<b>Fuel Consumption</b>	Non-Productive Processes	-	-	1,858	-	<b>1,858</b>
		<b>Purchased Electricity Consumption</b>	Electricity	-	4,338	-	5,220	<b>9,558</b>
			Heating	-	-	-	1,370	<b>1,370</b>
			Total		0	4,338	1,858	6,590
		<b>Self-Generated Renewable Electricity Consumption</b>	Electricity	Productive Processes	1,157	-	-	<b>1,157</b>

# Environmental Indicators.

Waste by Composition (in Ton)	Waste Generated	Waste Sent to Treatment	Waste to Disposal
Solvents*	58	58	-
Used Oil	1	1	-
Contaminated Containers	10	10	-
Electrical Waste	1	-	1
Plastic Waste*	28	28	-
Paper and Board	13	13	-
Mixed Plastics	35	35	-
General Waste Landfill	68	-	68
General Waste Combustion	43	43	-
Biowaste	8	8	-
Others	1	1	-
Glass	1	1	-
Absorbing Material	10	10	-
Metal	2	2	-
Construction Waste	10	10	-
<b>Total Waste</b>		<b>218</b>	<b>69</b>

Waste Sent to Treatment (in Ton)	Offsite	Total
<b>Hazardous Waste</b>	-	-
Recycling	69	69
<b>Non Hazardous Waste</b>	-	-
Recycling	149	149
<b>Total</b>		<b>218</b>

Waste Directed to Disposal (in Ton)	Offsite	Total
<b>Hazardous Waste</b>		-
Other Disposal Operations	1	1
<b>Non Hazardous Waste</b>		-
Landfilling	68	68
<b>Total</b>		<b>69</b>



# Social.

Optinova's social goals have been updated with the results of the Double Materiality Assessment, where the topics *Equal Treatment and Opportunities for All* and *Prevention of Forced Labor* are the sustainability matters that require the development of specific goals. During 2025, we set the basis for the new sustainability strategy, and during 2026 we will define the specific goals and targets that we will include in our strategy.

# Health & Safety.

Aligned to our Code of Conduct in relation to Human Rights, each site has implemented health and safety procedures and employee handbooks for all the non-productive sites; these procedures and handbooks function as an occupational health and safety management system. The total scope of the procedures and handbooks is the operational scope of Optinova's operations.

We have implemented several procedures for hazard identification such as risk management to assess actual activities and new machines, as well as procedures in case of fire or accidents and emergency action plans, for example.

Our sites provided regular training on health and safety, such as first aid, the protective equipment use program, regulatory compliance, reporting on health and safety issues, chemical safety, energy saving and waste management.

In 2025, an upgraded online program to report incidents and accidents was launched at our sites in Åland. The online observation card allows all employees to realise observations, including harmfulness and the option to add pictures or images of the unsafe situation / equipment; these reports can be done in an anonymous way. Every month, all the factories have an internal meeting between management and operations to evaluate incidents, accidents and other health and safety information.

There are also local health and safety committees in the facilities that are the main contacts for employees in case of any observation or requirement to improve the work environment.

Optinova provides regular health check-ups and health coverage to all its employees; in addition, sites in Finland and Sweden include examinations in mental health. The results of the check-ups are exclusively for the employees, Optinova has no access to those results.

	OVF	OJo	OGö	OTh	HQ	Am	APAC	Swe	Total group
Number of Occupational Accidents/ Injuries	1	3	4	3	0	0	0	0	11
Number of Occupational Accidents/ Injuries That Led to Lost Worktime	1	3	4	0	0	0	0	0	8
Number of Days Lost Because of Occupational Injuries	1	17	203	0	0	0	0	0	221
The Total Hours Worked During 2025, Including Overtime	47395	74574	309693	898792	106190	12453.2	9760	54706	1513563.1
<b>Injury Frequency Rate</b>	<b>4</b>	<b>8</b>	<b>2.58</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1.06</b>
<b>Injury Severity Rate</b>	<b>2.11</b>	<b>45.59</b>	<b>131.1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29.14</b>

To calculate IFR and ISR we used the rate based on 200,000 worked hours, for the medium size of the company. In 2025 there were no fatalities in our operations.

# Diversity and Equal Opportunity.

Optinova has a strong commitment towards Diversity, Equality, and Inclusion, as stated in the Code of Conduct.

In 2025, a salary gap analysis was executed at group level to identify the ratio of the salary and remuneration of women to men. This analysis considered general averages in salaries, leading to a general result, however, to have a more accurate evaluation of the results, a new analysis considering the categories of employment needs to be developed. This new approach will help us to identify if there are real gaps in salaries in similar job positions.

To promote employees career management, we run regular assessments of individual performance between managers and employees through the Performance management process and Goal setting & performance review templates, and to promote effective annual reviews, leaders and employees are trained in Situational Leadership (SLII).

Situational leadership is a flexible leadership model that adapts to the needs of the employee and the situation. It is a practical framework that helps assess the development level an employee has in regard to a specific goal or task.

# Workers Voice.

Optinova uses Signi to get anonymous feedback from employees in an annual basis.

In short, Signi is an employee survey in which employees select five factors that are most meaningful for them and then rate how these factors are currently fulfilled, and how these should be fulfilled. The answers will help Optinova understand what matters most to our employees and prioritize development actions for teams correctly.

The survey is sent out once every year in the spring (around May), with a follow up called Signi Trend in November/December. The Trend survey only measures how the results from the first survey have improved/changed and will only be sent to the employees that responded to the first survey.

The results obtained in the survey are evaluated by the executive team to take actions as required, and to ensure the actions taken are improving the opportunity areas identified.

## Signi Results – The Most Important Factors

The 10 most important factors and how they are realized:

Results 2025 vs 2024:





# Governance.

Optinova's social goals have been updated with the results of the Double Materiality Assessment, where the topics *Corruption and Bribery* and *Corporate Culture* are the sustainability matters that require the development of specific goals. During 2025, we set the basis for the new sustainability strategy, and during 2026 we will define the specific goals and targets that we will include in our strategy.

## Anticorruption.

Optinova has a strong commitment towards Anti-Corruption and Anti-Bribery practices, as stated in the Code of Conduct.

In 2025, global training in the Code of Conduct was launched through the Learning Management System (LMS) to all the employees. As this LMS was launched in 2025, the training was optional to take, however, during 2026 the training will be mandatory for all the employees. Additional actions have been taken, such as the development and implementation of the Directive on Authorization for Sensitive Transactions.

No incidents of corruption were confirmed in 2025.

## Whistleblower.

Optinova has available for all the stakeholders a link to the Whistleblowers reporting portal, where a report can be raised in an anonymous way; the portal has the option to report in several languages.

During 2025, no whistleblower reports have been raised.

JAN - DEC	2022	2023	2024	2025	Total Group
Number of Cases Reported to Whistleblower Email (only one HR owner has access to the email)	1	2	0	0	3
<b>Total Cases</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>

## Sustainable Sourcing.

In our internal sourcing procedure, developed and implemented in 2025, we committed to evaluating 100% of our suppliers; all product suppliers and those service suppliers impacting product form, fit, function, including safety are approved by the supplier qualification procedure before becoming a supplier.

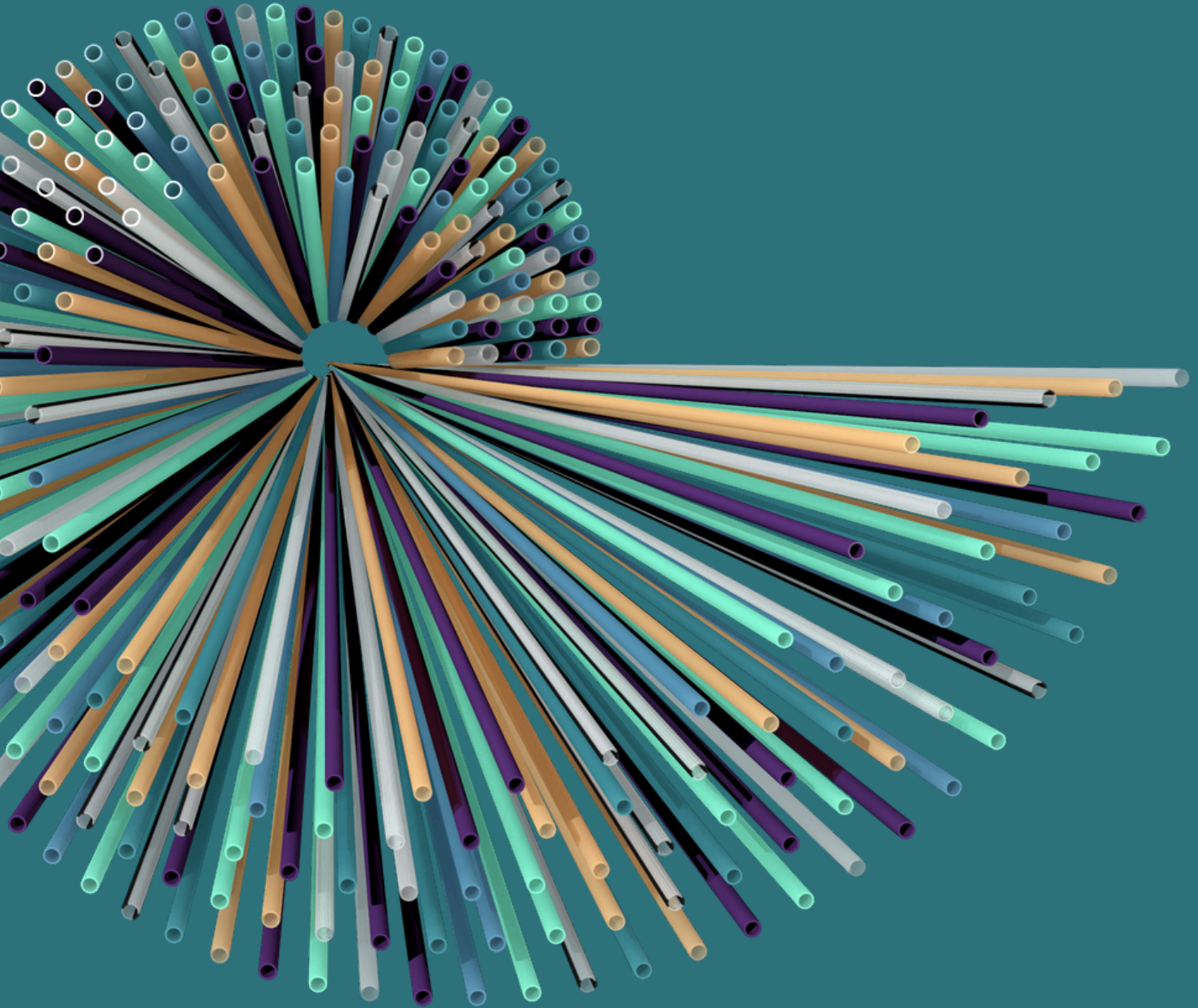
In addition, part of the initial evaluation process covers Health, Safety, Quality and Environment practices.

More work to include social and environmental clauses in the supplier contracts / purchase orders will be developed.

Statement of Use	Optinova Holding Ab has reported the information cited in this GRI content index for the period January 1st to December 31st 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational Details	p. 9
	2-2 Entities Included in the Organization's Sustainability Reporting	p. 7
	2-3 Reporting Period, Frequency and Contact Point	p. 5, p. 33
	2-6 Activities, Value Chain and Other Business Relationships	p. 7, p. 13-16
	2-7 Employees	p. 11
	2-9 Governance Structure and Composition	p. 12
	2-14 Role of the Highest Governance Body in Sustainability Reporting	p. 5
	2-22 Statement on Sustainable Development Strategy	p. 18
<b>GRI 3: Material Topics 2021</b>	3-1 Process to Determine Material Topics	p. 18
	3-2 List of Material Topics	p. 19
<b>GRI 102: Climate Change 2025</b>	102-5 Scope 1 GHG Emissions	p. 21
	102-6 Scope 2 GHG Emissions	p. 22
	102-7 Scope 3 GHG Emissions	p. 22
<b>GRI 103: Energy 2025</b>	103-2 Energy Consumption and Self-Generation Within the Organization	p. 23
<b>GRI 205: Anti-Corruption 2016</b>	205-2 Communication and Training About Anti-Corruption Policies and Procedures	p. 30

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	p. 27
	403-3 Occupational Health Services	p. 27
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	p. 27
	403-5 Worker Training on Occupational Health and Safety	p. 27
	403-6 Promotion of Worker Health	p. 27
	403-9 Work-Related Injuries	p. 27
	403-10 Work-Related Ill Health	p. 27



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