

An aerial night photograph of a city, likely Oslo, Norway, situated in a deep fjord. The city's lights are reflected in the water, and the surrounding mountains are visible in the background under a dark blue sky. The foreground shows dark, silhouetted trees.

ENSTO

SUSTAINABILITY REVIEW 2024

Better life.
With electricity.

For the Reader

We invite our stakeholders to explore this Sustainability Review, a comprehensive overview of our sustainability efforts in 2024.

This review highlights our actions and progress across key areas: Climate Action and Circularity, Safe and Inclusive Workplace, and Business Ethics and Compliance.

We are currently in a transition phase, refining our sustainability strategy to adapt to evolving sustainability reporting regulations and due diligence obligations. As we navigate this evolving landscape, we remain committed to transparency, continuous improvement, and meaningful impact.

Engage with us as we shape a more sustainable future.

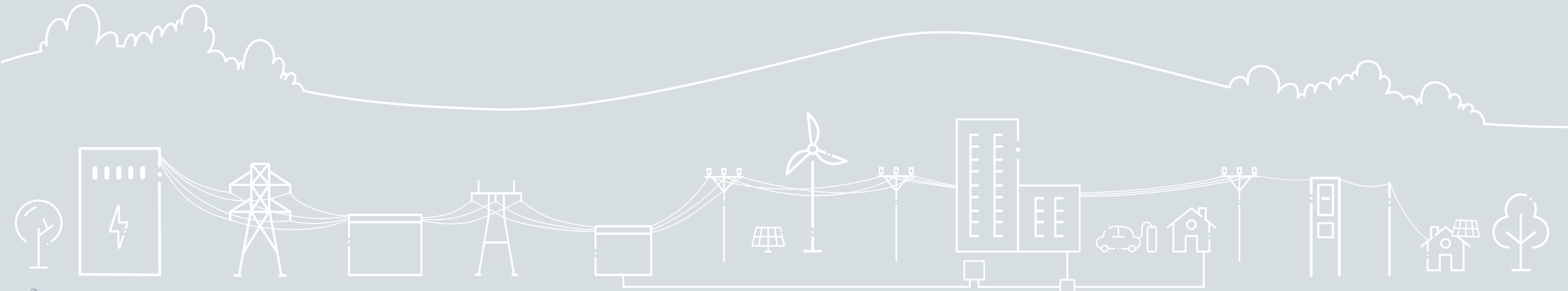


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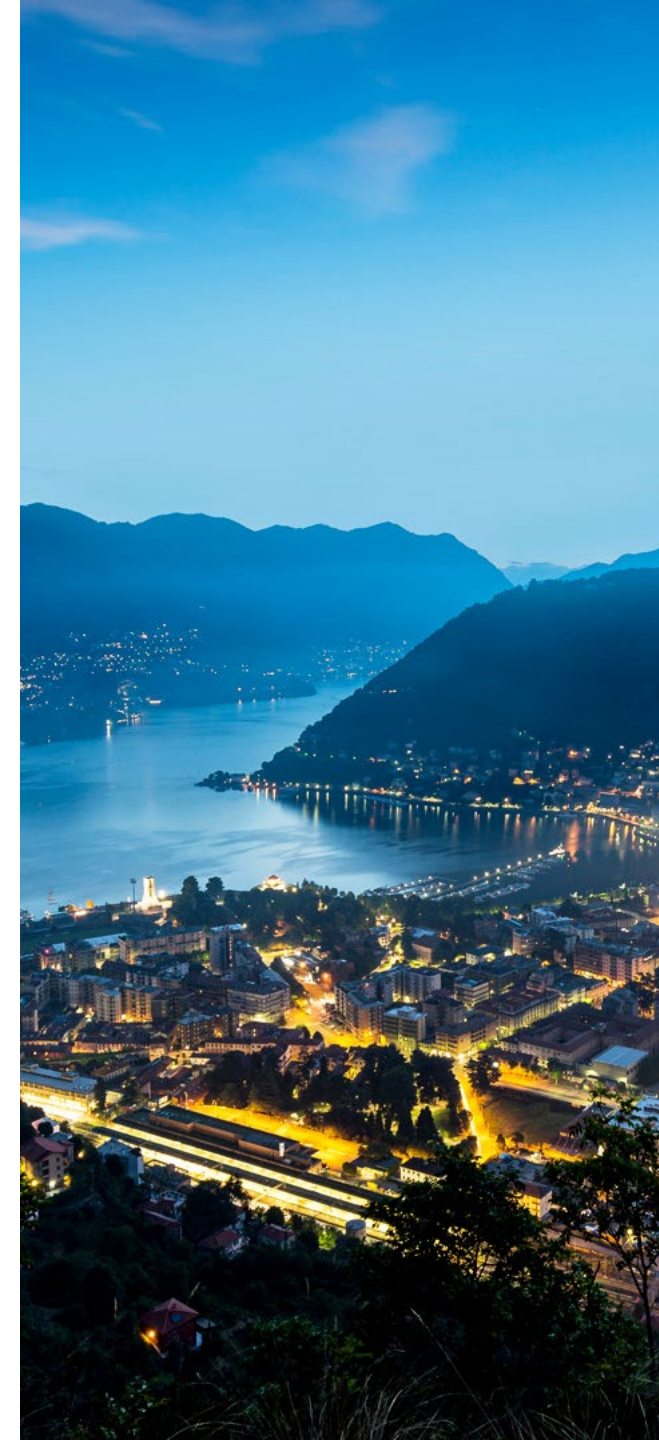
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1 Introduction

Ensto in Brief

We are an international technology company and a family business powered by people since 1958. We enable green transition, reliable and safe supply of electricity by creating sustainable solutions for electricity distribution.

OUR VALUES

Trust Capital
Creativity
Winning Together

BUSINESS LINES

Line Accessories
Distribution Automation
Protection, Automation and Control
Substations

WHERE WE ARE

Sales offices **12**
Production **5**
R&D **5**

OUR PERSONNEL

850

Finland	26%
France	26%
Estonia	22%
India	15%
Other countries	11%

OUR CUSTOMERS

In **110+** countries

Distribution system operators (DSOs)
Industrial customers
Renewable energy producers

OUR SUPPLIERS

2,000+

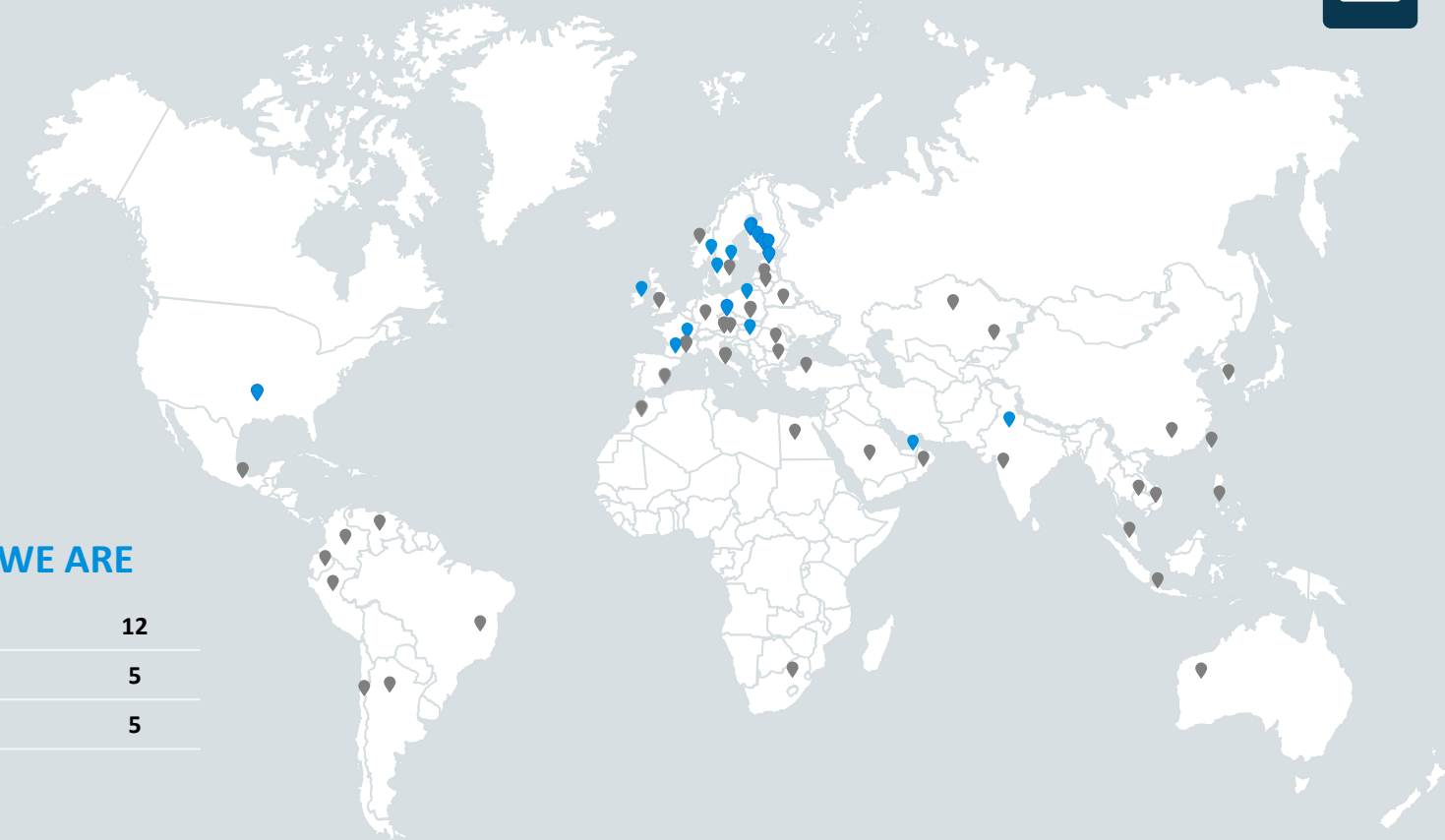
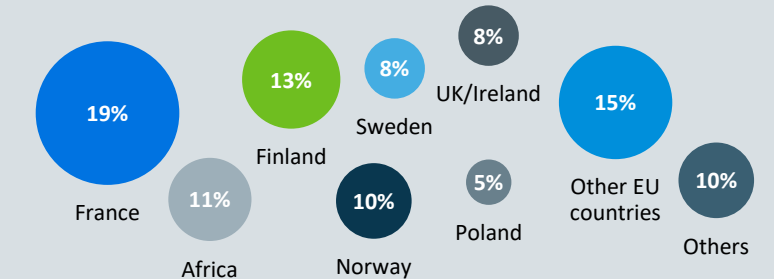
	spend
France	30%
Finland	17%
India	9%
China	6%
Estonia	6%
Other countries	32%

TURNOVER

193 M€

Line Accessories	45%
Distribution Automation	37%
Protection, Automation and Control	10%
Substations	6%
Sub contracting	2%

MARKET AREAS



Business Strategy and Business Model

Ensto's Strategy

Ensto is guided by the vision **Sustainable Solutions for Electricity Distribution**, recognizing the significant influence electricity has on green transition, society and individual lives.

We help our customers to build and improve their distribution networks and meet the surrounding challenges; global warming, growing urbanization, and extreme weather conditions.

Increased electrification demands smarter and more resilient electrical infrastructures.

Our strategic agenda is centered on sustainable development, with a focus on delivering sustainable premium products designed to meet the needs of customers. We have three strategic priorities: fostering **growth**, ensuring **profitability**, and promoting continuous **renewal**.

Ensto's Business Model

Ensto's business model is solely business-to-business (B2B). In some market areas, business is conducted via wholesalers and distributors, with the biggest customers being **distribution system operators (DSOs)** and **industrial customers** in the electricity sector.

Our commitment to serve our customers better is reflected in our four business lines, each of which is based on a specific technology and expertise: **Line Accessories; Distribution Automation; Protection, Automation and Control**, and **Substations**.



Improving the Critical Electrical Infrastructure



Shortening the Power Outages



Enabling the Green Transition



Mitigating the Impact of Extreme Weather Conditions



Improving the Electrical Safety

SUSTAINABLE SOLUTIONS

We Help Customers to Meet the Surrounding Challenges

By improving the **Critical Electrical Infrastructure**

To meet growing electricity demand, climate change, and cyber threats, electricity networks must be upgraded. Strengthening infrastructure with smart network technologies, which offer real-time monitoring, protection, and control, is critical.

By shortening the **Power Outages**

Storms and severe weather cause a significant part of power outages. Investing in smart technologies can significantly reduce power outages and related damage and thus improve network quality.

By enabling the **Green Transition**

As wind and solar farms grow in size and capacity, new demands arise for the equipment

used. Our solutions help customers meet these evolving energy needs by enhancing grid infrastructure and control systems.

By mitigating the impact of **Extreme Weather Conditions**

Storms, floods, wildfires, and other climate-driven events threaten our energy systems. Solutions for electricity grid building and protection are designed not only to mitigate the impact of risks on everyday lives but also to promote biodiversity and environmental protection.

By improving the **Electrical Safety**

Safety management in the various functions of the electricity distribution network requires a comprehensive approach that takes into account both technological and human aspects.



Close Co-operation With Customers

Comprehensive Protection in Harsh Weather Conditions



Ensto Maviko has delivered a turnkey primary substation for a **wpd Suomi**-developed wind farm in Oulainen, Finland. The wind farm, featuring seven turbines with a combined output of 41.3 MW, now feeds electricity into the national grid.

This project underscores Ensto Maviko's rapid design and construction capabilities, further enhancing its reputation for efficiently building substations critical for renewable energy generation.

Life Cycle Thinking and Responsibility go Hand in Hand

PKS Sähkösiirto Oy and Ensto have enhanced their partnership, focusing on network automation and increased underground cabling to boost supply reliability.



They prioritize high-quality installations to extend network lifespan, reducing the need for early reinvestment. Automation also helps minimize service disruptions and efficiently localize faults, thereby improving reliability and reducing outage costs.

Vattenfall Protects Electricity Lines and Environment

Vattenfall improves the electricity network with Ensto's advanced solutions and has implemented full covered conductor solution (FCCS) in northern Sweden to protect the overhead line from harsh weather conditions and at the same time protect nature.

By using top-class accessories, disturbances to the electricity network, maintenance costs and the need to for large-scale forest clearing are reduced.



The Joint Energy Project by Porvoo Energy and Ensto



The energy project involving **Porvoo Energia Oy - Borgå Energi Ab, IOTOI Oy**, as the main contractor, and **Sweco Finland Oy**, the design firm, aims to utilize excess heat from Ensto's Porvoo headquarters for Porvoo Energia's district heating network.

Installation will start at Ensto's Porvoo plant in summer 2025, aiming to use waste heat for cooling and to meet 4% of Porvoo's annual district heating demand, enhancing the city's sustainable heating solutions.



2 Strategy



Sustainability Strategy

Our Sustainability Strategy is built on three core pillars that have been shaped based on our materiality assessment conducted in 2022:

Climate Action & Circularity

Minimizing our carbon footprint, enhancing energy efficiency, and promoting circular economy principles.

Safe & Inclusive Workplace

Empowering our people by creating a safe, inclusive, and engaging workplace while upholding human rights and ethical labor practices across value chain.

Business Ethics & Compliance

Ensuring transparency, accountability, and sustainability throughout our operations and value chain.

Beyond these pillars, we recognize the vital role of electrification in enabling a more sustainable and resilient society. Our solutions support clean energy distribution, reliable power infrastructure, and the transition to a low-carbon economy, ensuring that communities and industries are equipped for the future.

By integrating sustainability into our business, we strive to create long-term value for people, the planet, and the evolving needs of modern infrastructure.



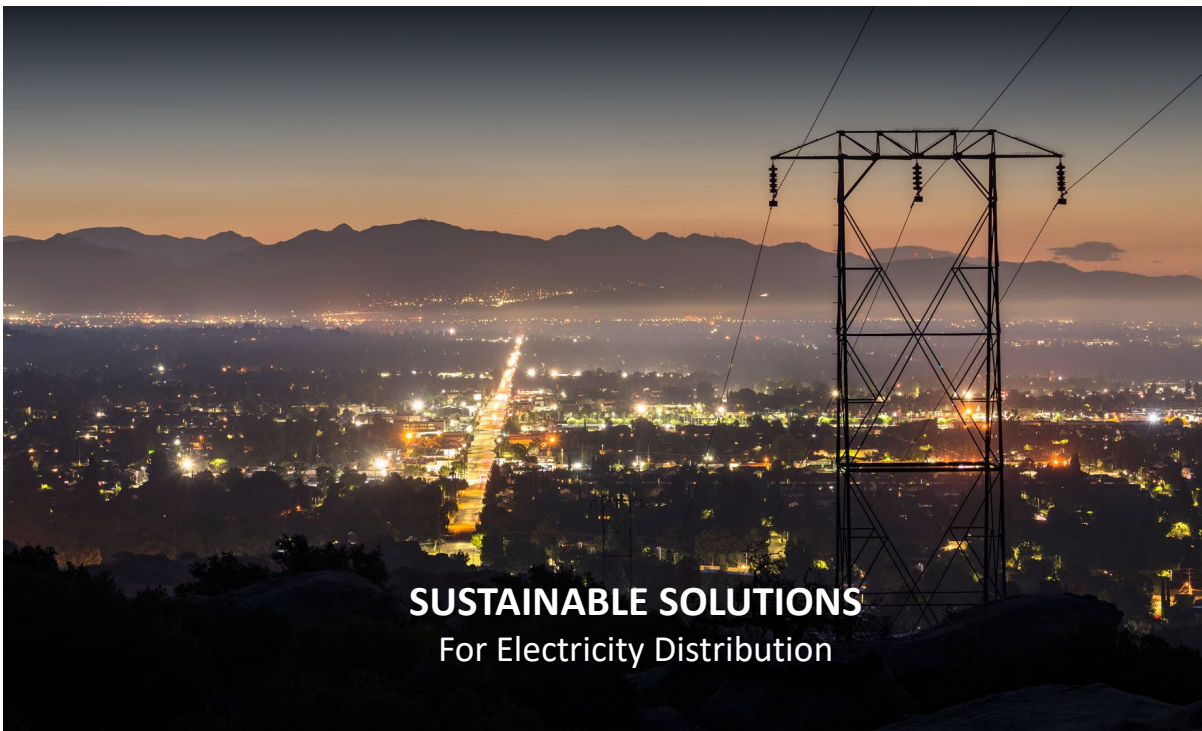
ENVIRONMENT
Climate Action &
Circularity



SOCIAL
Safe & Inclusive
Workplace












GOVERNANCE
Business Ethics &
Compliance



SUSTAINABLE SOLUTIONS
For Electricity Distribution



Our Key Sustainability Commitments

		Baseline 2021	Result 2024	Target
Climate & Circularity    	75% reduction of scope 1 & 2 CO2 emissions by 2025*	100	23	25
	100% renewable electricity by 2030*	12%	95%	100%
Safe & Inclusive Workplace  	Zero accidents **	23	14	0
	> 72 in employee engagement index by 2025	76	71	> 72
	1/3 of our senior positions held by female and other gender by 2025***	17%	20.8%	33%
Business Ethics & Compliance   	100% of our main suppliers have committed to our Supplier Code of Conduct by 2025****	0%	97%	100%
	100% of employees completed e-learning on Employee Code of Conduct	0%	74%	100%

*Result 2024 Ensto Group excluding Protrol and Maviko

**Result 2024 Ensto Manufacturing Locations in Finland, Estonia, Ireland, India and France.

*** Result 2024 Ensto Group excluding Protrol

**** Result 2024 Ensto Group excluding Protrol, Arcteq and Maviko

Sustainability Governance Model

Ensto Board

- The overall responsibility of the Sustainability Strategy
- The overall accountability for the sustainability risks and opportunities
- Reviews and approves the Ensto Policies

Ensto Board

Ensto Management Team

- Embeds sustainability into the company’s business strategy
- Oversees implementation of the Sustainability Program
- Reviews status of development actions
- Monitors progress toward targets

Ensto Management Team

The Group Sustainability

- The owner of the Sustainability Program and reporting
- Determines and drives Ensto’s Sustainability Program in co-operation with the sustainability stream owners

Group Sustainability

Sustainability Streams

- Cross-functional subject owners and workgroups focused on key sustainability areas
- Offer data-driven insights for corporate and operational sustainability strategies

Climate &
Circularity

Safe & Inclusive
Workplace

Business Ethics
& Compliance

Businesses, Countries and Functions

- Adapts the global Sustainability Strategy and Policies

Businesses, Countries and Functions



Materiality

We have identified key material topics that have formed our strategic themes and guided our sustainability efforts:

Environment

- Climate change mitigation & energy – Reducing our carbon footprint and enhancing energy efficiency to contribute to a low-carbon future.
- Circular economy – Maximizing resource efficiency, minimizing waste, and fostering sustainable product life cycles.

Social

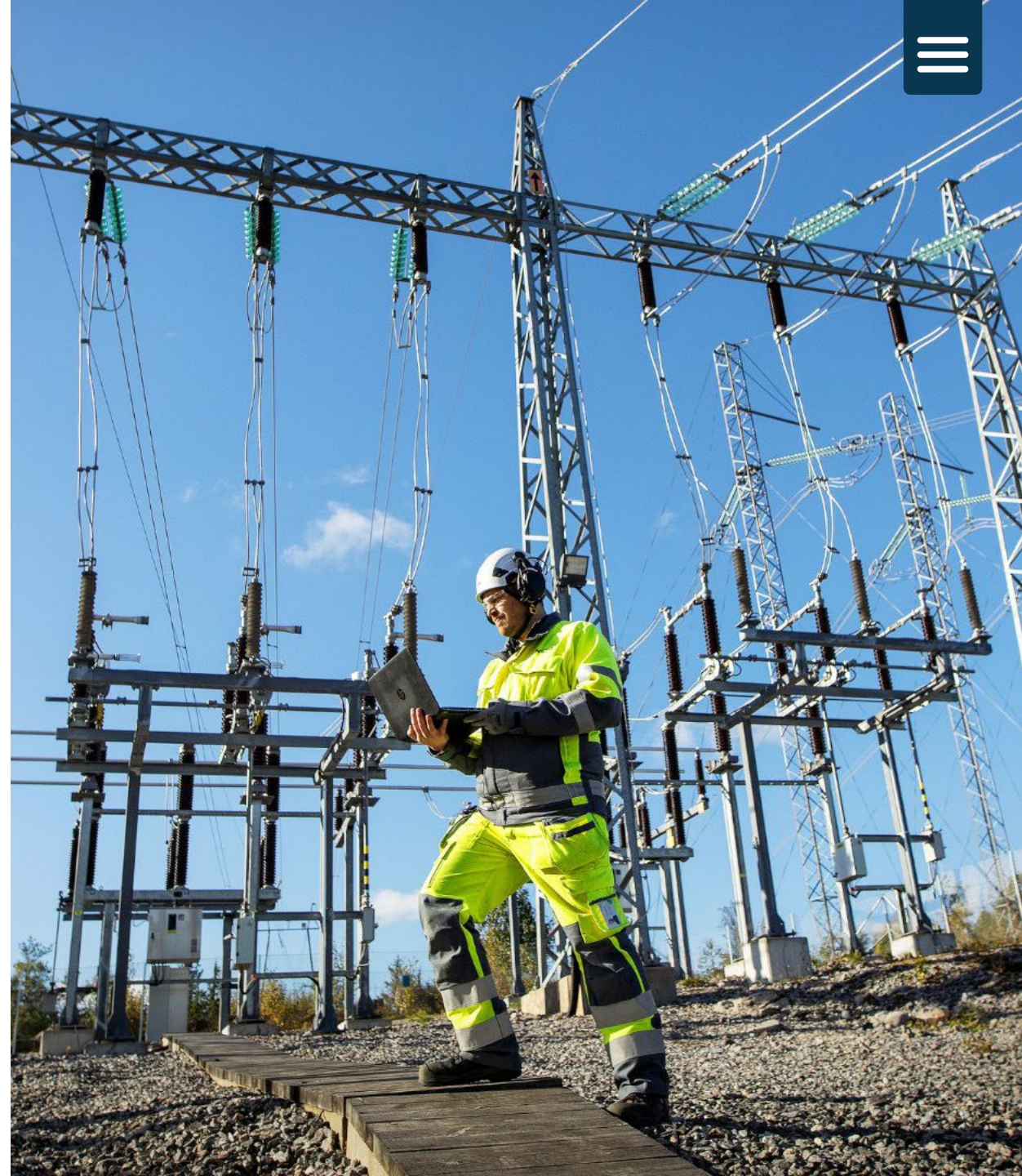
- Health & safety – Ensuring a safe and healthy workplace for our employees and promoting well-being across our operations.
- Diversity, equity, and inclusion (DEI) – Building an inclusive and equitable workplace where diverse perspectives drive innovation and growth.

- Human rights – Protecting fundamental human rights within our operations and value chain, ensuring fair working conditions, and preventing child and forced labor.

Governance

- Business ethics – Upholding strong ethical standards, integrity, and transparency in all aspects of our business.
- Supplier engagement – Collaborating with our supply chain to uphold responsible sourcing, labor rights, and environmental sustainability.

This review outlines our progress, challenges, and next steps in addressing these material topics, reinforcing our commitment to sustainable growth and responsible business conduct.



Stakeholder Engagement

Stakeholder group	Engagement methods
Employees	<ul style="list-style-type: none"> Employee engagement surveys and workshops, ePulse surveys Employee performance & development discussions Learning and development opportunities Collaboration through employee representatives and Ensto's global networks Active communication and dialogue through various channels and events Participation in HSE Walk & Talks, registration of HSE observations
Customers	<ul style="list-style-type: none"> Customer relationship management through meetings, customer support, trainings, fairs, customer visits and audits Customer NPS and sustainability surveys Engaging customers in product development and product change processes Communication through various channels and means
Suppliers	<ul style="list-style-type: none"> Supplier approval and qualification process Early engagement during new product development Fair and transparent tender processes Supplier relationship management actions such as regular meetings, visits, events and trainings Supplier performance and risk monitoring, supplier audits
Owners	<ul style="list-style-type: none"> Ensto Invest Board and Ensto Board meetings Financial and sustainability performance reporting One-on-One meetings with executive management
Regulators and industrial associations	<ul style="list-style-type: none"> Memberships in industrial associations Dialogue with regulators Participating in working groups Inspections by authorities
Local communities, civil society	<ul style="list-style-type: none"> Collaboration with universities and schools, traineeships and thesis opportunities Community programs and events Sponsoring, scholarships, and donations





3 Environment



Climate Action & Circularity

Climate Change Mitigation

Ensto plays a key role in supporting the transition to a low-carbon society by both reducing its own emissions and enabling energy efficiency in electricity distribution.

In 2024, we strengthened our efforts to decarbonize our own operations and address Scope 3 emissions.

At Ensto, Scope 3 emissions from our value chain, particularly purchased goods, services, and transportation, represent over 90% of our total carbon footprint, primarily due to raw materials and components.

Energy Efficiency and Renewable Energy

We have significantly reduced our direct Scope 1 and 2 emissions, achieving our previous targets ahead of schedule.

As we continue reducing our Scope 1 & 2 emissions, we aim to achieve 100% renewable energy, not just in electricity sourcing, but across all operations while developing a roadmap to phase out natural gas as a heating fuel.

Since our value chain emissions have the most significant impact, we are focusing on supplier energy efficiency and energy sourcing, ensuring they align with our sustainability commitments.

Circular Economy and Resource Efficiency

To reduce environmental impact beyond emissions, we continue to embed circular economy principles into our materials, product design, and waste management.

In 2024, we focused on sustainable material sourcing, increasing recycling rates, and strengthening data management.

As we expand Scope 3 coverage, we prioritize resource efficiency, sustainable material use, and stronger supplier collaboration. We are also developing circular economy dashboards to enhance the implementation of our sustainability strategy.

We are enhancing system recovery efficiency and improving data management to optimize product reuse as future raw materials while ensuring compliance with chemical safety standards.

We are also actively developing innovative materials and technologies to support circularity and sustainability.

Our laboratory investments have significantly increased our capabilities and efficiency in product and material testing.



Sculpture "1.5 °C" by Timo Koivisto, Quality Manager at Ensto, awarded Finnish Ice Sculpting Championship 2025

Climate Action & Circularity

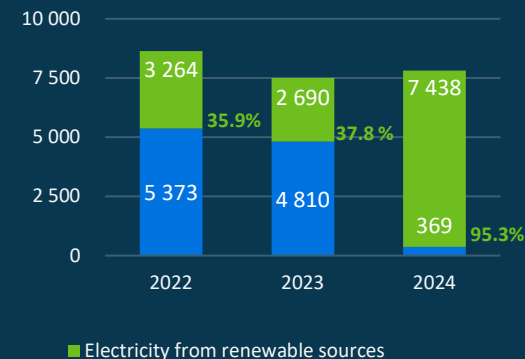
Our Actions 2024

- Strengthened supplier engagement to improve emissions reporting and identify reduction opportunities.
- Enhanced data governance to ensure accurate tracking and integration of emissions data for better decision-making.
- Advanced GHG accounting by improving assessments, data management, and supplier engagement for Scope 3 impacts.
- Improved our Scope 3 calculations by focusing on the most significant categories, using both spend-based and activity-based methods.
- Expanded renewable energy sourcing by 59%
- Transitioned our manufacturing site in Finland to wind power, replacing carbon-neutral nuclear energy.
- Reduced fossil energy reliance at our Estonia manufacturing site, cutting heating emissions by 90% through a cleaner district heating fuel mix.
- Integrated the Ensto subsidiaries into our renewable energy strategy.
- Strengthened circular economy practices by promoting material efficiency and sustainable sourcing for product design.
- Increased waste recycling and recovery rates, reaching 83% of total waste, ensuring minimal waste growth despite increased business activity.
- Achieved key milestones in the development of SF6-free Load Break Switches

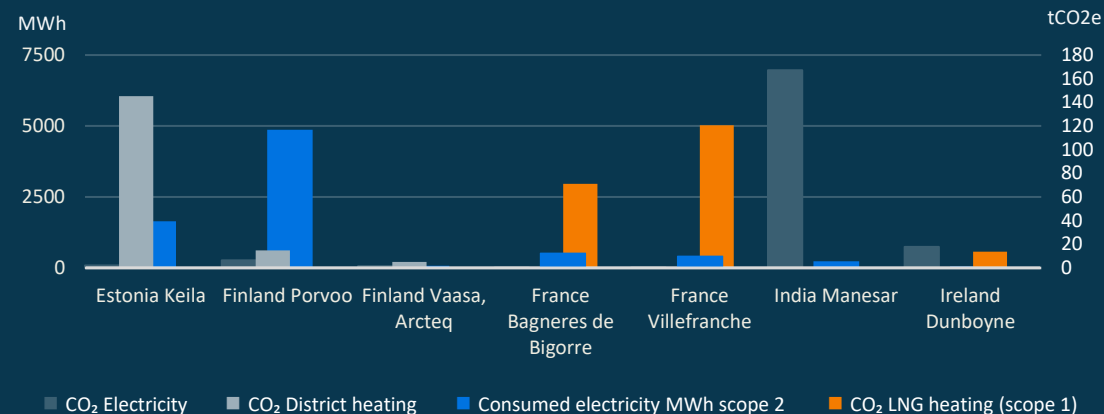
Waste management in Ensto's manufacturing plants, tonnes



Electricity consumption, MWh



CO2 emissions break-down 2024, tCO2e



Emission Performance

Emissions & Performance in Scope 1-2

Total Scope 1-2 emissions decreased by **6 tons of CO₂ (1%)**, primarily due to reduced fuel consumption (propane and diesel), district heating fuel mix improvements at our Estonian factory, and updated emission impact factors. However, overall reductions were limited, as increased business activity led to higher energy demand.

In previous years, we successfully achieved significant emissions reductions, and in 2024, emissions intensity remained well-managed despite business growth. Scope 1-2 emissions per M€ turnover improved to 3.5 tons CO₂/M€, down from 3.8 tons CO₂/M€ the previous year, demonstrating that emissions performance was not compromised.

Performance in Scope 3

Scope 3 emissions reporting (Categories 1 and 4) covers Line Accessories and Distribution Automation. More details on our GHG accounting methodology can be found on the [data page](#).

Because Scope 3 calculations rely heavily on data quality, we are committed to improving data accuracy to enable reliable measurement of emission reductions.

A key focus is transitioning from spend-based to activity-based calculations, which provide more precise insights into emissions sources.

2023:

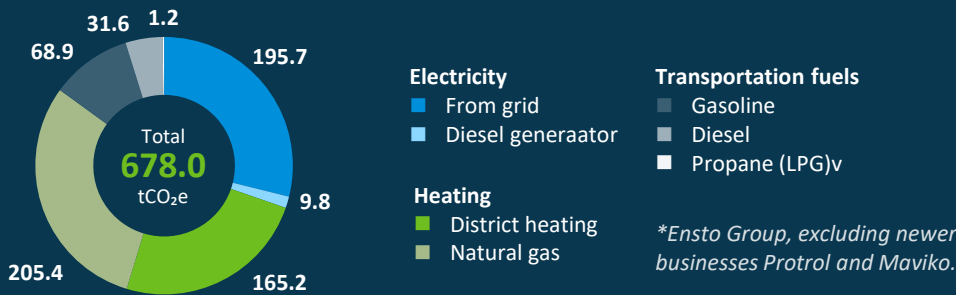
- Spend-Based Calculation: 140.6 tons CO₂/M€ turnover
- Activity-Based Calculation: 171 tons CO₂/M€ turnover

2024 Results:

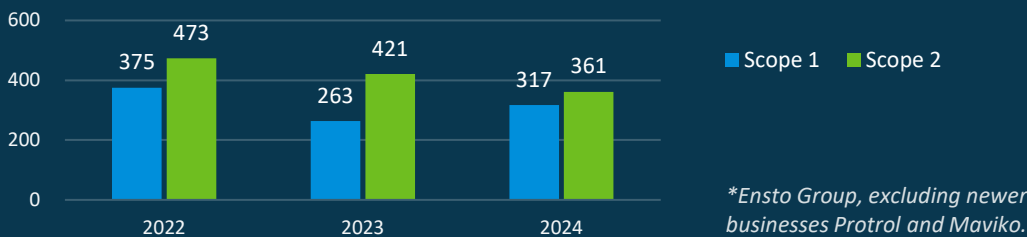
- Emissions increased to 200 tons CO₂/M€ turnover, reflecting a 21% rise in upstream material flows and a 20% increase in emissions.

With these insights, we have launched a more systematic supplier engagement approach to improve emissions data collection, identify reduction opportunities, and strengthen stakeholder collaboration.

CO2 emissions break-down 2024, tCO2e



Scope 1 & 2 emissions, tCO2e



Material inflows and related emissions from value chains

Manufacturing locations	2023			2024		
	Material kilo ton	CO ₂ e emissions, kilo ton	Emission distribution	Material kilo ton	CO ₂ e emissions, kilo ton	Emission distribution
Distribution Automation: France, Villefranche-sur-Saône and Bagnères de Bigorre	2.8	17.0	54%	3.1	18.0	48%
Line Accessories: Finland, Porvoo and Estonia, Keila	2.6	12.0	40%	3.5	35.0	44%
Line Accessories: India, Manesar	0.3	1.7	5%	0.6	5.9	8%

Climate Action & Circularity

Our Targets

100% renewable

electricity by 2030.

Scope 1-2 emission intensity -10%

Annual reduction from tons CO₂/M€ turnover until renewable energy in use*

Scope 3 reduction

Set and achieve reliable, validated, and ambitious reduction targets.

Where We Are

Achieved 95%

renewable energy sourcing through Guarantees of Origin, marking a 59% increase from 2023.

-8% reduction

in Scope 1-2 emission intensity.

First phase

of our strategic project initiated focusing on data quality enhancement and supplier engagement.

Our Next Steps

Further engaging

with suppliers to initiate actions based on sustainability performance rating

Continuing

to improve data management and governance through the strategic project to ensure accurate emission tracking.

Starting

to reduce CO₂ emissions across significant Scope 3 categories.

Reducing

emissions by increasing renewable energy where fossil fuels are still in use, launching a photovoltaic project at the India manufacturing site, and working to prevent waste generation from growing alongside business expansion.



Climate Action & Circularity Highlights

Laying the Foundation for Value Chain Emission Reductions

We started building a robust baseline for emission reductions from value chain.



We assessed the most significant categories and conducted detailed Scope 3 calculations using both spend-based and activity-based method to improve emission accounting accuracy for prioritized areas, initially focusing on our most impactful business lines; Line Accessories and Distribution Automation.

Enhancing Supplier Engagement

We are strengthening our supplier engagement and supplier rating process to better align with our sustainability priorities.

This ensures that our supply chain meets increasing expectations from customers and evolving EU sustainability requirements.

As part of this effort, two thesis projects were initiated providing insights into enhancing supplier commitment and addressing customer-driven sustainability demands.



Accelerating SF6 Free Product Development



Accomplishment of major milestones in the development of SF6 Free Load Break Switches, SF6 Free expertise will position Ensto as a key player in the industry and especially on MV Switchgear products.

Expanding Environmental Transparency Across Our Businesses

In 2024, our subsidiaries made significant progress in enhancing environmental impact assessments:

Ensto Protrol conducted its first Scope 3 assessment, identifying purchased materials and short-haul business aviation travel as key impact areas.

Arcteq Relays advanced Scope 3 accounting across all categories, strengthening internal expertise and evaluating all significant emission sources. Additionally, the company transitioned to 100% renewable electricity (Scope 2) in fall 2024.

Ensto Maviko initiated comprehensive emissions tracking, launching data collection across all scopes.





4 Social





OWN WORKFORCE

Health and Safety

Committing to Proactive Approach

Our approach to health and safety is proactive, focusing on identifying potential risks, implementing preventive measures, and embedding safety in daily decisions and actions.

Engaging Employees

We encourage our employees to actively contribute to identifying potential hazards, reporting health and safety observations, and collaboratively planning and implementing corrective actions.

Leaders and employee representatives regularly engage with teams through HSE Walk & Talks fostering open discussions about challenges and solutions.

Local safety committees, digital HSE observation tools, events, and safety awards further strengthen participation and accountability.

Learning from Accidents and Near-misses

Every accident and near-miss is investigated to understand root causes and prevent recurrence.

Insights from these assessments drive enhancements in training, processes, and workplace safety measures.

Investing in Well-being

We provide our employees with the adequate personal protective equipment (PPE) and train them to respond effectively in emergency situations through clear response plans and regular safety drills.

Beyond safety, we provide physical and mental health support alongside well-being initiatives, including ergonomic workspaces, wellness programs, and access to healthcare resources.

Our Actions 2024

- Rooting and broadening HSE Walk & Talk and safety observation registration across manufacturing locations in Finland, Estonia, France, and India.
- Organizing local and global events to highlight key health and safety matters.
- Rooting HS Management System in certified locations in Finland and expanding the management system to Ensto Estonia.
- Conducting three surveys to understand employee well-being and thoughts on working at Ensto. Providing training for leaders to identify key areas and implement corrective actions.
- Enhancing the well-being of hybrid workers with online mental health and exercise programs.
- Piloting a new policy allowing employees to use one work hour per week for exercise at Ensto facilities or in training classes.



Health & Safety

Our Targets

Strive
for a Zero Accident Workplace

Increase
the number of health and safety observations

ISO 45001
certification for all manufacturing sites by 2030

Where We Are

4/8
of our manufacturing sites achieved a Zero Accident Workplace in 2024

300+
more health and safety observations than 2023

2/8
manufacturing sites are ISO 45001 certified and one certification process ongoing.

Our Next Steps

Continuing
to engage our people in building a strong safety culture through consultation, participation, events and communication.

Renewing
our HS Policy, Working Principles and Training programs to support our evolving aims in health and safety matters.

Acquiring
a common digital tool for managing key processes and global reporting in safety.

Expanding
the best practices across manufacturing sites and continuing the certification processes.

Building
dedicated wellbeing and safety programs for locations and teams.





OWN WORKFORCE

Diversity, Equity & Inclusion

Leaders Having a Special Role

Leaders at Ensto play a crucial role in shaping an inclusive work environment by addressing concerns proactively and ensuring that every employee feels valued. To support this, all leaders undergo mandatory DEI training.

Promoting Fairness and Equality

We are actively working to eliminate the gender pay gap through systematic salary assessments and adjustments aligned with a global job framework, ensuring equitable pay across all roles, genders, and locations.

To promote fairness and diversity in recruitment, we have implemented an anonymous hiring process, reducing unconscious bias by focusing solely on qualifications, experience, and competencies.

Supporting Employee Growth

To support employee growth, we provide biannual iGROW discussions, where employees and managers review past achievements, set new goals, and explore opportunities for professional and personal development.

We collaborate with external partners to provide training courses that enhance leadership capabilities, foster a growth mindset, and support English language development.

Supporting Work-life Balance

Recognizing the importance of work-life balance and flexibility, we offer hybrid and flexible work arrangements, ensuring employees can thrive in a way that best suits their roles and responsibilities.

Our Actions 2024

- Events and activities to celebrate diversity and inclusion aligning with global DEI initiatives.
- A DEI e-learning program and communication activities focused for all employees to increase employee awareness and understanding of DEI principles.
- Members of the Ensto Management Team published blog articles about their personal views and commitments regarding DEI.
- Ensto's HR global group participated in a workshop led by Dakota Robin, a DEI expert and consultant.
- Launched a senior specialist development program, consisting of project leading training, while an internal mentoring program is in the works
- Arranged an inclusive leadership workshop hosted by a global DEI agency.



Diversity, Equity & Inclusion

Our Targets

Improve

employee well-being and engagement – engagement index > 72

Equal pay

for all genders

1/3

of senior positions held by female and other gender

100%

of employees participate in iGROW

Where We Are

Increase

in employee engagement index score (from 69 to 71)

1%

remaining pay gap in between female and male employees. All Ensto countries have implemented the global annual salary review process.

1/5

of senior positions held by female and other gender.

91%

completion rate in iGROW

Our Next Steps

Elevating

employee engagement by enhancing our focus on action taking, communication, and collaboration

Continuing

to support and celebrate the diversity of the Ensto people

Aligning

training, skills development and attracting of new talents with our strategic and operational aims



Human and Labor Rights

Our Commitment to Human and Labor Rights

Integrity and accountability are at the core of our business. We do not tolerate forced labor, child labor, or unsafe workplaces - whether within our own company or in our supply chain.

Our Employee Code of Conduct and Supplier Code of Conduct set clear and binding expectations for upholding human and labor rights across our operations and value chain.

Due Diligence Process

In 2023, we strengthened our approach by joining the Business & Human Rights Accelerator program by the UN Global Compact.

Through this initiative, we established a human rights due diligence process and conducted a human rights impact assessment, identifying key risks in our value chains.

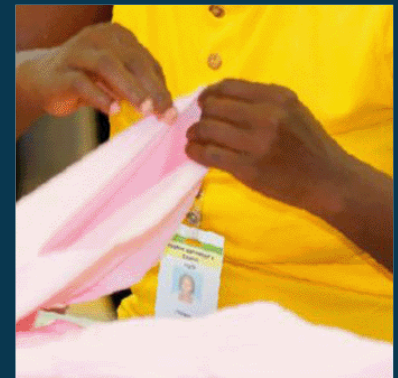
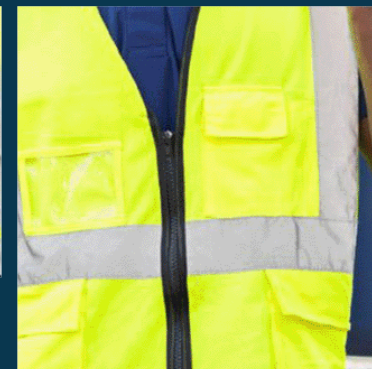
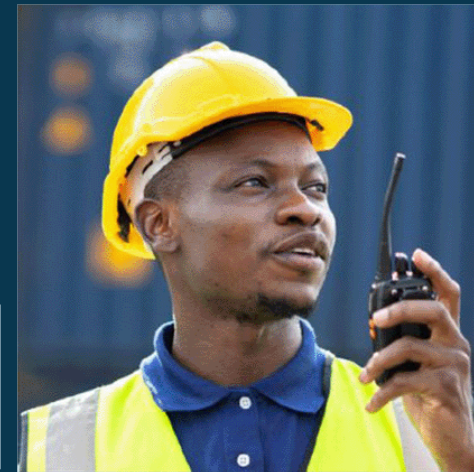
Proactive Risk Mitigation

- We have mapped high-risk regions and suppliers and integrated human rights-focused audits into our supply chain monitoring.

- We have implemented rigorous age verification processes and ethical recruitment practices.
- We ensure early engagement with potential suppliers to confirm their alignment with our human rights standards. This includes training and guidance, conducting site visits and collaborating with local experts to address region-specific challenges.

Stakeholder Engagement & Accountability

- We actively engage with our employees and their representatives to identify and address potential and actual human rights concerns.
- We work closely with local communities and stakeholders to gain deeper insights into human rights risks in different regions.
- Supplier site visits and audits are used as opportunities to reinforce compliance, discuss evolving regulations, and support corrective actions.
- To uphold transparency and accountability, we provide a whistleblower channel to report concerns without fear of retaliation.



Human and Labor Rights

Our Targets

- 100%**
of high-risk suppliers assessed for human rights compliance by 2027
- 100%**
of new suppliers screened for human and labor rights risks

Where We Are

- 100%**
of our supplier base in India and China have been audited for human rights compliance during 2022-2024.
- 100%**
of our new suppliers have been screened during new supplier qualification and approval process during 2022-2024.

Our Next Steps

- Completing**
and communicating our human rights policy
- Establishing**
a training program for human rights and grievance mechanism
- Integrating**
human rights criteria to our supplier contracts (contract renewal in progress)



Highlights in 2024

Taking Care of Physical Health

Ensto in India hosted a Health and Safety camp in collaboration with SGT University and its medical divisions.



Over 105 employees actively participated in various health assessments and consultations conducted by 30 medical professionals from the university.

Advancing Workplace Safety

Ensto Renley reached milestone of 2,300 accident-free days.

Porvoo, Finland implemented an engaging safety planning procedure resulting in team specific safety plans - 100% of initiatives were completed.



Keila, Estonia made 750+ HS observations and is in the progress of ISO 45001 certification. The location also significantly reduced loss time incident rate.

Celebrating Cultural Diversity



Ensto in Estonia organized a day dedicated to celebrating cultural diversity.

This special day included a team-based cultural quiz, fun dances, a collaborative tapestry, tastings of international dishes, and discussions on diversity and inclusion.

Supporting Breast Cancer Research



Ensto in France participated in the International Beaujolais Marathon, an event supporting breast cancer research.

The day was filled with emotional and colorful moments that enhanced team spirit and camaraderie among colleagues.

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Boosting Employee Well-being

We have introduced a new policy in Finland that allows all our employees to dedicate one paid work hour per week to exercise. This initiative is designed to promote health, reduce stress, and support overall workplace well-being.

To ensure accessibility and engagement, the exercise must take place at Ensto facilities or in organized training and hobby classes provided by the company.





5 Governance

Business Ethics and Compliance

Compliance

At Ensto, we are committed to conducting business with integrity, transparency, and strict compliance with all applicable laws and regulations wherever we operate.

Code of Conduct

A key component of our ethical framework is the Ensto Employee Code of Conduct. This Code empowers us to make the right choices every day, fostering trust, respect, and accountability across our organization and with our stakeholders.

In cases where local laws, regulations, customs, or norms differ from our Code of Conduct, we adhere to the highest ethical and legal standards to promote social and environmental responsibility, and good corporate governance.

Anti-Corruption and Anti-Bribery

As part of our dedication to ethical business conduct, Ensto has a strict Anti-Corruption and Anti-Bribery Policy.

We reject any form of corruption or bribery and actively work to prevent unethical practices in every aspect of our operations. We have assessed the employee groups and regions that might encounter challenging situations.

Certified Management Systems

We have eight manufacturing plants. They are located in Finland, Estonia, France, Ireland and India. We have most of our manufacturing locations certified according to both ISO 9001 and 14001 standards.

Two of our manufacturing locations in Finland are also certified according to ISO 45001 standard. Our two manufacturing locations in France are certified according to ISO 27001.

Whistleblowing Channel

We provide a whistleblowing channel, SpeakUp, enabling employees, suppliers, and other stakeholders to report any

suspected misconduct, illegal or unethical behavior, or violations of the Ensto Policies.

All the reports are handled with strict confidentiality. Ensto has a zero-tolerance policy for any form of retaliation against whistleblowers.

Our Actions 2024

We started the renewal project of our core policies

We started an ISO 45001 certification project in our manufacturing location Keila, Estonia and an ISO 14001 certification project in Vaasa, Finland.





Supplier Relationships and Engagement

Supplier Categorization

Our approach to supplier management is built on strong, long-term partnerships with suppliers who share our values and uphold high standards of responsible business conduct.

Our procurement strategy is category-based, with designated leaders overseeing each category to ensure efficiency and alignment with our sourcing principles. In addition, our suppliers are categorized based on the lifecycle, risks and spend.

Supplier Selection Criteria

Our indirect suppliers, serving local units, are preferably located near operational sites to enhance logistical efficiency.

Our direct suppliers of components and materials are selected based on quality, cost-efficiency, sustainability and innovation.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines the sustainability, ethics, and compliance expectations we have for our suppliers. All our key suppliers are expected to approve our Supplier Code of Conduct.

Supplier Qualification

Ensto's supplier qualification and approval process is a comprehensive system designed to ensure that all potential suppliers meet our standards.

To help our suppliers integrate these standards into their operations, we provide ongoing support and guidance through various engagement and performance evaluation measures.

Supplier Audits

We conduct regular audits, carried out by trained internal auditors, to assess compliance with our sustainability and operational criteria.

In supplier sustainability our focus has been on environmental management and human and labor rights, especially on workplace safety and working conditions. Corrective actions – when needed – are discussed and agreed with suppliers and verified by follow up audits.

Our Actions 2024

- Continued working with the supply chain localization in India.
- Conducted 26 supplier audits focusing on our supplier base in India.
- Engaged with suppliers for environmental data collection
- Initiated supplier sustainability rating system.



Business Conduct

Our Targets

100%
of our key suppliers have approved
Supplier Code of Conduct

100%
of our employees have completed Ensto
Code of Conduct training

100%
of target group completed Anti-
Corruption and Anti-Bribery e-learning

All
our manufacturing sites ISO 14001
certified by 2025

All
our manufacturing locations ISO 45001
certified by 2030

Where We Are

97%
completion rate in 2024

74%
completion rate in 2024

80%
completion rate in 2024

6/8
of our manufacturing sites certified.
One in progress.

2/8
of our manufacturing sites certified.
One in progress.

Our Next Steps

Renewing
our core policies to align with our refined
Sustainability Strategy

Establishing
training programs for the renewed policies
and incorporating the communication of
grievance mechanism.

Continuing
to engage with our suppliers in
environmental, social and operational
matters including improvement actions in
data collection, supplier sustainability rating
and performance monitoring.





6 Data



Sustainability Data

	2022	2023	2024
Scope 1 & 2 emissions, ton CO₂e	848	689	679
Performance in Scope 1 & 2, ton CO ₂ e/ M € turnover	5.1	3.8	3.5
Scope 1-2 reduction from previous year	-68%	-19%	-1%
Scope 3, category 1, emissions, kilo ton CO₂e	n.a.	30.42	37.85
Scope 3 Performance, ton CO ₂ e, per EUR 1 million of turnover,	n.a.	171	200
Purchased energy, MWh	14,575	12,729	12,466
Electricity	8,745	7,611	7,806
Heating	3,893	3,798	3,416
Fuels	1,937	1,320	1,244
total energy, MWh per EUR 1 million of turnover	87	70	83
Waste produced, tons	1,312	1,240	1,173
Recovery rate	88%	87%	83%

Scope 1-2 data: excluding newer businesses Protrol and Maviko

Scope 3 data: Line accessories and Distribution automation business areas



Scopes of greenhouse gas emissions



Scope 1

Fuel for heating, fuel for generator to produce electricity, fuel for company owned cars



Scope 2

Electricity, district heating



Scope 3

Currently collecting data to make calculations, including e.g. raw materials, logistics, waste, water, business travels, commuting

Sustainability Data

Ensto approach GHG (Greenhouse Gas) Emissions Accounting

Ensto has a consolidated reporting dashboard for Scope 1 and 2 emissions, as well as waste flows and water consumption. Scope 1 covers direct emissions, including impacts from fuel and energy-related activities, with well-to-tank emissions (Scope 3, Category 3) is incorporated into fuel consumption impacts. Scope 2 accounts for indirect emissions, reported using both market-based and location-based approaches. Scope 3 includes indirect emissions from Ensto's value chain.

Ensto conducted preliminary spend-based accounting for Scope 3 emissions across

relevant categories (1, 2, 3, 4, 6 and 9), followed by activity-based accounting with specific impact factors for Categories 1, and 4. Categories 5, 9, 11 and 12 are considered significant and prioritized for future iterations in GHG accounting.

While not yet third-party verified, these calculations are conducted with expertise and integrity. To enhance accuracy and long-term impact, Ensto is strengthening data management development, emission governance, and integrating material data flows across all manufacturing sites. Rather than relying solely on secondary data, the company prioritizes supplier engagement and collaboration to drive meaningful reductions. Ensto is actively working to define a robust Scope 3 baseline by 2025, laying the foundation for setting future science-based reduction targets.



Sustainability Data

GHG scope 3 category

Description and status/relevance

1	Purchased Goods and Services	Included: The activity-based calculation methodology incorporates supplier-provided data for raw materials and components, including Environmental Product Declarations (EPDs) and verified carbon footprints when available. To ensure broader data coverage, licensed and open-source emission factors were used, including Ecoinvent (v3.8–3.10), IPCC AR5, CO2data.fi, IEA, DEFRA, EPA, and Climate TRACE. These emission factors represent market averages. A data management development project is currently ongoing.
2	Capital Goods	In progress: Previously assessed using a spend-based approach but not yet included. Developing data management processes for supplier-provided information on machines, tools, software, and tooling procurement.
(3)	Fuel- and Energy-Related Activities	Emissions related to the production of fuels and energy purchased and consumed by the reporting company (is included in scope 1)
4	Upstream Transportation and Distribution	Partially included based on the availability of primary data. Currently under data management development: transportation and distribution of products purchased in the reporting year between the company's tier 1 suppliers, as well as outbound transportation and distribution services purchased from third parties.
5	Waste Generated in Operations	Under development: Emissions from third-party disposal and treatment of waste generated in the company's own processes during the reporting year. Location-specific impacts and regional variations are being investigated. Waste streams are recorded.
6	Business Travel	Under development: Investigated across different scopes (first-round evaluation includes Ensto Finland, Protol, and Arcteq).
7	Employee Commuting	Lower impact reduction potential; to be considered in the future. Questionnaire planning will be based on available resources.
8	Upstream Leased Assets	Under consideration: Updates to existing reporting on emissions from leased offices and warehouses.
9	Downstream Transportation and Distribution	Under data management development: Currently includes only emissions from transportation and distribution of products after the point of sale.
10	Processing of Sold Products	Scope to be determined based on significance; further investigation required. Maviko: Construction project emissions under review.
11	Use of Sold Products	Emissions from the use of sold products during the reporting year. Ecodesign aspect: impact of items within the reporting year. Scope includes certain SUB, DA, and PAC products.
12	End-of-Life Treatment of Sold Products	Under development: Refurbishment and waste processing scenarios for sold products. Increasing collaboration with DSOs to obtain waste management data for creating reliable scenarios on recovery rates and location-based impacts.
13-15	N/A	Not applied: Downstream leased assets, franchises, and investments.

Sustainability Data

	2023	2024
Total Employee Headcount	787	839
Male	64%	66%
Female	35%	34%
Non-declared	N/A	N/A
Gender Distribution in Senior Positions		
Male in executive position	3.9%	4.6%
Female in executive position	0.6%	0.6%
Male in director position	10.3%	11.6%
Female in director position	4.0%	2.3%
Male in senior specialist position	65.4%	63.6%
Female in senior specialist position	16.0%	17.9%
Employee Distribution % by Age		
Under 18	0.1%	0%
18-26	5.7%	6.9%
27-35	14.5%	16.0%
36-45	25.0%	25.0%
46-55	28.1%	26.1%
56-54	23.0%	21.0%
Over 65	2.7%	2.6%
Non-declared	0.9%	2.5%

*Ensto Group, excluding Protrol and Maviko

**Ensto Group, excluding Protrol

	2023	2024
Employee Engagement Index	69	71
iGROW Participation Rate	90%	91%
Number of Accidents***	7	14
Lost Time Frequency Rate***		
LTIF1	5.8	11.6
LTIF4	4.2	9.1
Number of Health and Safety Observations***	906	1,214

LTIF = lost time incident frequency per million working hours – this describes the number of accidents at work, which have caused sick leave

LTIF1 = accidents at work which caused 1 or more days sick leave = Medium

LTIF4 = accidents at work which caused 4 or more days sick leave = AFR = Serious

***Ensto manufacturing sites in India, France, Estonia, Ireland and Finland. Arcteq, Protrol and Maviko excluded

Sustainability Data

	2023	2024
Whistleblower		
Total Whistleblower cases	2	1
Completed Whistleblower cases	2	1
Policy Training Completion Rate		
Employee Code of Conduct	75%	74%
Anti-Bribery and Anti-Corruption e-learning	N/A	80%
Cyber Security training e-learning	83%	60%
Health and Safety Policy	73%	67%
Quality and Environment Policy	72%	64%
Sustainability basic e-learning	87%	71%
Supplier Due Diligence*		
Completion rate, Supplier Code of Conduct	97%	97%
Supplier Audits	57	26
Certified Management System Coverage (manufacturing sites)		
ISO 45001	2/9	2/8
ISO 14001	6/9	6/8
ISO 9001	8/9	8/8
ISO 27001	0/9	2/8
<i>*Ensto Group excluding Protrol, Arcteq and Maviko</i>		





ENSTO

Better life.
With electricity.