

# SUSTAINABILITY REPORT 2023

08.03.2024



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# MESSAGE FROM THE MANAGING DIRECTOR

It is my pleasure to present to you Premix's first ESG Report that presents the progress of our sustainability work and how we measure it. The report is conducted according to ESRS standard. Sustainability guides our everyday decisions and actions. It roots from the owners' will to grow the company value with a sustainable and long-term view. The holistic approach to sustainability is the key driver of Premix strategy. As a purpose we drive to create a safe society with our functional materials.

It is our top priority to maintain the low hierarchy business culture with open communication and strong empowerment. We believe motivated and happy personnel is the key to ensure also high customer satisfaction.

The highlights of taken sustainability action include:

- Line managers have been trained as Certified Human Leaders
- Safety and 5S philosophy guide our operations
- Scope 1 and scope 2 CO<sub>2</sub> emissions lowered to 24 tons
- All Scope 1 and Scope 2 emissions compensated through a certified project
- We developed an audited tool to calculate the CO<sub>2</sub> emissions for our products
- CO<sub>2</sub> emissions calculated for ~100 of our products
- All our energy used comes from renewable energy sources
- Systematic R&D work to reduce the CO<sub>2</sub> emissions of our products started

We will continue to develop all Environmental, Social and Governance related matters. During 2024 the aim is to reduce the CO<sub>2</sub> of our products further, increase material efficiency, certify ISO14000 and improve the wellbeing of our personnel as well as strengthen the safety culture.

Best results are always created together, so I express my warm gratitude to our customers and personnel for all past and future joint efforts. Together we can make a difference and take actions that leave a positive mark on our planet.



"Sustainability is not only part of our strategy. It is the foundation of our strategy."

**Hanna Ristola**  
Managing Director,  
co-owner, Premix

# SUSTAINABILITY REPORTING

As a starting point for Premix's commitment to sustainability reporting, management has set concrete targets and indicators for different areas of sustainability.

Regular monitoring and measurement by the Board and the management team ensure continuous monitoring of sustainability targets and, if necessary, rapid action when anomalies are identified.

The management team has the right and the duty to react immediately to any shortcomings and to take action if the agreed objectives are not progressing as expected. This empowers management to act quickly and effectively to improve sustainability.

Management commits to sustainability by personally participating in the monitoring and approval of material issues. Management involvement, together with personnel and their representatives, reflects a holistic approach and commitment to corporate sustainability and reporting.

By using the services of an external sustainability expert, a company can gain a broad view of sustainability and identify potential areas for improvement.

Regular collaboration with an expert improves the management team's commitment to the principles of continuous learning and development on sustainability issues. Through this process, we ensure that our actions are based on the best possible knowledge and expertise.

In this stage, sustainability reporting is a voluntary action, but this will change in the upcoming years, as Premix is obliged to report according to the CSR directive from year 2026 onwards. Premix is preparing to commence sustainability reporting in accordance with CSRD from 2026, and this report serves as groundwork for that initiative.

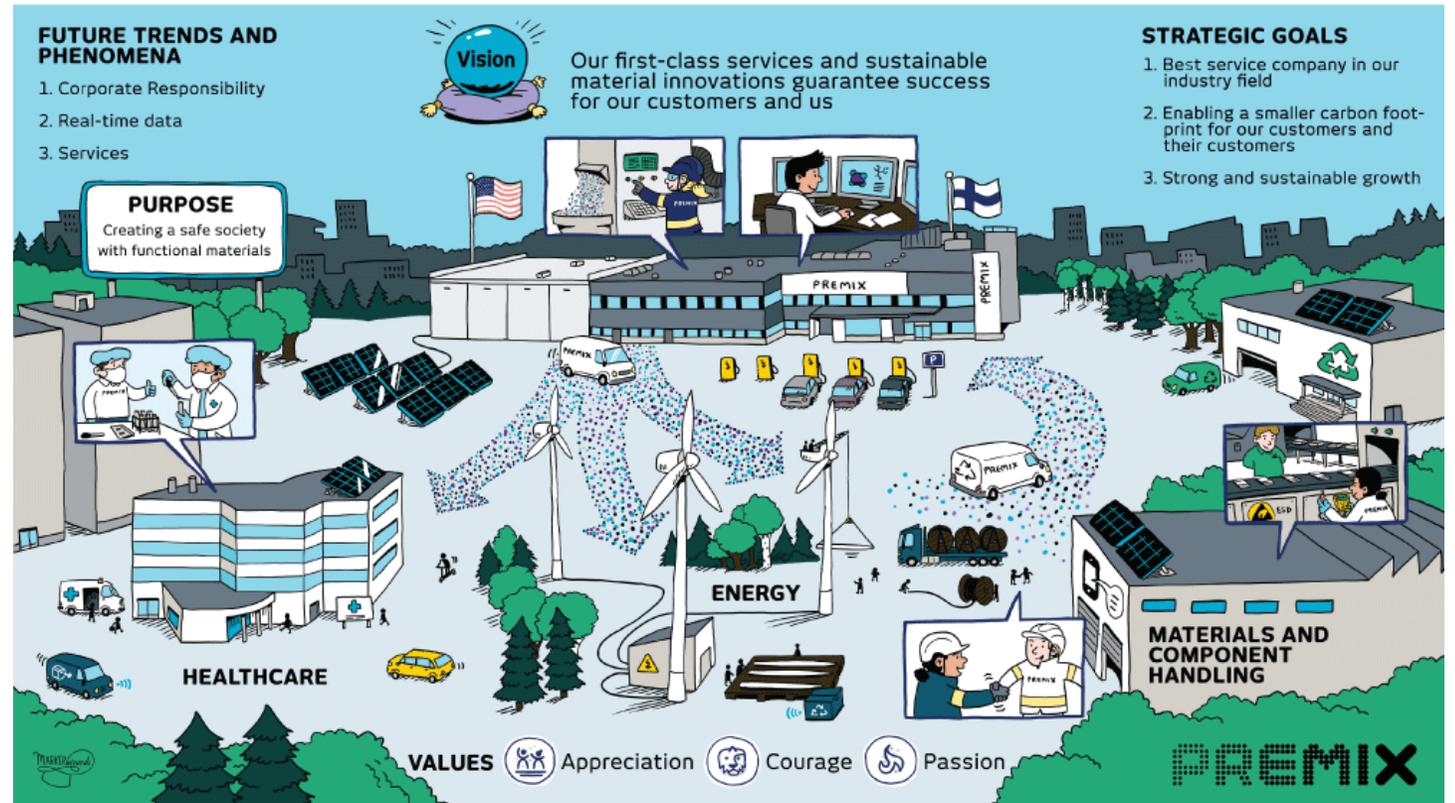
The general sections of the report have been prepared in accordance with ESRS 1 and ESRS 2, and sustainability topics and indicators have been selected based on materiality analysis. According to the standard, any missing elements will be completed by 2026. The report pertains to Premix Oy, as the company gears up to report on the entire group's sustainability in 2026. The partner who prepared the report has verified the metrics used.

# STRATEGY

In line with our company's purpose - to create a safe society through functional materials - we have chosen to focus on the following market segments: **Healthcare, Energy, and Materials and Component Handling**. We believe we can contribute to building a safer society in these segments.

The entire strategy is based on sustainability, which we see as the most significant phenomenon that will fundamentally change our industry. We want to be at the forefront of this development in our industry. At Premix, we make materials that matter. Sustainability is part of our everyday life, and we take actions that make a difference for our products, people and society.

Our vision is to provide first-class services and sustainable material innovations that ensure success for our customers and for us. We aim to be the best service company in our industry, enabling a smaller carbon footprint for our customers and their customers and achieving strong and sustainable growth. Our strategic objectives in the different segments are described in more detail on our [website](#).



# 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.

# SUSTAINABILITY MANAGEMENT

Premix's management team is chosen based on their crucial role in the business, with a focus on individuals capable of taking a comprehensive, long-term approach to economic, environmental, and people-related aspects. The emphasis extends beyond strong business and leadership skills to include an understanding of social impact and sustainability. Management team members are expected to exhibit innovative thinking and adaptability to changing market conditions.

Ethical conduct and accountability are prioritized in the selection of board and management team members to ensure openness and transparency, fostering trust among stakeholders. Ethical guidelines and values guide decision-making, anchoring the company's success in a sustainable foundation.

Actively participating in the community and industry, Premix collaborates with other organizations, engages in industry projects, and contributes to social debates, aiming to make a positive impact locally and beyond. The Board of Directors oversee and update the company's operations and strategy, with owner representation ensuring alignment with owners' perspectives.

Premix's Board comprises 6 members, including 2 from the Management Team. Additionally, there are 7 other members on the Management Board. 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. This holistic approach promotes sustainable development and sustainable business practices.

# 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 decisions on sustainability; approves an annual sustainability report.
- Accurately assesses the organization's impact on the economy, the environment and people when preparing and approving sustainability reports.
- Regularly review control and risk management policies, monitor their implementation and evaluate the effectiveness of processes annually.
- Considers sustainability criteria when making investment decisions.
- Maintains their own competence in the areas related to sustainability.

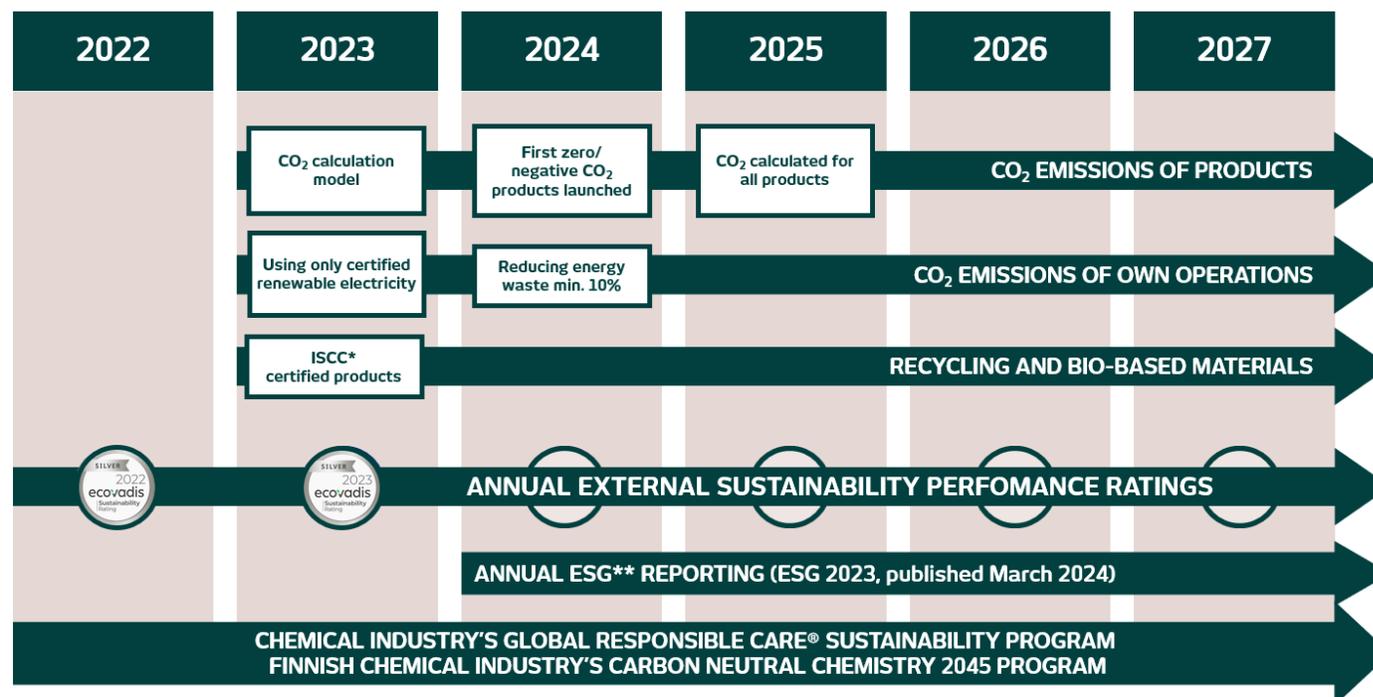
## Managing Director

- Implements the policies approved by the Board and monitors the implementation of sustainability as part of the business.
- Is 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.
- Report to the management team on a quarterly basis on sustainability issues.
- 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.

# SUSTAINABILITY PLEDGE

As a responsible operator, we develop high-quality products that are important for society and enable our customers to have an environmentally optimal solution. We take responsibility for our environment and ensure that our factory does not cause environmental stress on water bodies, soil, or air. We aim to reduce our carbon footprint, improve our operations and reduce environmental risks related to people's health, safety, or supply chains. We require similar responsibility from the entire supply chain.

We are committed to using renewable energy and reducing energy and water consumption. We are actively looking for ways to reduce the amount of waste and packaging waste and to use the generated waste as efficiently as possible. We do not manufacture products that are dangerous for our customers or the environment.



Premix sustainability roadmap, 05.03.2024

# RISK MANAGEMENT AND INTERNAL CONTROL

We are strongly committed to responsible business practices, based on a tightly integrated risk management and internal control framework. These help us to ensure that our business is ethical, transparent and sustainable.

Risk management is an integral part of our daily operations. We regularly review our control and risk management policies to identify and assess potential risks in economic, environmental and social terms.

We strive to anticipate and prepare for threats appropriately, taking into account the sustainability aspect and the potential impact on the environment and society.

In terms of internal control, we systematically review our operations to ensure that we comply with agreed sustainability principles and practices. This ensures efficiency, reliability and accountability in all our business processes.



*Sustainability is not a cost but rather an investment for the future.*

**Mirja Puttonen**  
**Chief Financial Officer, Premix**

# BUSINESS PERSISTENCE AND ETHICS

## BUSINESS PERSISTENCE

Premix's commitment to sustainable and long-term business is reflected in its operating practices, open communication and close cooperation with stakeholders. This long-term approach provides a solid foundation for responsible business practices.

We expect sustainability not only from ourselves but also from our partners. This reflects Premix's holistic approach to sustainability throughout the business chain.

Financial responsibility is a key part of a Premix's philosophy, which means good financial management, efficient use of resources and fair distribution of economic gain to different stakeholders.

The report covers the company's overall sustainability performance and key sustainability themes, which supports openness and transparency towards stakeholders.

The Sustainability Report serves as a tool for assessing and monitoring the company's sustainability performance. Our commitment to sustainable business builds trust among stakeholders and strengthens our position as a responsible player in the market.

## SUSTAINABILITY AND ETHICS

Regular identification and assessment of environmental, social and economic risks is a key part of our sustainability work. This reflects the Premix's efforts to manage and minimize the potential adverse impacts that its business may have on the environment, society and the economy.

In our sustainability work, we take practical measures to reduce negative impacts. This includes adhering to responsible business principles, carrying out internal controls, and continuously improving our operations towards a more sustainable direction. Our commitment to sustainability is not only reactive but also proactive, as we actively seek to develop our activities in a more responsible manner.

Premix's ethical principles emphasize that all activities are in accordance with the law, good practice and codes of conduct. Bribery and corruption are prohibited in all forms within the organization. This ethical policy supports our efforts to act honestly and fairly, building trust among stakeholders and customers. These principles have been the foundation of Premix's operations since its inception, reflecting our long-standing commitment to responsible business practices.

# TRANSPARENCY IN COMMUNICATION

Open communication with all stakeholders is key to enabling open and transparent business.

Stakeholders, such as customers, employees, material suppliers, subcontractors and other partners, form a diverse group of people who influence and are influenced by the company.

Premix's objective to communicate its activities and finances to its stakeholders in a transparent and regular manner reinforces its commitment to open communication.

The open atmosphere of trust within Premix allows employees to voice their concerns to the company's board or operational management. This is to create a listening and participative culture that encourages employees to raise any concerns or suggestions for improvement.

We have a systematic way of gathering input from our personnel to describe their motivational state. This has become a unique way for us to express our employee's well-being. This way our personnel can tell e.g., what brings them joy, what concerns them, whom they want to express gratitude towards, and more. In our monthly informational sessions these topics, among financial status and other current topics, are covered.

# DOUBLE MATERIALITY

Double materiality is part of the European Union's sustainability reporting standard. Premix's double materiality analysis has been carried out using a materiality analysis based on the Sustainability Expert Partner system, for which topics relevant to the company's sustainability have been addressed.

In addition to the double materiality analysis, we conducted a stakeholder analysis, the results of which are presented on the next page. Based on these, we have identified the sustainability issues that are material to Premix and its value chain, which we present in this report. Premix has set its own sustainability targets for stakeholders based on the relevant sustainability issues.

First, we looked at the financial materiality of our business. This includes the key financial factors that affect the performance and long-term sustainability of our business. We identify and analyze the financial risks and opportunities that can affect both our business and the interests of our stakeholders.

After economic materiality, we focused on the analysis of the materiality of sustainability aspects. We looked at the impact of our business on society, the environment and people. Our aim was to identify those factors that are relevant both to our business and to society at large. In particular, we focused on those sustainability issues that have the greatest impact and are relevant to our stakeholders.

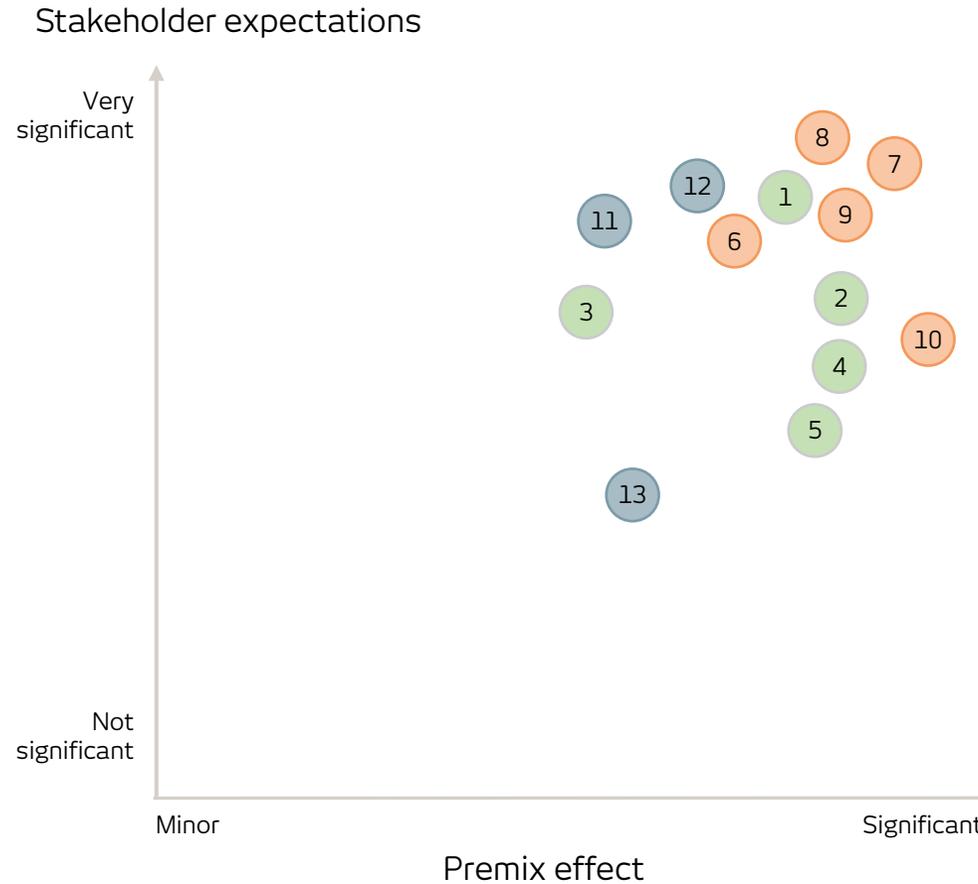
We combined economic effectiveness with the materiality of sustainability issues, identifying the areas where economic success and sustainability are interlinked - areas of double materiality.

This analysis helps us to develop strategies that promote sustainable business practices while taking into account economic requirements and sustainability expectations.

We will continue to develop and refine the assessment of double materiality in the coming years.

# MATERIALITY MATRIX

**Stakeholder analysis:** The impact of Premix on the surrounding society is essential to determine the design of sustainability work. 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 and government.



## Environmental sustainability

1. Managing and reducing your carbon footprint
2. Promoting the circular economy
3. Safeguarding biodiversity
4. Improving energy efficiency
5. Carbon handprint and positive impact on the environment

## Social sustainability

6. Achieving equality between people
7. Worker safety
8. Product safety
9. personnel well-being
10. Developing employee skills

## Administrative and financial sustainability

11. Business openness and transparency
12. Stakeholder cooperation and trusted partnerships
13. Promoting fair competition

# ENVIRONMENTAL POLICY

As a responsible actor, we develop high-quality products that are important for society and enable our customers to make environmentally optimal choices. We take responsibility for our environment and ensure that our factory does not produce any environmental burden on waterways, soil, or air. Our goal is to reduce our carbon footprint, improve our operations, and reduce environmental risks related to human health, safety, or supply chains. We are exploring the possibility of reducing the use of non-fossil raw materials in our products. We demand responsibility from the entire supply chain.

We are committed to using renewable energy and reducing our energy and water consumption. We actively seek ways to minimize off-spec and packaging waste and use generated waste as efficiently as possible. We do not manufacture hazardous products for our customers or the environment.



# ENVIRONMENTAL OBJECTIVES

- ✓ We are committed to delivering products according to specifications that ensure safety for our customer.
- ✓ We aim to have our operations certified according to ISO 14001 by the end of 2024.
- ✓ We aim to minimize our carbon footprint impact for scopes 1 and 2.
- ✓ We are committed to reducing our energy consumption by 7.5% by 2025 (from the 2018 level).
- ✓ We aim to reduce water consumption by 50% by 2025 (from the 2018 level).
- ✓ The goal of the operation is to continuously reduce the amount of waste and to reduce material waste in production to less than 2% by 2025.
- ✓ We ensure that our factory maintains low noise emissions and that plastic granules do not escape into waterways or soil from our area.
- ✓ We produce detailed data on the carbon footprint caused by all our products and our overall operations, and we are constantly looking for ways to reduce it.

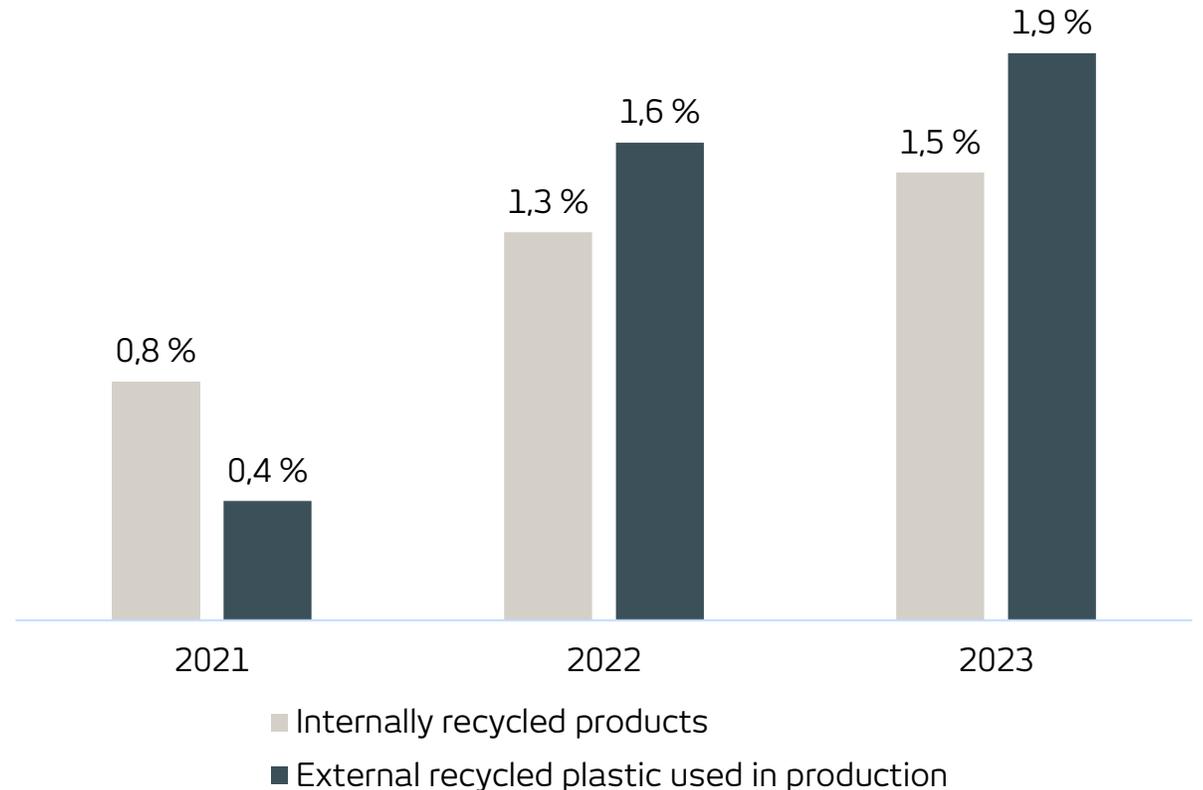
# USE OF MATERIALS

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 a more sustainable alternative for our consumers.

In our material procurement, we have set strict environmental criteria to ensure that the materials we choose are in line with sustainable development. We closely monitor the quantities and weights of materials in our products and packaging and share this information openly with our customers as required. In this way, we aim to increase transparency and promote sustainability throughout our supply chain.

To improve material efficiency, we have introduced processes that not only reduce our environmental impact, but also reduce the amount of production waste. These measures have led to a significant reduction in waste.

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.



# ENERGY CONSUMPTION

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

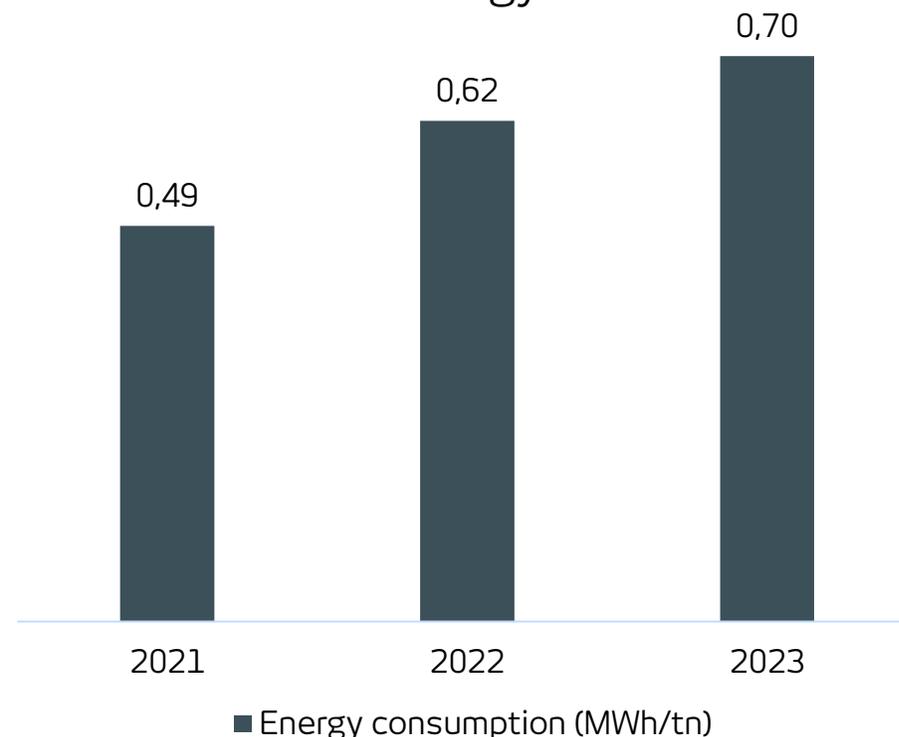
All the energy we buy is renewable, but by improving energy efficiency we can reduce electricity consumption and the climate burden of Finnish electricity production.

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 500 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.

*We use 100% renewable energy*



# CARBON FOOTPRINT

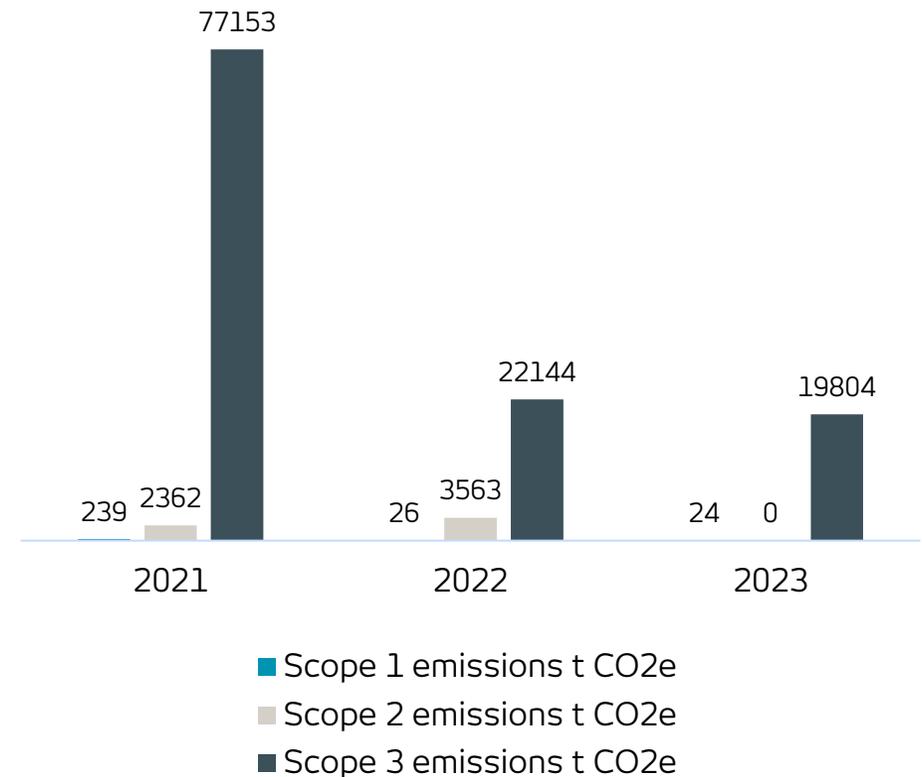
As part of the launch of Premix's sustainability reporting, we have comprehensively analyzed the carbon footprint of our entire value chain. In addition to Scope 1 and 2 emissions, the calculation includes purchased materials, life cycle emissions from energy consumption, purchase and sales transport, waste, water consumption, business travel and commuting. Our first CO2 figures are from 2021, but we improved the method the following year, and therefore the values are more accurate from 2022 onwards.

The total carbon footprint of Premix in 2023 was 19 828 tons. We have reduced our Scope 1 and 2 emissions by reducing our fossil fuel consumption and purchasing renewable electricity. Company vehicles will be electric or hybrid cars in upcoming years.

The remaining Scope 1 emissions have been offset by Premix by financing a certified carbon offset project with 24 tons of CO2. Lumin/Eucapine Forest Plantations project is VCS certified CCB project, so it is also advantageous to local communities and biodiversity.

Of the total carbon footprint of the value chain, the share of purchased materials was highlighted, accounting for ~80 % of the total carbon footprint. In Scope 3, we aim to influence emissions by communicating carbon footprint issues throughout the value chain and encouraging our suppliers to reduce their own carbon footprint.

For our products, bio-based materials contribute to reducing our Scope 3 emissions. As part of the carbon footprint project, we have developed a product-based carbon footprint calculation, so that we can provide our customers with information on the carbon footprint of their product.



# WASTE AND WATER

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.

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.

In 2022, we tested the amount of pollution in wastewater, and the result was 16 grams per kilogram of water. We will continue to closely monitor and care for the quality of our wastewater to ensure we continue to meet regulatory requirements and further reduce pollution.

KPI	Unit	2021	2022	2023
Hazardous waste	Tons	1,1	0,1	5,0
Non-hazardous waste	Tons	1073,0	884,0	673,0
Waste recovered	Tons	629,0	473,0	387,0
Plastic to recycling	Tons	70,0	176,0	142,0
Cardboards to recycling	Tons	14,0	6,2	3,0
Wood to recycling	Tons	181,0	110,0	92,0

# BIODIVERSITY

Plastics industry in Finland is paying close attention in finding ways to protect biodiversity. We understand that the manufacture and use of plastics can have adverse impacts on biodiversity, and we actively seek to minimize these impacts.

We focus on protecting ecosystems, especially in the production processes of the plastics industry. This includes ensuring responsible sourcing of raw materials and optimizing production processes to reduce potential negative impacts on natural ecosystems.

In waste management, we set targets for sustainable waste management so that plastic waste does not end up in the environment, harming habitats. This includes developing efficient recycling systems and supporting the re-use of plastics.

We invest in research and development to find more environmentally friendly alternatives to plastics. Our aim is to promote bio-based solutions that reduce environmental impact and are more sustainable for biodiversity. We also invest in education and awareness-raising among our personnel and stakeholders. We emphasize sustainable practices and aim to raise public awareness of responsible plastic use and disposal.

Premix also invest to biodiversity through carbon offsetting by investing in certified Lumin/Eucapine Forest Plantations project.

Overall, we are committed to continuously acting responsibly to reduce the negative impacts of plastics on biodiversity and to promote a more sustainable plastics industry that supports biodiversity.

# SOCIAL SUSTAINABILITY OBJECTIVES

- ✓ All recruitment processes start anonymously
- ✓ We take into use an external whistle-blower channel for reporting, for example, unethical or discriminatory behavior.
- ✓ We update and train our Code of Conduct regularly and require our employees and stakeholders to obey it.
- ✓ We make sure all new company cars are hybrid or fully electric.
- ✓ We ensure that 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.
- ✓ We have an active job safety analysis and active safety root cause analysis.
- ✓ Premix Board and Management Team perform regular safety walks.

# EMPLOYEE TRAINING AND WELL-BEING

We are fully committed to ensuring Premix personnel feel good at work and have a balanced, rewarding work life. We support remote work and flexible working hours whenever the work role enables that. We appreciate a low hierarchy as well as an open atmosphere.

We support people in their professional growth. All our employees have a personal development plan which is followed-up regularly. We publish all open position in our intranet and encourage our employees to raise up their career aspirations.

We encourage whole personnel to express their improvement ideas - and reward them for good innovations. Active listening to our personnel, regular surveys and active reactions to feedback are an important part of our toolbox.

High quality leadership work is vital for employee satisfaction. All our line managers participate training program and are Certified Human Leaders. We develop and spar our line managers continuously.

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.

Comprehensive occupational health care and regular health checks with other preventive actions are the key elements in ensuring the overall health of our employees.

KPI	2021	2022	2023
Sick days per person *	9,3 d	13 d	14 d
Sick leave % *	3,7%	5,3%	5,3%
Average hours of training provided / employee	7,5 h	26,5 h	13,5 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 Lippojoki**  
HR Director, Premix

# PERSONNEL STRUCTURE

KPI	2021	2022	2023
Number of employees	100	96	94
Average age of personnel	43,0	43,2	43,5
Full time employees	100	94	93
Part time employees	0	2	1
Joiners	12	8	4
Leavers	29	6	10
Employees represented by unions (excl. directors)	100%	100%	100%

Roles by gender	TOTAL	Male	Female
Blue-collar employees	27	27	0
White- and upper white-collar employees	53	22	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 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 them or labor law issues.

# 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 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.

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. 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	2021	2022	2023
Lost time injury frequency rate	10,0	7,1	8,1
Lost time injury severity rate	34	38	92
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**

# EQUALITY AND EQUITY

Our ambition is to be a responsible company in the plastics industry who is not only manufacturing its products responsibly, but also promotes equality and equity in its working environment.

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 committed to following the company's [Code of Conduct](#), ensuring ethical behavior at all levels of the organization. In addition, the use of a [Whistleblowing system](#) and personnel training related to these topics are important tools for maintaining the trust of internal and external stakeholders.

We invest in diversity in our recruitment processes. Our remuneration policy is based on job requirements, skills and performance. We strive to ensure that it is equal for all employees. Our company has drawn up an Equality and Diversity Plan, which includes the actions and other details to achieve the above objectives.

KPI	2021	2022	2023
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	0	89%	100%

# COMMUNITY ENGAGEMENT

We are committed to being an active and responsible player in our local community. We strive to strengthen the local economy by providing jobs and opportunities for people in our area. We also value open dialogue with local residents, community organizations and other stakeholders. This dialogue helps us to deepen our understanding of local needs and expectations.

Premix is not only an employer in the region, but we are also part of our community. We want to be a respected and trusted partner that supports the long-term development and well-being of our region.

Our role as an employer is significant, and in addition to directly employing around 100 people, we support a number of local subcontractors, including transport and maintenance services. This diverse employment contribution contributes to the vitality of the region.

We support the safety education of local students by sponsoring e.g. traffic safety workbooks for primary school children. Annually we also give chemistry & physics scholarships for local high school and middle school students.



*In 2020, Premix sponsored a local sports club to ensure sports hobbies for children in low-income families*

# SUPPLIER SUSTAINABILITY

Supplier sustainability is a key part of our overall sustainability strategy, and we are constantly working with our suppliers to follow-up their initiatives on sustainability and encourage them to innovate more environmentally friendly solutions.

As part of our procurement process, we monitor suppliers' sustainability performance and require them to report transparently on their own sustainability performance. This transparency enables effective information sharing and helps us to better understand the sustainability challenges and opportunities our suppliers face. We also engage in open discussion and solicit feedback from our suppliers so that together we can find the best ways to promote sustainability throughout the supply chain.

To ensure continuous monitoring, we use a wide range of metrics and indicators to assess the sustainability of our suppliers. In addition to environmental performance indicators, we pay attention to respect for human rights and other sustainability issues. Regular audits ensure that our suppliers adhere to their practices.

We maintain constant open communication with suppliers. We clearly inform them about our sustainability objectives and expectations and gather their feedback and ideas to help us work together to improve sustainability.

The supplier sustainability monitoring process is continuous and interactive. This ensures that our suppliers remain committed to sustainability and that together we can achieve high sustainable business standards.



We believe that the most sustainable solutions are found through co-operation with our suppliers, and we are committed to leading by example and pioneering this path towards more sustainable supply chains.

**Mika Silventoinen**  
**Supply Chain Director**

# 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
Income taxes	2,215,982	966,794	338,257
Real estate taxes	19,343	19,482	20,475
Import duty	2,312	7,262	5,959

# ABOUT THE REPORT

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

Premix is currently not subject to any external sustainability reporting obligations or commitments. In the coming years, we will be enhancing our report to meet the requirements of Corporate sustainability reporting directive (CSRD), and we will further deepen our analysis and requirements of double materiality.

This Sustainability Report is our first report based on the ESR Standard (European Sustainability Reporting Standard). The report covers the Universal Standards and Topic -specific Standards of the ESRS Standards, which consist of descriptions of management practices and data and indicators relevant to the company. In addition, information related to Premix's own sustainability issues is reported in line with the ESRS standards.

The sustainability report covers the period 1.1. - 31.12.2023. The contact person for this report is Hanna Ristola, the company's CEO.

Sustainable business practices form the basis for long -term profitable and sustainable business operations. The starting point for sustainability reporting is the material sustainability issues that apply to our operations, as worked out internally and identified by stakeholders. The economic, social and environmental impacts of stakeholders are part of the definition of material considerations. The materiality analysis has been carried out as part of this Sustainability Report 2024. You can read more about our materiality analysis in this report the section on accountability management. For a comparison with ESRS standards, see the ESRS Index.

# ESRS INDEX — GENERAL INFO

Content	Sections
<b>GOV-1 - The role of administrative, management and supervisory bodies</b>	Sustainability management Personnel structure
<b>GOV-2 - Sustainability information to governance body</b>	Sustainability management About the report
<b>GOV-5 - Risk management and internal control</b>	Risk management and internal control Sustainability management
<b>SBM-1 - Strategy, business and value chain</b>	Strategy
<b>SBM-2 - Stakeholder interests and views</b>	Materiality matrix
<b>SBM-3 - Significant impacts, risks and opportunities</b>	Materiality matrix Double materiality & several other pages
<b>IRO-1 -1 Description of the process for identifying and assessing significant impacts, risks and opportunities</b>	Materiality matrix Double materiality & several other pages
<b>Actions MDR-A - Actions and resources related to key sustainability issues</b>	Sustainability management & several other pages
<b>MDR-M - Metrics related to key sustainability issues</b>	Several pages
<b>MDR-T - Tracking effectiveness of policies and actions through targets</b>	Several pages

# ESRS INDEX — MATERIAL TOPICS

Content	Sections
<b>ESRS-E1 - Climate change</b>	Energy consumption Carbon footprint
<b>ESRS-E3 - Water and marine resources</b>	Waste and water
<b>ESRS-E4 Biodiversity and ecosystems</b>	Biodiversity
<b>ESRS-E5 - Resource use and circular economy</b>	Use of materials Waste and water
<b>ESRS-S1 - Own workforce</b>	Employee training and well-being Personnel structure Occupational safety Equality and equity
<b>ESRS-S3- Affected communities</b>	Community engagement
<b>ESRS-G1 -Business Conduct</b>	Supplier sustainability Tax footprint

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A GOOD MIX**

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