



PRAXIS

SUSTAINABILITY REPORT 2024

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MESSAGE FROM MANAGING DIRECTOR



Jaakko Aho
Managing Director

I'm proudly introducing our ESG report summarizing hard work and dedication of our team in building safer society through functional materials. For us, responsibility isn't just a buzzword—it's something rooted in our values and visible in everyday actions.

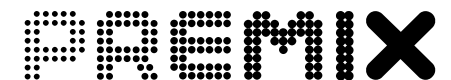
We know that making sustainable choices isn't always the easiest nor cheapest route, but for us it's the only one. Whether rethinking material use or setting ambitious emission targets, we are already prepared for the future—and committed to staying ahead of its challenges.

Continuous improvement is a big part of who we are. We don't believe in quick fixes, but in steady, systematic progress. Sustainability is no exception—step by step, year after year, we aim to make a real difference. While our industry is at different stages when it comes to responsibility, for us, considering sustainability in every decision is a given.

This year we've taken meaningful steps forward, and, for example, had carbon footprint calculations for over 95% of our products. We also delivered the first ISCC-certified products to customers share our commitment to responsible operations. Further, we updated our environmental policy, and encouraged by already delivered results, set even higher emission reduction targets followed by roadmap how to achieve those.

During 2025 we will make step-change in our safety culture. We have roadmap to exceed the high-set bar for material efficiency and circular economy. We have rolled our sleeves up and already started working for those.

All this is result from hard and determined work. I want to sincerely thank our team and customers for being part of this journey. Through collaboration and shared effort we can make lasting changes.



SUSTAINABILITY REPORTING

Basis of Preparation

The aim of Premix's sustainability report is to provide stakeholders with transparent information about the company's operations. Sustainability is a strategic cornerstone for Premix and an integral part of our business.

Currently, Premix is not subject to any external sustainability reporting obligations or commitments. However, in the coming years, we will enhance our report to align with the requirements of Corporate Sustainability Reporting Directive (CSRD), and we will further refine our reporting process accordingly. The European Sustainability Reporting Standards (ESRS) have been utilized in the preparation of this report.

This sustainability report covers the period from January 1 to December 31, 2024.

This report has been prepared in cooperation with external sustainability organization.

VALUES



APPRECIATION

We consider and encounter people as individuals. We make sure that they are understood and feel that they are appreciated. Our appreciation is visible both in major policies and day-to-day actions – taking the environment and people into consideration. We genuinely understand our customers and are trustworthy partners.

Cooperation gives rise to shared added value and success. Mutual trust lays the foundation for a work culture in which everyone can develop and prosper individually.



COURAGE

As trailblazers, we revise both our own operations and our operating environment. We find new perspectives and innovate. We promote the development of our customers' businesses by helping to generate new ideas and offering new solutions and services.

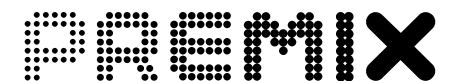
Together, we renew ourselves. We encourage ourselves and each other to throw ourselves into new things and to excel. We dare to try without being afraid of mistakes and present differing opinions in an appreciative way to reach the optimum outcome.



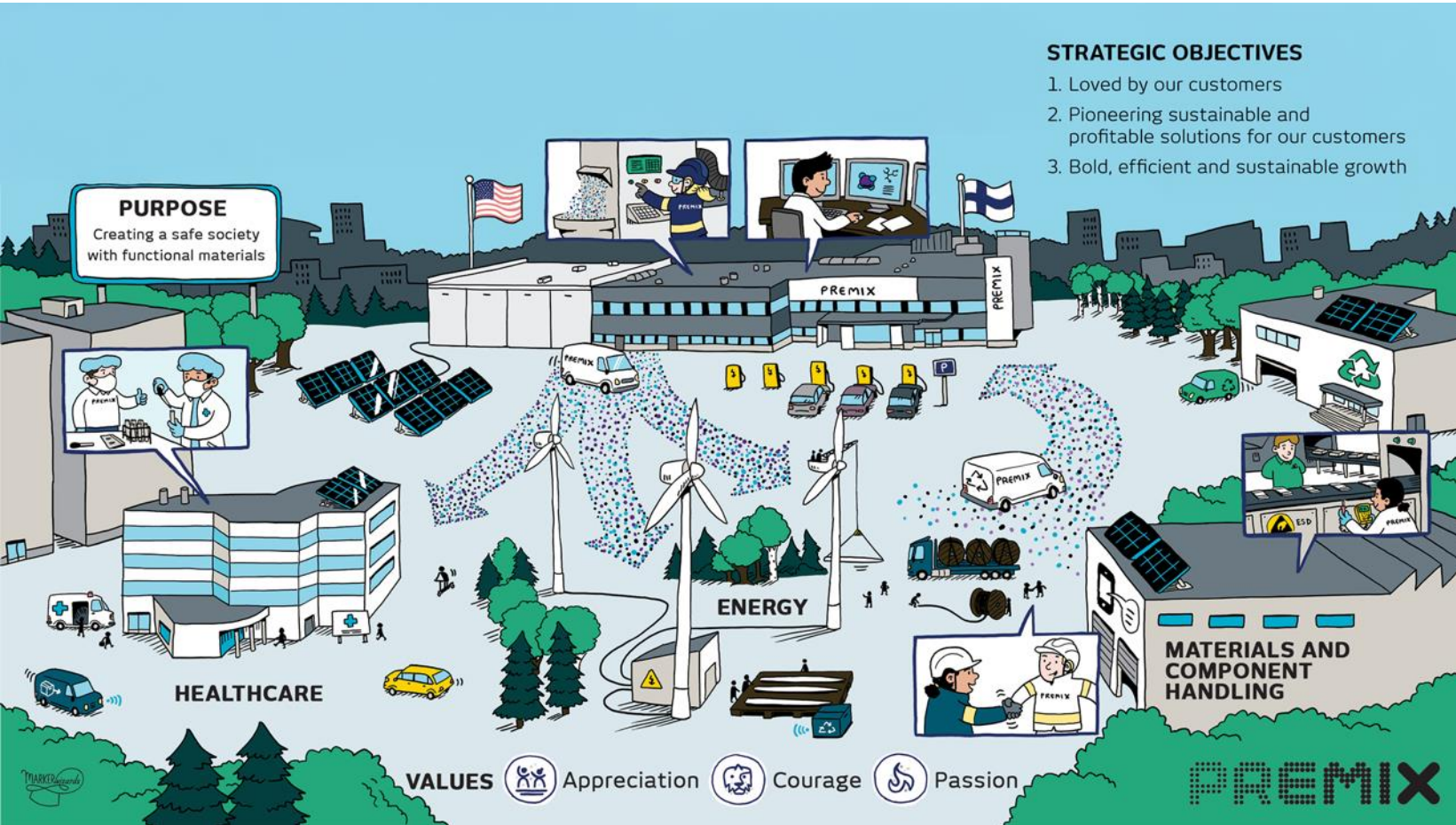
PASSION

Our enthusiasm is contagious and inspires us always to do our best. Together, we make the nearly impossible possible. We are committed to high quality, premium service, and successful cooperation.

Our passion for customer work and technology means engagement in developing new. Meaningful work in an immersive working community inspires and encourages us to always perform our work with high quality.

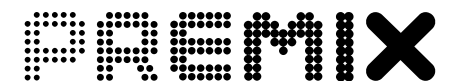


STRATEGY



Sustainability isn't just a trend for us—it's the backbone of our strategy and everyday thinking. We see it as the single most important force shaping the future of our industry, and we are committed to staying ahead of the curve. At Premix, we create materials that matter, and sustainability touches every part of what we do, from the products we develop to the way we work and the impact we have on society.

Our purpose is simple but powerful: to create a safer society with functional materials. For this we have chosen to focus on three key market segments: **Healthcare, Energy, and Materials and Component Handling**. We translate our strategy into tangible actions through OKR-model, which is implemented both at company and market segment level.



PREMIX SUSTAINABILITY PROMISES

Materials that matter

- ✓ Right applications: our functional materials create safety, reliability, and value
- ✓ Our materials are essential to our customers and the society

Forerunners in sustainability

- ✓ We enable our customers, and their customers to decrease their carbon footprint via our products
- ✓ We continuously increase the usage of recycled and renewable raw materials
- ✓ We will be the compounding partner with the lowest carbon footprint conductive products in the market by 2030
- ✓ We partner with companies that share our vision and have ambitious sustainability targets
- ✓ We will be a key partner in the circular economy

Verification by external tools and certificates

- ✓ We continuously improve our own audited score, reaching the Ecovadis Gold level by 2025
- ✓ We actively expand further the use of ISO certificates
- ✓ We will go beyond compliance. (e.g., the EU Directive on corporate sustainability due diligence)
- ✓ Our CO₂ calculations have been certified by an external party (Reforest Finland)

Transparency

- ✓ We regularly communicate our progress and learnings at premixgroup.com
- ✓ We will publish our products' carbon footprint by 2025.
- ✓ We will publish our Sustainability Report annually



SUSTAINABILITY MANAGEMENT

Our approach to sustainability is deeply rooted in our core values and strategic vision. Responsibility starts with the will of our owners and is reflected in leadership that aligns with our values. Sustainability is not a separate initiative but an integral part of our strategy, embedded across all operations.

To ensure strong and independent oversight, we have professional, independent board that also plays key role in guiding our sustainability efforts. This governance structure strengthens our commitment to comprehensive sustainability and ensures that it remains a central focus in our decision-making and long-term strategy.

Integrity and accountability are central to the selection of both board and management team members, ensuring openness and transparency that build stakeholder trust.



SUSTAINABILITY MANAGEMENT

The Board of Directors oversees and refines company operations and strategy, with owners' representation ensuring alignment with long-term company objectives.

There are 6 members on the Board of Directors. Regular reviews and updates of policies and sustainability objectives underscore the commitment to responsible business practices and continuous improvement. Dialogue with stakeholders and monitoring of their actions demonstrate openness to diverse perspectives.

A commitment to comply not only with laws but also with good practices emphasizes sustainable business conduct, reinforcing the board's dedication to long-term success and shareholder value creation.

Board's ESG statement:

"Our ESG achievements and new targets reflect our strong commitment to sustainability. Guided by our sustainability roadmap, we have worked hard to make our society safer and cleaner and to reduce our carbon footprint. Now we have set even more ambitious goals to further cut energy and water consumption, minimize waste, and significantly lower emissions across all scopes. By integrating sustainable practices into our operations and supply chain, we are driving circular economy principles into action by prioritizing material reuse, resource efficiency and waste reduction. Through these efforts we aim to create long-term value for future generations while ensuring the well-being of our employees and communities."



SUSTAINABILITY MANAGEMENT

Our board and management are dedicated to embedding sustainable practices into every facet of our operations, guiding Premix beyond compliance towards excellence in environmental, social, and governance aspects. Together, we are setting a robust framework for accountability, innovation, and continuous improvement, ensuring that our commitment to sustainability is integrated throughout our corporate strategy and daily activities

Board of Directors

- Sets strategic guidelines and takes sustainability critical decisions and approves annual sustainability report
- Assesses thoroughly organization's impact on society, environment and people when preparing and approving sustainability reports.
- Conduct regular reviews of control and risk management policies, ensure consistent monitoring of their implementation, and annually evaluate effectiveness of these processes
- Integrate sustainability criteria as a key consideration in investment decisions
- Continuously enhance and maintain personal competence in areas related to sustainability to support informed decision-making.

Managing Director

- Implements the policies approved by the Board and monitors the implementation of sustainability as part of the business.
- Responsible for the sustainability of the whole company, guiding development work and coordinating the preparation of the sustainability report and the practical implementation of sustainability measures.
- Promotes the development of the organization's sustainability competence.
- Draws up a sustainability policy for the Board and ensures that the Board receives up-to-date information on sustainability issues.
- Directs and coordinates the work of people working with sustainability.
- Communicates sustainability issues within the organization to personnel.



BOARD OF DIRECTORS



Thomas Luther

Member of the Board since 2022

Independent of the company and of its significant shareholders

b. 1977, M.Sc. M.Sc. (Economics and Business Administration)

Principal occupation:
CEO, Nevel Oy

Kalle Reponen

Member of the Board since 2015,
Chairman until 31.12.2024

Independent of the company and of its significant shareholders

b. 1965, M.Sc. (Economics and Business Administration)

Principal occupation:
Board professional

Mika Toikka

Member of the Board since 2012

Independent of the company and of its significant shareholders

b. 1975, M.Sc. (Tech)

Principal occupation:
CEO, Berggren Oy

Tuomas Kiikka

Member of the Board since 2007

Dependent of the company and of its significant shareholders

b. 1978, M.Sc. (Tech)

Principal occupation:
New Business Director, Premix

Hanna Ristola

Chair of the Board since 2025.
Member of the Board since 2001,

Dependent of the company and of its significant shareholders

b. 1975, M.Sc. (Economics and Business Administration)

Principal occupation:
Chair of the Board, Managing Director, Premix until 31.12.2024

Antti Kiikka

Member of the Board since 1980

Dependent of the company and of its significant shareholders

b. 1946, M.Sc. (Economics and Business Administration)

Principal occupation:
Founder, Premix



MANAGEMENT TEAM

Premix's management team is selected for its strategic role in the company, with a focus on individuals who take a comprehensive, long-term approach to economic, environmental, and social responsibility.

Beyond strong business and leadership skills, team members are expected to understand social impact and sustainability, demonstrating innovation and adaptability in a dynamic market.

Management team members are encouraged to drive our common targets by short- and long-term incentive programs. Last year's focus has been on sustainable growth, economical health and safety, while the new programs have strong elements from personnel engagement, well-being and safety even further emphasized.

Our decisions are guided by ethical principles and core values, forming a strong foundation for sustainable success.

Premix actively engages with the community and industry, collaborating with organizations, participating in industry initiatives, and contributing to social discussions to drive positive impact locally and beyond.



Jaakko Aho
Managing Director
In Premix since 2023



Tuomas Kiikka
Director, New Business
In Premix since 2006



Kari Nieminen
Director, R&D
In Premix since 1985



Jari-Matti Mehto
President, Premix USA
In Premix since 2015



Mika Silventoinen
Director, Supply Chain
In Premix since 2015



Mari Lippo
Director, HR
In Premix since 2017



Katariina Torkkola
CFO
In Premix since 2024

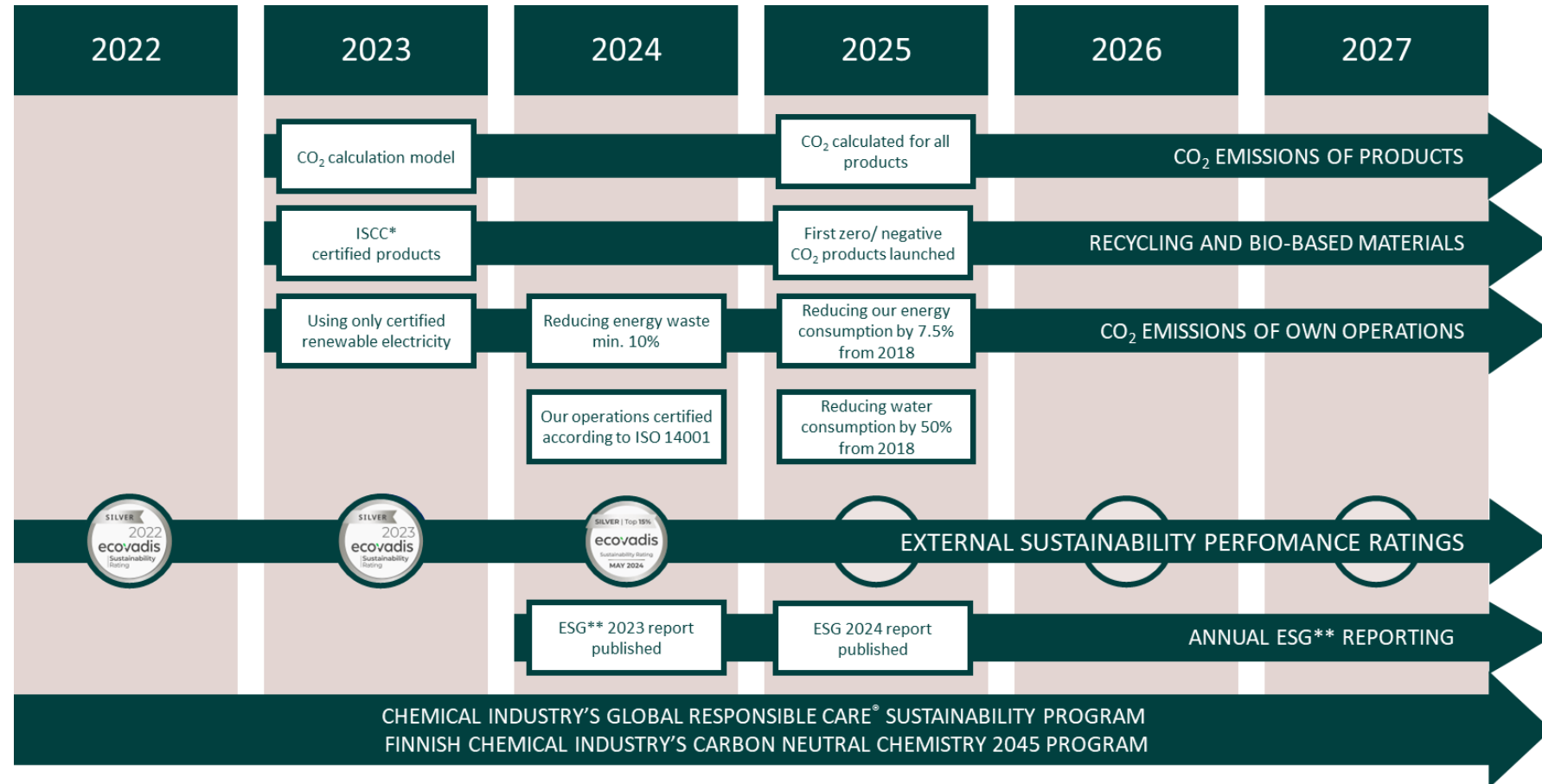


Ville Huhdanpää
Director, Sales & Marketing
In Premix since 2024



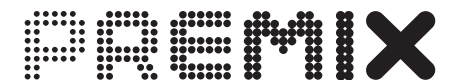
SUSTAINABILITY ROADMAP

Sustainability roadmap provides a structured strategic plan for Premix to achieve ambitious targets. Executing and reviewing the performance of sustainability related strategies is a regular routine in our organization.



* ISCC = International Sustainability & Carbon Certification, see more at <https://www.iscc-system.org/>

** ESG = Environmental, Social, and Governance, see more about the [EU directive](#)
Ecovadis = globally trusted provider of business sustainability ratings, see more at <https://ecovadis.com/>



STAKEHOLDERS

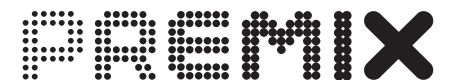
Stakeholders are those who can affect or be affected by Premix's decisions and actions. Stakeholders were identified through a stakeholder analysis, and their expectations and values were mapped by examining sustainability reports and plans published by major stakeholders.

The stakeholders identified as having the greatest impact on Premix's operations were:

- customers
- owners
- employers
- suppliers
- public authorities
- government

During 2025, Premix will conduct a comprehensive survey of stakeholders' expectations and needs in relation to sustainability. Stakeholder engagement aims to understand which topics are most material for our stakeholders. This ensures that we have a comprehensive and long-term approach to creating value for our shareholders.

Open communication with all stakeholders is key to enabling open and transparent business. Premix's objective to communicate its activities and finances to its stakeholders in a transparent and regular manner reinforces its commitment to open communication.



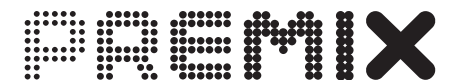
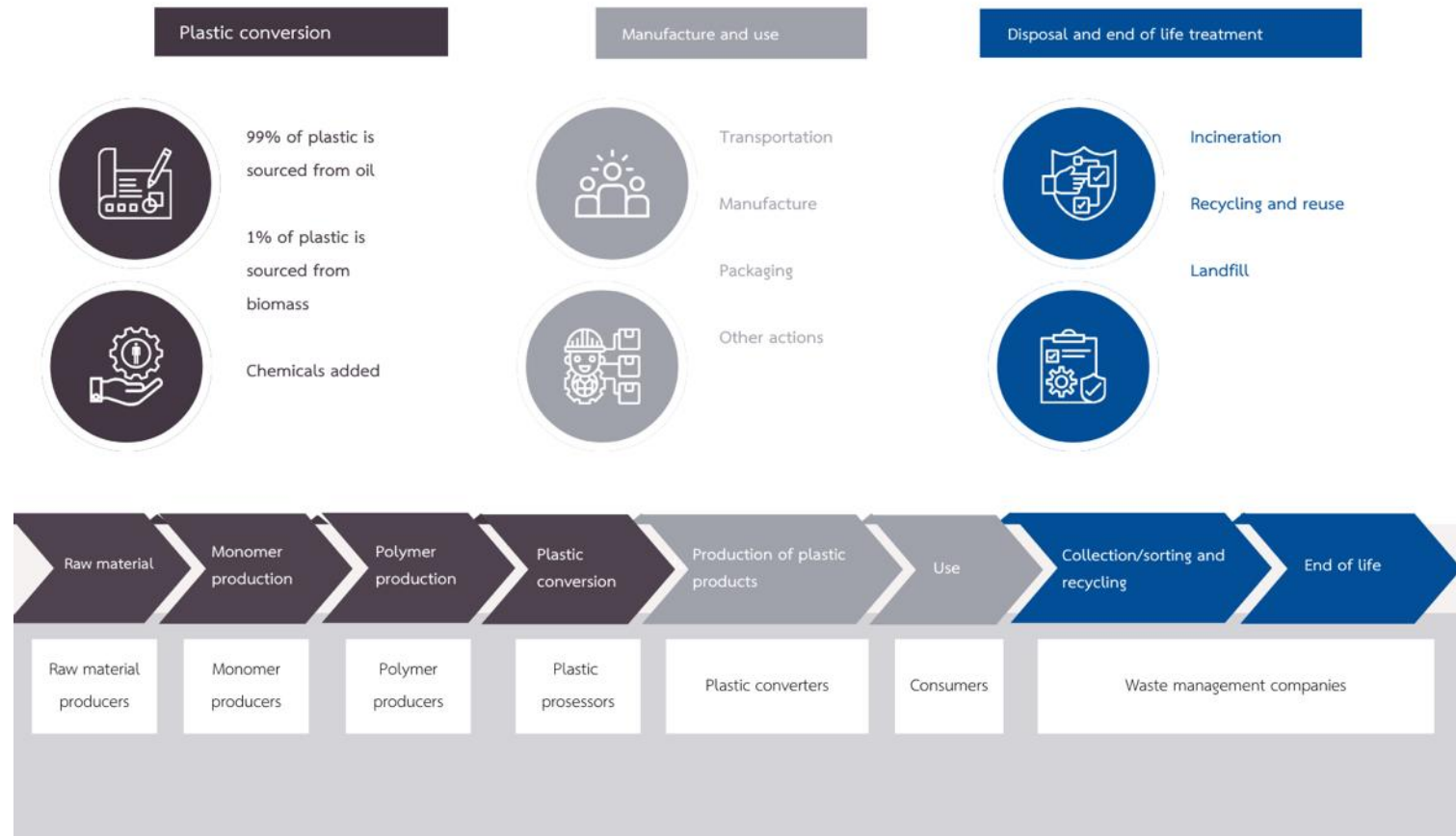
VALUE CHAIN

Premix plays a crucial role to collect and share information of processed materials and as an influencer within the value chain, ensuring transparency, regulatory compliance, and responsible material sourcing. By knowing raw material origins, understanding production impacts and limits of product recyclability, the company can make a difference reducing emissions and minimizing waste.

As a passionate forerunner and a courageous operator Premix is actively testing and looking for new sustainable material solutions. We are committed to develop customer-driven, safe and environmentally responsible innovations without compromising product quality.

Premix have introduced circular economy operation model, integrating locally sourced recycled materials and low-emission alternatives to strengthen supply security and reduce reliance on virgin raw materials. Despite being a small part of the current product portfolio, this approach has growth potential.

Our commitment to responsible value chain management creates new business opportunities, enhances competitiveness, and supports our sustainability goals.



DOUBLE MATERIALITY

Double materiality is an essential part of the European Sustainability Reporting Standards. Premix's double materiality analysis was first conducted two years ago and has now been updated using the principles of CSDR reporting standards. The aim of this work has been to identify the most material sustainability topics, enhance our sustainability reporting and clarify the focus of our sustainability efforts.

Double materiality assesses sustainability topics from two perspectives:

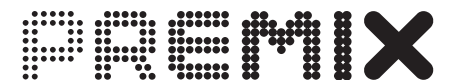
1. The impact of the company's activities on the environment, people and communities (impact materiality)
2. The impact of the sustainability issue on the company's finances, performance, financial position or value (financial materiality).

The assessment was based on the ESRS sustainability topics and sub-topics.

Positive and negative impacts were evaluated based on their severity, considering scale, scope and remediability of the impact. Financial impacts were measured in terms of risks and opportunities, assessed by the scale of financial impacts and the probability of their occurrence. These five variables defined the results. Stakeholder expectations were also taken into account in the assessment.

The double materiality analysis was conducted in an internal workshop in January 2025. Based on this assessment, we have identified the sustainability issues that are material to Premix and its value chain. These topics are included in this report.

Some topics were evaluated to be close to the materiality thresholds. These topics will be closely monitored throughout the year, and their status will be reviewed annually. If their materiality increases, they will be included in the next sustainability report.



MATERIALITY MATRIX

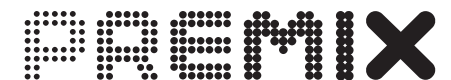
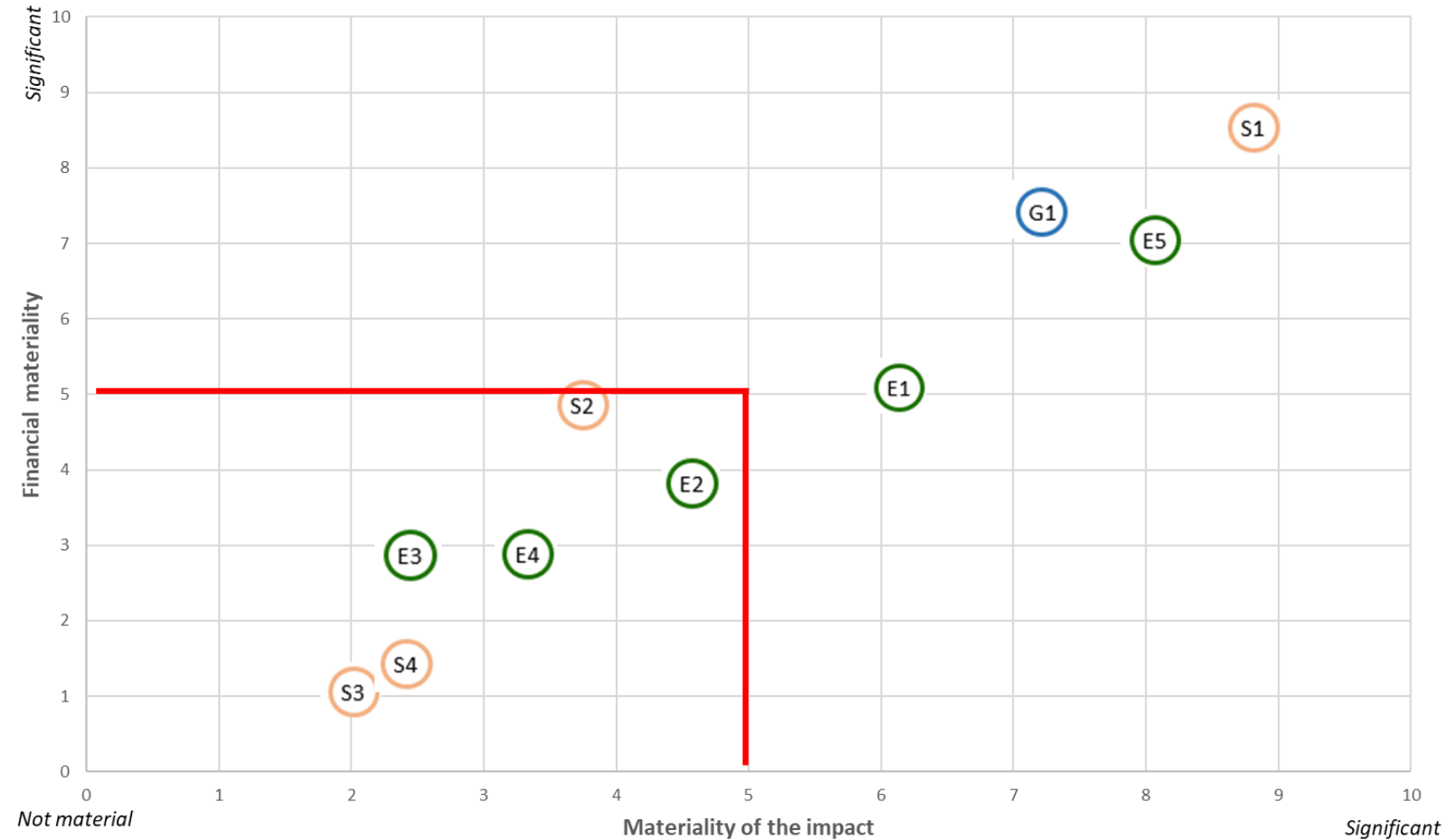
The sustainability topics were positioned in the matrix so that the impact materiality increases along the horizontal axis (to the right), and the economic relevance increases along the vertical axis (upwards).

The threshold is presented by the red line. The threshold value was set to ensure that the cut-off is as representative as possible of the Premix's activities and that the exclusion of certain topics from reporting can be justified.

- E1 Climate change
- E2 Pollution
- E3 Water and marine resources
- E4 Biodiversity
- E5 Circular economy

- S1 Own workforce
- S2 Workers in the value chain
- S3 Affected communities
- S4 Consumers and end-users

- G1 Business conduct

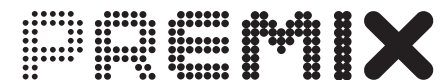


MATERIAL SUSTAINABILITY TOPICS

ESRS Sustainability topic	Sub-topic
ESRS-E1 Climate change	Climate change adaptation Climate change mitigation Energy
ESRS-E5 Circular economy	Resource use Waste
ESRS-S1 Own workforce	Working conditions Equal treatment and opportunities for all
ESRS-G1 Business Conduct	Corporate culture Supplier sustainability Corruption and bribery

Topics to be monitored:

ESRS Sustainability topic	Status
ESRS-E2 Pollution	Impacts from the value chain needs to be further examined
ESRS-S2 Workers in the value chain	Financially relevant, but needs more data



IMPACTS, RISKS AND OPPORTUNITIES

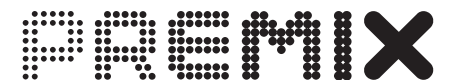
The process of identifying impacts, risks, and opportunities (IRO) was integrated into the double materiality workshop. This approach ensures that material environmental, social and governance (ESG) issues are properly reported. The aim was to assess and prioritize sustainability topics based on their relevance to business operations, stakeholders, and long-term sustainability objectives.

Impacts refer to both positive and negative sustainability outcomes that are related to the company's business activities. These include direct and indirect effects on the environment, society, and human rights throughout the value chain.

Risks encompass financial and reputational threats that could affect the company's economic position, competitiveness, or brand perception.

Opportunities include financial and strategic advantages arising from sustainability efforts.

Based on the discussions and analysis, the most significant IROs related to sustainability topics were identified and prioritized. The most relevant impacts, risks and opportunities are presented in this report under each topic. We will continue refining our approach to IRO management in the coming year.





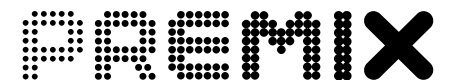
ENVIRONMENT

ENVIRONMENTAL POLICY

As a responsible organization, we are dedicated to developing high-quality products that contribute to better society while enabling our customers to make environmentally conscious choices. We are committed to producing safe, non-hazardous products and minimizing factors that impact global warming. We reduce our carbon footprint, optimize operations and mitigate environmental risks to human health and safety. We ensure that sustainability is embedded throughout our entire supply chain.

We are proud of our manufacturing processes which are designed to eliminate noise and emissions to air, waterways, and soil. We have selected the use of renewable energy and continuously drive actions to reduce energy and water consumption. Furthermore, we minimize waste at all levels and maximize recycling and use of recycled materials.

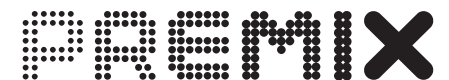
Our responsibility extends to enabling circular economy solutions and exploring innovative approaches to integrate non-fossil raw materials into our products. By offering more sustainable alternatives, we contribute to a healthier planet and create sustainable value for future generations.



ENVIRONMENTAL OBJECTIVES

Objectives	Metrics	Baseline	Target	Status
Reducing energy consumption by 7.5% by the end of 2025 (from the 2018 level)	Energy savings, MWh	-	599	886
Reducing water consumption by 20% by 2030 (from the 2024 level)	Water Consumption, m3/a	2758	2206	2758
Reducing material losses in production down to 2% by 2030	Material loss, %	3,9	2,0	3,9
Ensuring the safety of our products by keeping accidents caused by our products at zero	Accidents caused by our products, pcs	0	0	0
Circular Economy: Double the use of recycled raw materials by 2030 (from 2024 level)	Usage of recycled raw material, tn	1.8%	3.6%	1.8%
Global Warming: Reducing Scope 1 emissions 30% by 2030 and 90% by 2050 (from 2022 level)	Carbon dioxide equivalents per year (CO2e tn/a)	26	18 & 3	36
Global Warming: Reducing Scope 2 emissions 100% by 2030 (from 2022 level)	Carbon dioxide equivalents per year (CO2e tn/a)	3536	0	0
Global Warming: Reducing Scope 3 emission intensity 30% by 2030 and 90% by 2050 (from 2022 level)	Carbon dioxide intensity (CO2e/total production volume)	1.8	1,23 & 0,18	1,7

Green: Target reached
Red: Target not reached



CLIMATE CHANGE

Climate change is reshaping the world around us at increasing pace. The effects can be seen as global temperatures keep rising, extreme weather events become more common and resource scarcity increases. Everyone has a role to play in keeping our planet sustainable for living in years to come. As polymer compounder, this means looking beyond performance and efficiency. We must also consider how our materials and processes contribute to the environment. Premix has currently identified four key-areas where we can make the largest impacts and direct our focus in 2025 and years to come.

They are:

- Reducing energy consumption during production
- More sustainable raw materials
- Working with our end-customers to increase recycling
- Minimizing waste

Premix currently has official objectives related to all these objectives that can be seen in more detail on the environmental objectives page. All four of these key-areas work together to decrease our, and our customers' environmental footprint.

Work towards greener and more sustainable future is sometimes seen as something negative that is forced onto companies by governments. It can be seen as expensive and unnecessary. At Premix we see it differently. We see possibilities for growth that come together with sustainable production. Working to decrease energy usage and waste have straight economical benefits. Creating greener products opens new markets for us and increasing the use of recycled products can make our products more economically viable.

Premix has reached multiple important milestones during last few years regarding climate change. We got our first ISCC-certified bio-circular products to customer testing. We have also developed a calculator tool for our products' carbon footprint and can produce carbon footprint document for over 90 % of our products. We started purchasing 100 % renewable hydropower that decreased our carbon footprint (CO₂e) by over 3 million kilograms.



CARBON FOOTPRINT

As part of Premix's sustainability reporting, we have comprehensively analyzed the carbon footprint of our value chain. We calculate Scope 1 and 2 emissions in all categories we have identified. In Scope 1 we have identified three sources of emissions:

- chemicals used in our laboratory testing,
- forklift gas, and
- emissions caused by company-owned vehicles.

We compensate 100 % of our Scope 1 emissions by financing a VCS certified project.

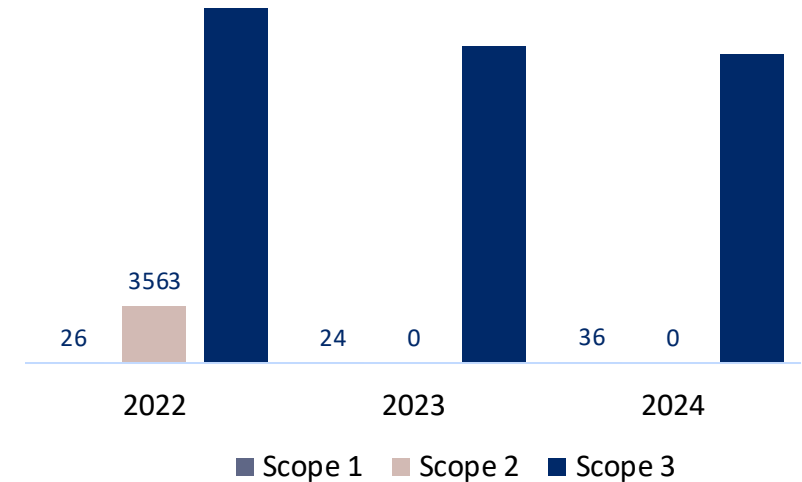
Scope 2 includes emissions from purchased energy. Market-based Scope 2 is calculated according to the specific emission factor reported by the energy provider. Market-based Scope 2 emissions are zero at Premix from 2023 onwards because we operate 100 % on renewable hydropower. Emissions caused by maintaining hydropower production are calculated into Scope 3 emissions according to GHG-protocol.

Location-based Scope 2 emissions are calculated using average emission factor for the entire country and individual contracts for energy do not affect them. Difference between location-based and market-based Scope 2 emissions shows how much emissions are avoided by investing in renewable energy.

In Scope 3 we calculate all emissions from cradle-to-gate. Calculations do not include downstream emissions from deliveries to customers, use-phase or disposal. The calculations do include production of purchased materials, transport, operational waste disposal, water usage, business travel and commuting to work. Scope 3 emissions are calculated as intensity numbers to better represent how Premix's actions effect emissions of every produced kilogram of polymer.

The unit for measuring carbon footprint is carbon dioxide equivalent (CO2e), which encompasses the global warming effect of various greenhouse gases. The method of calculation is based on the GHG Protocol guidance. In defining emission factors, primary data from Premix Oy's suppliers, as well as from the Ecoinvent, Base Carbone, Lipasto, and Y-Hiilari databases, and field research have been utilized.

Carbon footprint CO2e tons



Scope 3 emissions	2022	2023	2024
Tons of CO2e / tons of production volume	1,8	2,2	1,7

Scope 2	2022	2023	2024
Market-based (CO2e tons)	3563	0	0
Location-Based (CO2e tons)*	302	251	318

*Calculated using 2023 emission data for finnish electricity. CO2e = 0,0395 kg / kWh (Tilastokeskus)



ENERGY CONSUMPTION

Our operations are energy-intensive, and we have long focused on efficiency measures to curb energy consumption.

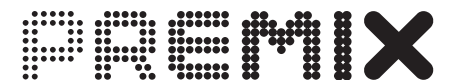
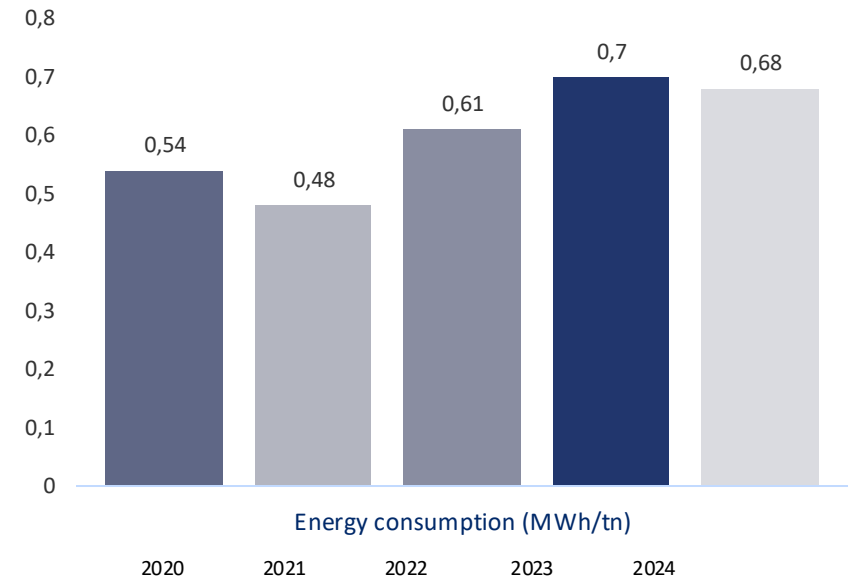
All the energy we buy is renewable, but by improving energy efficiency we can reduce electricity consumption and the climate burden of Finnish electricity production.

We are investing heavily in improving energy efficiency, which has taken the form of modernizing our equipment and optimizing our production processes.

Through the national energy savings agreement, we are committed to reduce our energy consumption by 599 MWh by the end of 2025. This target we have already reached 2 years ahead of schedule and the work to further reduce energy consumption is continuing.

The energy efficiency measures we have already implemented include the development of heat recovery, the renewal of the heat exchanger switching and the replacement of indoor lighting.

As a polymer compounder, Premix's energy efficiency is highly tied to the total volume of production during the year. During the COVID-19 pandemic Premix had a large increase in production volume because of the essential role Premix performed in providing raw materials for pipette tips used in COVID-19 testing. After the pandemic, production volumes have returned closer to pre-pandemic amounts. This has led to decrease in the energy efficiency during last few years.

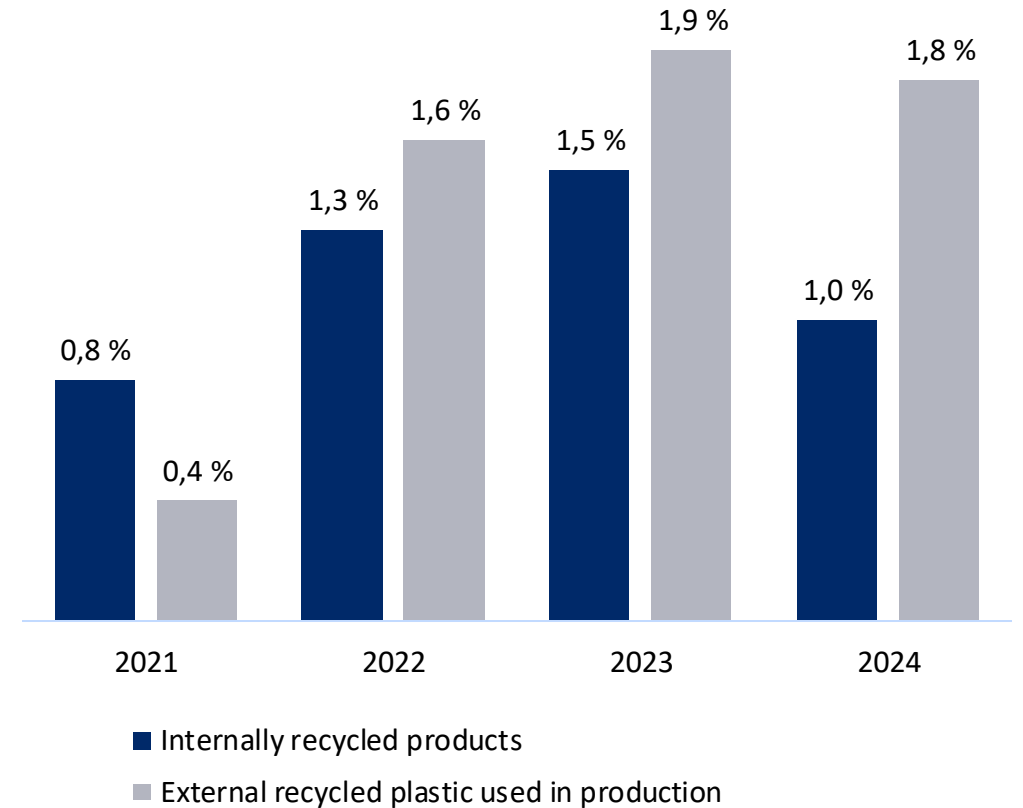


USE OF MATERIALS

The most important sustainability act for the materials we use is to increase the proportion of renewable materials in our products. We have invested in developing our bio-composite-based product range and expect this share to increase in the future. Our aim is to reduce the use of fossil materials and promote more sustainable alternatives to our customers.

We closely monitor the material losses in our production and have set a target to reduce material losses down to 2 %. We believe that by combining statistical process controls with first class preventive maintenance we are able to reach this ambitious target by 2030.

Through these sustainability measures, we aim to be at the forefront of sustainable material practices. We want to be not only a manufacturer, but also a business partner that promotes sustainability and greener alternatives.



WASTE MANAGEMENT

Sustainable waste and water management is an integral part of our environmental sustainability. We recognize the impact of our activities on the environment and minimize the impact in terms of waste generation and water consumption.

We treat every waste material as a resource and have an efficient recycling system in place. The significant reduction in the waste load is the result of systematic improvement in material efficiency, optimization of production processes and the use of larger production batches. We constantly monitor waste volumes to react quickly and continue to develop our environmentally friendly operations.

One concrete improvement we made last year was partnering with a local pallet recycler. As of May 2024, all our wooden pallets are being recycled as re-conditioned pallets or as landscaping material for gardeners.

Monitoring water consumption is important to us, and we have made significant progress in reducing the amount of water used. Our goal is to cut water consumption in half compared to 2018, and we are approaching this target faster than expected.

KPI	Unit	2021	2022	2023	2024
Hazardous waste	Tons	1,1	0,1	5,0	2,0
Non-hazardous waste	Tons	903	721	596	743
Recycled plastic	Tons	170	163	137	118
Recycled cardboard	Tons	14	6	3	3
Recycled wood	Tons	0	0	0	98

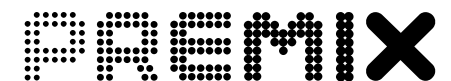




SOCIAL SUSTAINABILITY

SOCIAL SUSTAINABILITY TARGETS

Target	Status
All recruitment processes start anonymously	Not started
We have external whistle-blower channel for reporting, for example, unethical or discriminatory behavior. Same channel is used both for own personnel as well as externals	Done
We update and train our Code of Conduct regularly and require our employees and stakeholders to obey it	Ongoing
All our workplace safety instructions exist both in Finnish and English and that they are trained for all employees frequently and visitors every time at a sufficient level	Not started
We have active job safety analysis and active safety root cause analysis	Ongoing
Premix Board and Management Team perform regular safety walks	Ongoing
Whole personnel perform safety walks regularly and make safety observations	Ongoing
All Premix Line Managers are Certified Human Leaders	Ongoing
Every employee, including blue collars, has a personal development plan	Ongoing
Continuous co-operation and financial support with local schools and sports club	Started
Internal salaries' median in target groups is at least in the same level than external medians	Started



CHARACTERISTICS OF EMPLOYEES

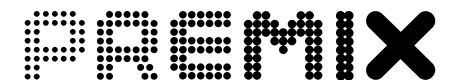
KPI	2022	2023	2024
Number of employees	96	94	95
Average age of personnel	43,2	43,5	43
Full time employees	94	93	92
Part time employees	2	1	3
Joiners	8	4	11
Leavers	6	10	9
Employees represented by unions (excl. directors)	100%	100%	100%

Roles by gender in 2024	TOTAL	Male	Female
Blue-collar employees	30	29	1
White- and upper white-collar employees	56	25	31
Management team	9	6	3
Board of directors	6	5	1

Employee representation

There are three different employee groups at Premix Oy; blue collars, white collars and upper white collars. Each group is represented by own employee representative who is elected by employees every two years.

Employee representatives maintain and develop local negotiation practices and cooperation between the employer and the group of employees they represent. They participate negotiating the local agreements and support employees in possible problem situations what comes to application and interpretation of local agreements or national labor laws.



EQUALITY AND EQUITY

We treat our employees, customers, and other stakeholders fairly and ethically. Valuing diversity and equality is our priority, and we have zero tolerance for discrimination. We want to be trustworthy and act responsibly and ethically towards our customers, partners, employees, directors, and all other counterparts in business. We expect the same high level of integrity and responsibility also from our suppliers, distributors, and other business associates. We believe all this positively affects the customer interface.

All Premix employees are trained and committed to following the company's Code of Conduct, ensuring ethical behavior at all levels of the organization. In addition, the use of external Whistleblowing channel is important tool for maintaining the trust of internal and external stakeholders for ethical way of working.

KPI	2022	2023	2024
Nr of confirmed corruption incidents	0	0	0
Nr of gender related discrimination, violence, or harassment incidents	0	0	0
Nr of child labor, forced labor, or human trafficking incidents	0	0	0
% of targeted suppliers who have signed the Supplier Code of Conduct	89%	100%	100%

We appreciate in diversity and promote equality and equity in everything we do. When recruiting employees, the most essential thing is the candidate's competences in relation to the requirements of the position.

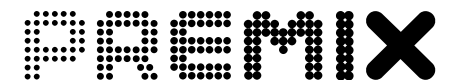
In our recruitment process we do not inquire applicants' religion, sexual or political orientation, etc. In the application phase, applicants need to confirm whether they are of legal age, because Premix does not hire people under the age of 18 but otherwise, age is only disclosed to the employer when concluding an employment contract. In the future the purpose is to start recruitment totally anonymously.

National collective bargaining agreements align minimum salary levels to different target groups. Our salaries are based on job requirements, skills and performance. We evaluate the level of our salaries annually and compare them not only internally but also externally to ensure we have fair and competitive salary levels. Our target is that internal median is at least in the same level then external median.

We offer same personnel benefits to whole personnel. and on top of monthly salary every employee has some kind of complementary salary model (Short Term Incentive) in use.

We appreciate open communication and keep our personnel informed about Premix' business situation and ongoing topics by inviting whole personnel to monthly info sessions. Team level topics are communicated in regular team meetings.

We encourage employees to influence and express development ideas openly and reward our employees for good innovations. Active listening to our personnel, customers, and other stakeholders is our key to sustainable cooperation. Regular external and internal personnel surveys and active reactions to feedback are an important part of our toolbox.



EMPLOYEE WELL-BEING AND TRAINING

We value a psychologically safe environment where everyone has the right to be truly themselves at work as they are. Premix's target is to maintain diverse and equal workplace. We have low hierarchy and discrimination or harassment of any kind is not acceptable at Premix.

It's important for us that Premix personnel feel good at work and have a balanced, rewarding work life. We support hybrid work and flexible working hours whenever the work role enables that. Comprehensive occupational health care and regular health checks with other preventive actions are the key elements in ensuring the overall health of our employees.

To understand different kind of people, their strengths and weaknesses, we do a workplace profile to recognize employees' behavior style at work. This helps us to understand and promote diversity and enriches the working environment. Method gives us also advices how to adjust own behavior in interactional situations with different kind of people.

We support people in their professional growth. Employees have a personal development plan which is followed-up regularly. We publish all open positions in our intranet and encourage our employees to raise up their career aspirations. High quality leadership work is vital for employee satisfaction. We develop and spar our line managers continuously and all our line managers are Certified Human Leaders.

Our digital security strategy aims to identify, assess and mitigate risks in all sectors. We use ISO 27001, GDBR and NIST as frameworks to manage information security as well as conduct security audits and surveys annually. Information security training and orientation to the use of the devices are arranged for each new employee.

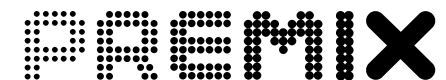
KPI	2022	2023	2024
Sick days per person *	13 d	14 d	12 d
Sick leave % *	5,3%	5,3%	4,5%
Average hours of training provided / employee	26,5 h	13,5 h	17,1 h

*) includes both short and long sick leaves and all calendar days



We believe in good chemistry – not just in our products, but in people too!

Mari Lippojoiki
HR Director, Premix



OCCUPATIONAL SAFETY

We are constantly taking actions to improve and develop safety of our operations. Our safety practices and policies have been brought together in a comprehensive framework that provides a clear framework and guidance for all employees.

To ensure safety, we have regular first aid trainings and a systematic process for reporting health and safety hazards. This process allows us to respond quickly and effectively to any potential hazards. Employees have a clear and easy-to-use channel for reporting near misses and accidents at work, which promotes open and ongoing communication to all employees. During our Safety Day our employees recorded 240 hazards in one day and thanks to active reporting we had zero lost time accidents year 2024!

We are committed to the systematic prevention of accidents and injuries. Line managers and occupational health and safety committees meet regularly to assess the working environment and identify potential risks, and employees are doing Safety Walks. This practice is a key part of the organization's proactive safety culture. Regular follow-up of corrective and preventive actions resulting from root cause analysis ensure that safety issues are systematically addressed.

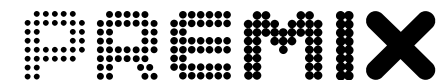
We also invest in continuous training for our employees on safety issues. This ensures that all employees are aware of safety practices and know how to react in the event of an emergency. Safety training is therefore an integral part of the organization's strategy to support the well-being of employees and the long-term success of the organization.

KPI	2022	2023	2024
Lost time injury frequency rate	7,1	8,1	8,1
Lost time injury severity rate	65	80	80
Nr of confirmed security incidents	0	0	0



Our commitment to safety not only meets legal requirements but also reflects the whole organization's commitment to safety of the employees.

Sami Mäntylä
Occupational Safety representative, Premix





GOVERNANCE

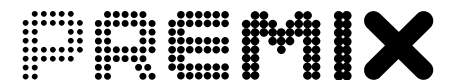
BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

Our business approach is grounded in integrity, transparency, and respect. These principles guide how we operate and how we interact with our colleagues, customers and partners. Our corporate culture emphasizes open communication, collaboration, and mutual trust, fostering environment where people are empowered to grow in sustainable manner.

We are committed to conducting business ethically and responsibly. Our Code of Conduct sets the standard for our operations, outlining clear expectations for ethical behaviour across all levels of the company. It serves as framework to prevent all corruption, bribery or any other unethical practices. All employees and partners are obliged to act with honesty and fairness in every situation.

To support this, we have established whistleblowing channel enabling employees and stakeholders to report any concerns about unethical or unlawful behaviour confidentially. Amon others, this example demonstrates our commitment to accountability and continuous improvement, allowing us to uphold the highest standards of integrity.

Through these principles we build trust and long-term value to all our stakeholders while contributing to safer and more sustainable society.



RISK MANAGEMENT AND INTERNAL CONTROL

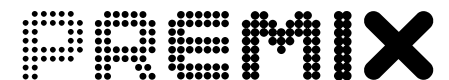


Katariina Torkkola
Chief Financial Officer

Business continuity is the key to ensure our ability to take care of our responsibilities towards customers, employees and society. Thus, we are annually reviewing our business risks which includes risks related to fire safety, critical equipment, critical contractors, suppliers, IT, personnel, compliance, utilities, logistics and liquidity. All the risks have been quantified and mitigating actions have been put in place for all the major risks identified.

Concrete examples of these actions are construction of a second production unit in the United States and fire protection improvements made in our Rajamäki plant. We have also made significant improvements on our cyber security by transferring all the business-critical data into one cloud-based ERP system.

In terms of internal control and sustainability due diligence principles, we systematically review operations to ensure accuracy, reliability and transparency. Thus, we can identify, assess and address ESG impacts from our operations and follow responsible and sustainable business practices.



SUPPLIER SUSTAINABILITY



Kosti Rämö
Sourcing Manager

Sustainability is an ongoing journey, and we continuously refine our supplier engagement strategies to meet evolving ESG challenges. By embedding sustainability into our procurement practices, we strengthen the resilience of our supply chain while contributing to a more sustainable future for all.

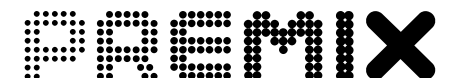
At Premix, we recognize that sustainability extends beyond our operations. It is a shared responsibility across our entire supply chain. Our commitment to ethical and sustainable procurement ensures that we partner with suppliers who work with the highest environmental, social, and governance standards.

We set clear expectations for our suppliers and require them to align with our Supplier Code of Conduct, which covers all ESG subjects. We actively assess our supplier sustainability performance through supplier evaluations, regular audits and supplier site visits, requiring our suppliers to disclose their key ESG metrics.

We believe in fostering long-term partnerships that drive meaningful impact. Through open communication and strategic collaboration, we work closely with suppliers to develop innovative, sustainable solutions. For instance, in 2024 we created a tool to measure carbon footprint of our products, which helps us making more sustainable raw material choices, reducing carbon emissions, minimizing waste and promoting circular economy principles. We also launched our first products based on ISCC Plus certified sustainable plastic raw materials.

Supplier's covering 90 % of purchased volume are:

- 100 % aligned with our Supplier Code of Conduct
- 94 % covered by our CSR assessment
- 71 % ISO 14001 certified
- 61 % Ecovadis rated

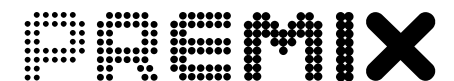


TAX FOOTPRINT

Publishing our tax footprint is an important step towards transparency and accountability in our business. By publishing our tax footprint, we provide a transparent overview of how we participate in taxation and meet our tax obligations to society. For our stakeholders, publishing our tax footprint provides a deeper understanding of the financial impact of our business and our tax practices. This is important for building trust and sends a clear signal that we are committed to responsible business practices.

Publishing a tax footprint is also a contribution to the wider debate on responsible business practices. We act as an example to other companies, encouraging them to adopt responsible tax practices. This promotes sound business practices and creates a fairer competitive environment where companies can compete on a level playing field.

Borne taxes (€)	2021	2022	2023	2024
Income taxes	2,215,982	966,794	338,257	1,035,060
Real estate taxes	19,343	19,482	20,475	20,422
Import duty	2,312	7,262	5,959	4,583



LET'S MAKE
A GOOD MIX

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