TEKNOWARE OY
SUSTAINABILITY REPORT 2025

TEKNOWARE®

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MESSAGE FROM THE CEOS

From left: Kai Kauto, President of Teknoware Oy & Jukka Kärkkäinen, Managing Director of Teknoware Rail&Road Oy

During the year, extensive preparations were undertaken for the legal restructuring of the business. The new structure was implemented as planned and entered into effect on 1 January 2026, at which time Teknoware Rail&Road Oy and Teknoware Emergency Lighting Oy began their operations.

The separation of our business operations strengthens our ability to focus on our core businesses, develop our operations in a customer-centric manner, and make more agile decisions amid global uncertainty.

Teknoware's renewed corporate structure also supports our sustainability efforts. Clearer guidance and more transparent monitoring help us promote sustainability in a more goal-oriented manner, both in our own operations and those of our partners.

Our skilled and committed personnel are our greatest strength. Together, we will continue our long-term efforts towards a more sustainable future, trusting in our capabilities and believing that every action matters.

The most significant sustainability actions in 2025:

1. A comprehensive view of our value chain emissions

We assessed our Scope 3 emissions—those generated outside our own operations, such as emissions from procurement, logistics and waste generation—and defined a baseline. This was a major milestone and lays the foundation for systematic emissions reduction efforts.

2. Increasing use of renewable energy and renewable raw materials

We have made a Group-wide decision to transition to fossil-free energy by 2030, and we are moving toward this goal in phases across our various operating countries.

In Finland, we switched to 100% renewable electricity and district heating in January 2026. In the UK, 100% renewable electricity has been in use for several years, and in Poland, solar power already covers 75% of electricity needs. In Teknoware Asia and the United States, roadmaps are being developed for the transition to fossil-free energy.

In addition, we are enhancing the sustainability of our products by increasing the use of renewable raw materials. We have also made a decision to systematically reduce the use of environmentally harmful substances and components in our products.

Our journey towards a more sustainable world continues.

Kai Kauto
President of Teknoware Oy

Jukka Kärkkäinen
Managing Director of Teknoware Rail&Road Oy

MESSAGE FROM TEKNOPOWER OY

LONG-TERM VALUE WITH SUSTAINABILITY AND RESPONSIBILITY

At Teknopower*, sustainability remains at the core of how we build long-term success and resilience. Across the Teknopower Group, all companies are committed to environmental, social and governance (ESG) principles, ensuring that our actions today create lasting value for our customers, partners, and future generations.

During 2025, the Teknopower Group has taken important steps to further strengthen its governance and leadership. The transition to third-generation leadership, with **Samuli Kotro** appointed as CEO, reflects the continuity of our family ownership while bringing renewed perspective and energy to our strategic development. In addition, the appointment of the company's first external Chair of the Board marks a significant milestone in advancing our governance practices. This step enhances our ability to develop, challenge and guide the Group with increased independence, professionalism and long-term focus.

TEKNOPOWER.

* Teknoware is part of the Teknopower Group. Teknopower Group companies develop, manufacture, and market luminaires, lighting systems, and LED-based information systems for the most demanding environments in the world. Another company in the Teknopower Group is FLS Finland Oy.

Sustainability continues to guide our everyday operations. By making responsible choices, we reduce our environmental impact while maintaining high-quality solutions for our customers. Whether through lowering emissions, promoting ethical business conduct or investing in the wellbeing and development of our employees, each action contributes to a stronger and more sustainable future.

Good governance is the foundation of this work. By continuously strengthening our leadership structures and integrating sustainability into our strategy, we reinforce our ability to create long-term value for our employees, partners and the communities around us. Teknoware is part of the Teknopower Group. The Teknopower Group is an active and long-term owner of our industrial ownerships and aims to support profitable growth and value creation. All business entities of Teknopower Group share wide-ranging expertise in the latest technologies and standards, as well as a customer-oriented approach. High-level technology and a solid financial position ensure reliability and serve as a basis for our long-term customer relationships.

TEKNOWARE GROUP

TEKNOWARE WORLDWIDE

The Teknoware Group has five factories and a total of eight business units spread across three continents. Over the last fifty years, Teknoware has become a leading supplier of lighting and interior solutions for vehicles and a major supplier of emergency lighting for buildings and ships.

HEADQUARTERS

Teknoware Oy

R&D and main production,
Teknoware **Finland**

SALES AND PRODUCTION UNITS

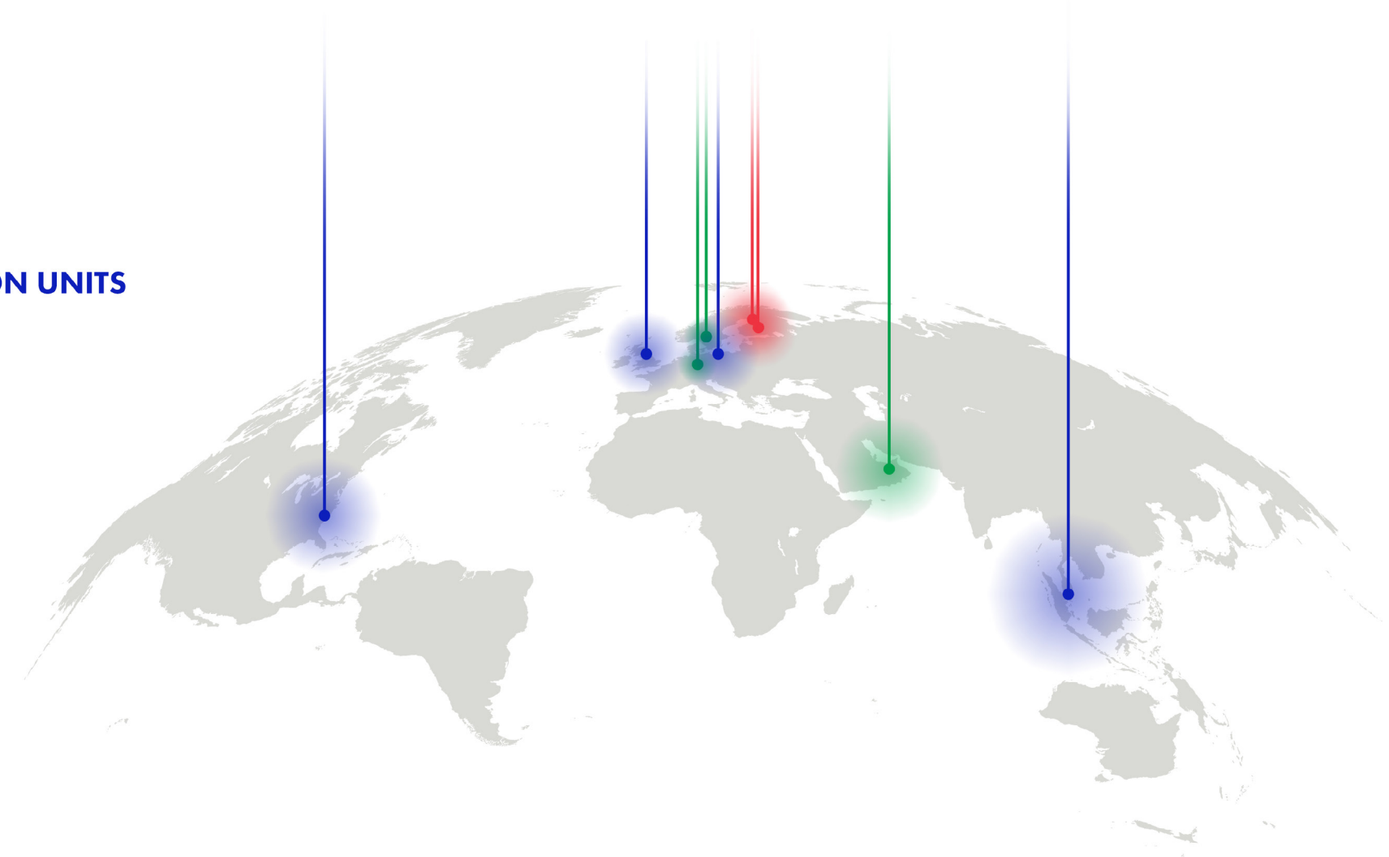
Teknoware Rail&Road Oy

Teknoware **USA**
Teknoware **UK**
Teknoware **Poland**
Teknoware **Asia (Malaysia)**
Teknoware **Finland**

SALES UNITS

Teknoware Emergency Lighting Oy

Teknoware **Sweden**
Teknoware **Middle East**
Teknoware **Germany**
Teknoware **Finland**



TEKNOWARE GROUP

When reliability becomes a natural part of every day

For decades, Teknoware has been contributing to the creation of safer, more comfortable, and more reliable public transport and built environments worldwide.

Teknoware designs and manufactures lighting and interior solutions for trains, buses and trams, as well as emergency lighting systems for buildings and cruise ships. Its solutions are engineered to perform reliably in demanding and regulated environments where safety and durability matter most.

The company's ethos is rooted in a strong engineering identity. Long-lasting performance, technical precision and continuous improvement are what guide our product development and manufacturing—ensuring dependable support across the entire product lifecycle.

Sustainability is an integral part of Teknoware's values. Responsibility toward people, customers, products and the environment is reflected in material choices, quality management, long-term partnerships and globally coordinated manufacturing.

Through a consistent focus on engineering excellence, responsibility and customer trust, Teknoware has grown into a market leader in lighting solutions for public transport vehicles and become the largest manufacturer of emergency lighting systems in the Nordic countries.

Family owned

Established
1972

Turnover
~€69m

Balance sheet
(total assets)
~€49m

Personnel
~480*

Head office
Lahti

Global sales
& deliveries
50+ countries

5 manufacturing sites
on three continents

NACE sector classification codes: C - 27.4 Manufacture of lighting equipment

*Headcount at the end of reporting period.

TEKNOWARE STORY

1980s – Era of rapid growth

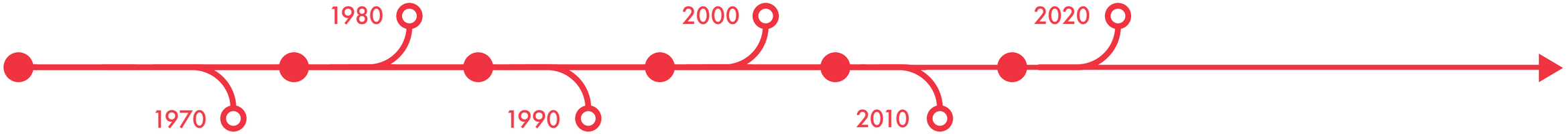
In the 1980s, Teknoware expanded rapidly internationally, driven by innovation, major clients like Mercedes-Benz, and new emergency lighting laws. The portfolio grew to include route sign lights, electric safety edges, and emergency lights. In 1989, it was crowned with the patented Exitest TW2000 automatic testing system for large buildings. The company built a strong, goal-oriented culture based on teamwork and shared values. After founder **Kalervo Virtanen** retired in 1987, ownership passed to **Rauno Mattila** and Traforek Oy.

2000s – Rise to global leader

By the 2000s, Teknoware had grabbed a third of the global vehicle lighting market and began conquering more markets in the field of emergency lighting. Teknoware started producing LED lights and adopted microprocessor technology for the first time. Product innovations included the first addressable Central Battery Systems and central monitoring systems. The export of emergency lighting was started from scratch in 2002. In 2008, Teknoware Middle East, a joint venture, was established to serve markets in the Middle East, Africa, and India.

2020s – Technological Advances and Intelligent Solutions

Teknoware is investing in smart systems and advanced technological expertise. Our product development centre in Oulu (est. 2021) focuses on demanding rolling stock lighting solutions and intelligent emergency lighting systems. Our Polish factory's automatic painting line improves cost efficiency and competitive strength. In 2025, the acquisition of Dr. Ing. Willing GmbH strengthened our position in the German market. In January 2026, Teknoware reorganised its business into three companies: Teknoware Oy (parent company), Teknoware Rail&Road Oy, and Teknoware Emergency Lighting Oy.



1970s – From early innovations to export

In 1972, Teknoware Oy was founded in Lahti, Finland by engineer **Kalervo Virtanen** and electronic engineer **Matti Vataja**. The family-run company's product development began in Virtanen's modest sauna cottage. Teknoware's first innovation was the lighting inverter TRM-30, which opened the door to the vehicle solutions business and formed the technical core for emergency and backup lights since 1974.

1990s – Breakthroughs in technology and markets

In the 1990s, Teknoware continued to grow despite the recession in Finland. It became the leading supplier of bus interior lighting in Europe and decided to invest in the production of emergency lights and the export of train lighting and inverters. Teknoware was among the first Finnish companies to receive ISO certification. Teknoware began to successfully reach the American and Australian markets. In 1996, the company was awarded the Export Prize by Finnish President Martti Ahtisaari.

2010s – Expansion around the world

In the 2010s, Teknoware expanded its operations in Europe, North America, and the Asia-Pacific region and grew its business to an all-time high in 2017. In 2012, Teknoware acquired the US company Trans-Lite Inc., later to become Teknoware Inc., to serve the North American vehicle lighting market. Teknoware Sverige AB was established as a joint venture in 2015. In 2017, Teknoware Poland was founded in Wroclaw. In 2018, Teknoware became the majority shareholder of German emergency lighting manufacturer Dr. Ing. Willing GmbH. In 2019, Teknoware acquired UK-based Invertec Holdings, with operations in the UK and Malaysia, becoming Teknoware UK Limited in the UK and Teknoware Asia Sdn. Bhd. in Malaysia.

SOLUTIONS

RAIL & ROAD
Tomorrow's public transport is being built today

Reliable lighting and interior solutions play a key role in ensuring safe, comfortable and efficient journeys for both rail and road passengers.

Teknoware Rail & Road designs, develops, and manufactures lighting and interior solutions for public transportation vehicles worldwide. With its vast expertise gained from decades of experience in public transport projects, the company serves rail and road vehicle manufacturers and operators of trains, trams, metros and buses.

Teknoware manages the full lifecycle—from design and engineering to manufacturing and long term support—ensuring reliable integration and dependable performance throughout the operational life of the vehicle. Teknoware's Rail & Road solutions are designed and manufactured in the company's own factories spread across three continents.

SOLUTIONS

EMERGENCY LIGHTING
Safety is designed long before it is needed

Emergency lighting works quietly, continuously, and largely unnoticed, in everyday spaces, ensuring compliance, confidence and dependable performance when conditions change.

Teknoware Emergency Lighting develops and manufactures emergency lighting systems for public buildings and infrastructure where long-term reliability is essential. Built on a foundation of extensive engineering expertise and a deep knowledge of standards, Teknoware's emergency lighting solutions combine systems, luminaires, and intelligent monitoring into compliant safety systems that are used in a wide variety of building types.

By managing the full lifecycle—from design and development through to manufacturing and long term support—Teknoware ensures consistent quality and dependable performance over time. Emergency lighting solutions are designed and manufactured in Teknoware's own facilities in Lahti, Finland.

CASE HELSINKI METRO

Lighting the rails: Teknoware helps modernise Helsinki Metro's M100 and M200 trains

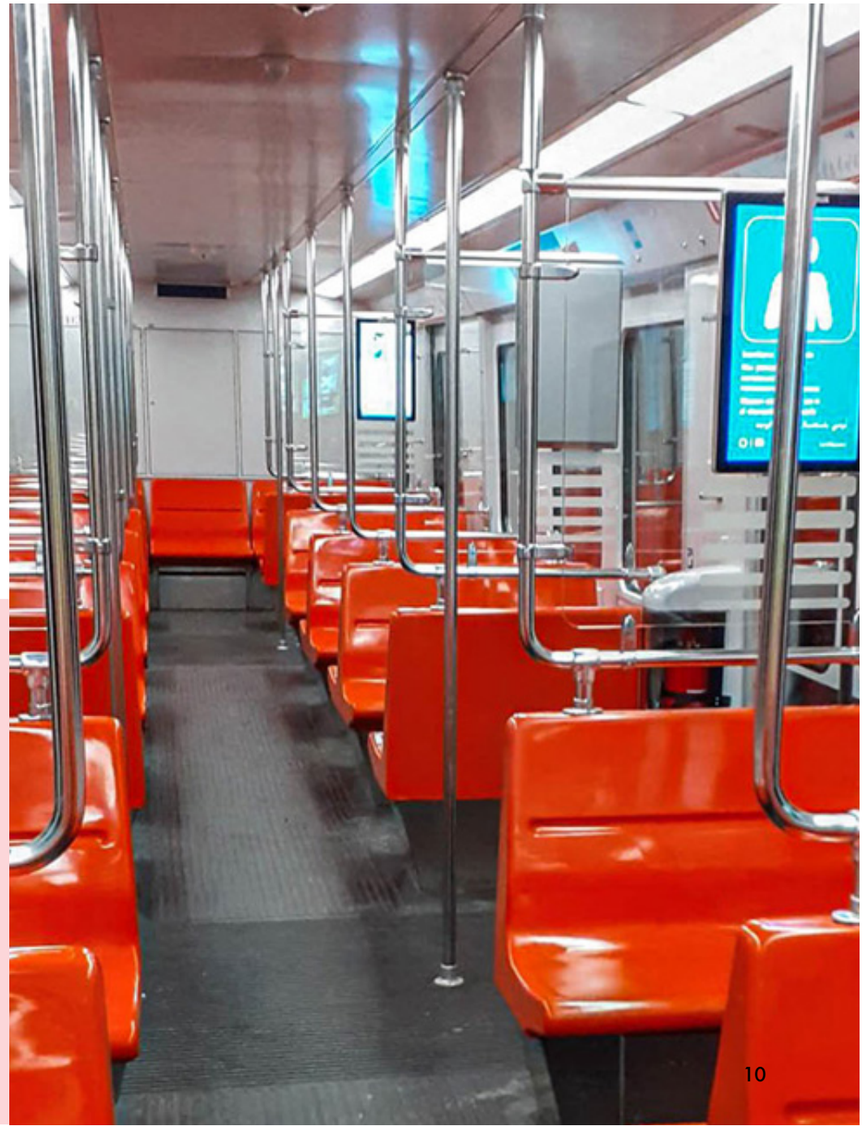
Teknoware contributed to the refurbishment of Helsinki's orange M100 and M200 metro trains by replacing old lights with new solutions meeting European standards. The upgrade formed part of a major overhaul of trains carried out between 2019 and 2023. The project was implemented by VR FleetCare.

All of the M100 and M200 trains in the Helsinki Metro system are now equipped with Teknoware headlights and interior lighting. This was not just a simple case of component replacement: the lighting was entirely redesigned to meet modern requirements for safety and usability. Both series of trains were fitted with custom-made interior LED lights, and all the diffusers were renewed. These updates were designed to be compatible with the existing electrical system, which made it possible to utilise the original wiring and connectors without further modifications.

The lighting upgrade phase of the project, implemented in 2020 and 2021, was one of Teknoware's first deliveries of units from the **Teknoware Vision** range for trains, which is fully compliant with the new European standard.

Teknoware Vision is a multifunctional LED headlight which was designed specifically for the demanding conditions encountered in rail transport. It offers excellent all-weather visibility and a stylish design that blends seamlessly into the front of the train. Teknoware Vision guarantees a durable and reliable structure that meets all European safety and quality requirements.

Lighting units from the Teknoware Vision and Teknoware Vision Plus ranges are designed to replace old halogen lights. They are suitable for new vehicle builds and retrofit projects, and provide an ideal solution for headlights, tail lights and marker lights. They can be supplied as an all-in-one solution or individually for each application, based on the customer's technical and visual requirements.



COMPANY CHANGES

Effective from January 1, 2026, Teknoware Oy has divided its business units into two separate legal entities. The Rail and Bus & Coach businesses operate as Teknoware Rail&Road Oy, and the Emergency Lighting business operates as Teknoware Emergency Lighting Oy.

Teknoware Oy remains the Group's parent company.
Teknoware is part of the Teknopower Group.

Teknoware customers and partners can expect business to continue as usual. This change is primarily a technical and legal restructuring and does not affect our day-to-day operations or current reporting lines. The separation of business operations enables a clearer business focus and more transparent reporting and supports the continuous development of both businesses.

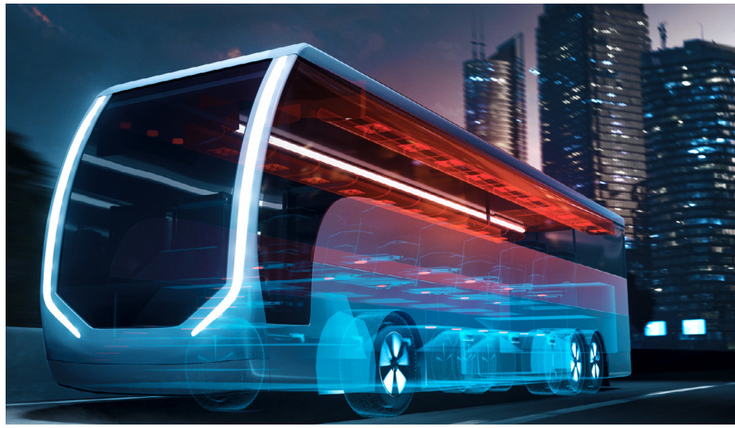
"This restructuring allows us to focus on each business area separately, thereby improving operational agility and transparency. Our commitment to delivering high-quality products and services remains steadfast," says Kai Kauto, President of Teknoware Oy.

For further information, please contact your usual Teknoware representatives.

Appointments

Jukka Kärkkäinen serves as the Managing Director of Teknoware Rail&Road Oy starting January 1, 2026. Kärkkäinen previously served as the Business Director for the Rail and Bus & Coach business units and has extensive experience in the rail and bus transport sectors. Under his leadership, the company continues to strengthen its position in the market and enhances customer focus across all operations.

Kai Kauto remains the President of Teknoware Oy and also takes on the role of Managing Director for the newly established Teknoware Emergency Lighting Oy. Kauto has long experience in developing and strategically leading the Teknoware Group. In these roles, he is responsible for overseeing the entire Group's operations as well as for strengthening the growth and competitiveness of the emergency lighting business.



COMPANY CHANGES

Sustainability policy

The Teknoware Sustainability Commitment Statement was replaced by the Teknoware Group Sustainability Policy in May 2025. A review of the policy was based on the need to realign with wider stakeholder expectations. The new policy moves from a set of ethical commitments to a structured, measurable, and governance-driven sustainability framework, aligned with international standards and integrated risk management and business strategy.

EcoVadis Sustainability Rating

In the 2025 EcoVadis assessment, Teknoware improved its overall score compared to 2024, demonstrating the impact of the enhanced and clearer processes, policies, and improved documentation and reporting that were implemented during the year. Although our rating remained at the Bronze Medal level, the higher score reflects meaningful progress in our sustainability management systems. Teknoware is committed to the long-term target of achieving the Gold Medal rating. In 2026, we will continue to refine our reporting, strengthen data-driven decision-making, and deepen collaboration with internal stakeholders and suppliers to meet the increasingly stringent criteria.

CDP Rating from D to C

2025 was Teknoware's second year of participation in the Carbon Disclosure Project (CDP). The company improved its overall CDP Climate score from D to C, indicating better awareness and more structured management of climate-related issues.

This progress is a direct result of:

1. Strengthened sustainability strategy, policies and governance
2. Improved data collection and emissions calculation practices
3. A more comprehensive review of climate-related risks and opportunities.

Achieving a C score reflects a transition from basic disclosure toward more robust environmental governance. Teknoware's aim for 2026 is to advance toward a B-level score by further enhancing our climate strategy, setting clearer reduction targets, and expanding the scope and accuracy of our environmental data.

TEKNOWARE ASIA JOINS THE UN GLOBAL COMPACT NETWORK

Teknoware Asia Sdn Bhd has officially become an active participant in the **United Nations Global Compact Network Malaysia & Brunei (UNGCMYB)** as of 3 February 2025.

By joining this global initiative, Teknoware Asia commits to aligning its operations and strategies with the universally accepted Ten Principles of the UN Global Compact in the areas of human rights, labour, environment, and anti-corruption, and to advancing the UN Sustainable Development Goals (SDGs).

This milestone reflects Teknoware Asia's ongoing commitment to responsible business practices and sustainable development.

We look forward to engaging with the UNGCMYB community.

Network
Malaysia & Brunei

CERTIFICATE OF JOINING THE UN GLOBAL COMPACT

is given to

TEKNOWARE ASIA SDN BHD

For committing to respect the ten principles of the United Nations Global Compact, to advance the UN Sustainable Development Goals (SDG) in its business strategy and to submit annually a Communication on Progress.

Join Date: **03 FEBRUARY 2025**

EDEY SURESH
Board Director at Large
UN Global Compact
Network Malaysia & Brunei

FAROZE NADAR
Executive Director
UN Global Compact
Network Malaysia & Brunei

GENERAL DISCLOSURES

BASIS FOR PREPARATION

The Teknoware Group 2025 Sustainability Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises (VSME), applying both the Basic Module and the Comprehensive Module.

In addition to the disclosure requirements of the VSME Basic and Comprehensive Modules, this report includes selected GRI Standards disclosures covering additional sustainability topics identified as material to Teknoware Group through its materiality assessment. VSME and GRI disclosure matrix is presented on page 49.

Consolidated basis and reporting boundary

This report has been prepared on a consolidated basis, covering all entities over which Teknoware Group has financial control during the reporting period.

Within this consolidation scope, the reporting boundary for environmental and social performance data covers manufacturing sites operated by Teknoware Group. Sales offices and other non-manufacturing locations are excluded from quantitative environmental and social KPI reporting, as their impacts are not considered material in relation to the Group's overall sustainability footprint. Where relevant, qualitative information relating to these locations may be included.

Unless otherwise stated, all disclosed environmental and social data relate to activities within the defined reporting boundary. Any limitations to data coverage are described in the relevant disclosures.

All Teknoware Group subsidiaries are limited liability undertakings, established and operating in accordance with the applicable local legislation in their respective countries of operation. The countries of primary operations and locations of significant assets are Finland, Poland, United Kingdom, United States and Malaysia.

Use of estimates, assumptions and methodologies

The preparation of this report requires the use of certain estimates and assumptions, particularly where primary data is not available or where calculation methodologies require the application of emission factors or other conversion parameters. Estimates and assumptions are based on management's best judgement and are applied consistently across the reporting period.

The Group's greenhouse gas (GHG) emissions inventory (Scopes 1, 2 and 3) has been prepared in accordance with the Greenhouse Gas Protocol. Inventories for 2024 and 2025 have been externally verified.

Scope 1 and Scope 2 emissions are calculated using activity-based primary data from Group operations and appropriate emission factors. Scope 3 emissions are calculated using a spend-based methodology, applying EXIOBASE input–output emission factors to relevant categories of purchased goods and services and other value chain activities. Given the inherent methodological limitations of spend-based models, Scope 3 emissions should be interpreted as indicative estimates.

All other reported environmental and social key performance indicators are based on primary data collected directly from Teknoware Group operations, using internal measurement systems, supplier information, and operational records.

Where estimates have been used, they are considered reasonable and proportionate for the purpose of this report and have not materially affected the overall interpretation of Teknoware Group's sustainability performance.

All Teknoware Group subsidiaries are certified under the Environmental Management System ISO 14001:2015 and the Quality Management System ISO 9001:2015.

PRACTICES AND POLICIES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

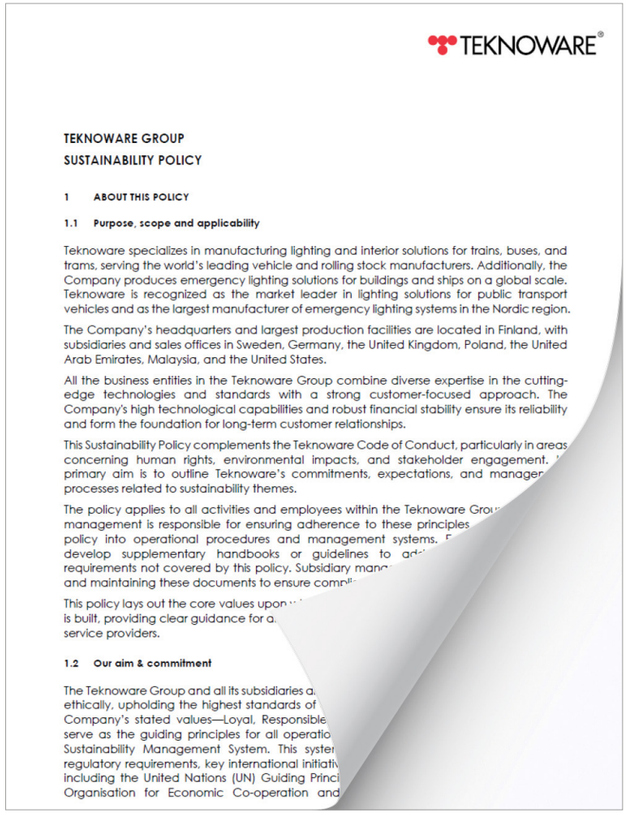
Teknoware Group has established a publicly available Sustainability Policy that defines principles related to material sustainability topics, including climate change, pollution, circular economy, own workforce, workers in the value chain, consumers and end-users, and business conduct. The policy is accessible to employees in all local languages at the company's manufacturing sites through corporate intranet site. The policy has been approved by Teknoware Leadership Team and the Board, which are the highest governing bodies. The governance model for the Group is described in detail in the section on Governance disclosures.

Teknoware Group has implemented a Sustainability Management System throughout our operations, which includes key performance indicators (KPIs) for environmental, social and governance indicators. The same KPIs are monitored globally and reported annually internally and externally.

Suppliers and partners are expected to adhere to the same responsibility principles, particularly regarding environmental performance, and supplier sustainability is regularly assessed.

Teknoware Group ensures effective participation of workers, users, and other stakeholders in governance through a structured approach that includes double materiality assessments incorporating internal and external input, clear roles for subsidiaries in implementing sustainability initiatives, and open communication channels such as an anonymous whistleblowing platform. The company promotes social dialogue and respects labour rights, including freedom of association and collective bargaining, while providing training and making policies accessible to all employees. Employee satisfaction surveys are conducted every two years to capture feedback and improve engagement, and active co-operation committees with representatives from each employee category ensure continuous dialogue and representation.

These measures foster transparency, accountability, and inclusive decision-making across the organization.



TEKNOWARE

TEKNOWARE GROUP
SUSTAINABILITY POLICY

1 ABOUT THIS POLICY

1.1 Purpose, scope and applicability

Teknoware specializes in manufacturing lighting and interior solutions for trains, buses, and trams, serving the world's leading vehicle and rolling stock manufacturers. Additionally, the Company produces emergency lighting solutions for buildings and ships on a global scale. Teknoware is recognized as the market leader in lighting solutions for public transport vehicles and as the largest manufacturer of emergency lighting systems in the Nordic region.

The Company's headquarters and largest production facilities are located in Finland, with subsidiaries and sales offices in Sweden, Germany, the United Kingdom, Poland, the United Arab Emirates, Malaysia, and the United States.

All the business entities in the Teknoware Group combine diverse expertise in the cutting-edge technologies and standards with a strong customer-focused approach. The Company's high technological capabilities and robust financial stability ensure its reliability and form the foundation for long-term customer relationships.

This Sustainability Policy complements the Teknoware Code of Conduct, particularly in areas concerning human rights, environmental impacts, and stakeholder engagement. ... primary aim is to outline Teknoware's commitments, expectations, and manage... processes related to sustainability themes.

The policy applies to all activities and employees within the Teknoware Grou... management is responsible for ensuring adherence to these principles ... policy into operational procedures and management systems. ... develop supplementary handbooks or guidelines to ad... requirements not covered by this policy. Subsidiary manag... and maintaining these documents to ensure compl...

This policy lays out the core values upon ... is built, providing clear guidance for a... service providers.

1.2 Our aim & commitment

The Teknoware Group and all its subsidiaries a... ethically, upholding the highest standards of ... Company's stated values—Loyal, Responsible ... serve as the guiding principles for all operatio... Sustainability Management System. This syste... regulatory requirements, key international initiati... including the United Nations (UN) Guiding Princi... Organisation for Economic Co-operation and ...

STRATEGY: BUSINESS MODEL AND SUSTAINABILITY

Teknoware Group operates globally as a leading provider of lighting and safety solutions for public transport and buildings.

Its core offerings include:

- Rail and Road Vehicle Solutions: Advanced lighting and interior systems for trains, buses, and trams, combining energy-efficient LED technology with custom design capabilities to enhance passenger safety and comfort.
- Emergency Lighting Systems: Comprehensive solutions for buildings, ships, and tunnels, including self-contained luminaires (with a battery or supercapacitor), central battery systems, and smart monitoring platforms to ensure reliability in critical situations.

These products are designed with durability, energy efficiency, and compliance with international standards, supporting Teknoware's commitment to sustainable mobility and safe infrastructure worldwide. Teknoware Group operates in two primary global markets that align closely with its mission to enhance safety and sustainability.

The first market is vehicle lighting and interior solutions, serving manufacturers of trains, buses, and trams. These solutions combine advanced LED technology with custom design capabilities to improve passenger comfort, energy efficiency, and operational reliability.

The second major market is emergency lighting systems for buildings, ships, tunnels, and other critical environments. Teknoware provides comprehensive solutions, including self-contained luminaires, central battery systems, exit signs, and smart monitoring platforms. These products are designed to ensure safety and compliance in emergency situations while supporting energy efficiency and long-term durability.

With production facilities in Finland, the USA, the UK, Poland, and Malaysia, Teknoware serves customers across Europe, North America, the Middle East, Africa, and Asia-Pacific. This global presence enables the company to deliver sustainable lighting solutions that meet diverse regulatory requirements and contribute to safer, more resilient infrastructure worldwide.

Teknoware maintains strong relationships across its value chain. Key suppliers provide raw materials and components for electronics, metal fabrication, and wiring harnesses, complemented by extensive in-house production capabilities in Finland, Poland, the UK, Malaysia, and the USA.

Customers include leading vehicle manufacturers and operators of buildings, ships, and infrastructure projects requiring emergency lighting solutions. The company's global distribution network combines regional sales offices and partnerships to ensure responsiveness and compliance with local standards.

This integrated approach—supported by active collaboration with suppliers and customers—strengthens Teknoware's ability to deliver sustainable, high-quality solutions worldwide.

Teknoware Group integrates sustainability into its core business strategy through strong governance, continuous improvement, and stakeholder engagement. The Group Leadership Team and Board of Directors oversee sustainability management, ensuring that strategic decisions align with environmental, social, and ethical commitments. Subsidiaries play an active role in implementing initiatives and reporting progress, supported by ISO-certified management systems that embed sustainability into daily operations.

Findings of annual materiality assessments guide strategic planning and inform the setting of targets and key performance indicators, which are reviewed regularly to drive continuous improvement. Teknoware's approach emphasizes transparency and inclusivity, with measures to foster open dialogue and accountability across the organization.

INTERESTS AND VIEWS OF OUR STAKEHOLDERS

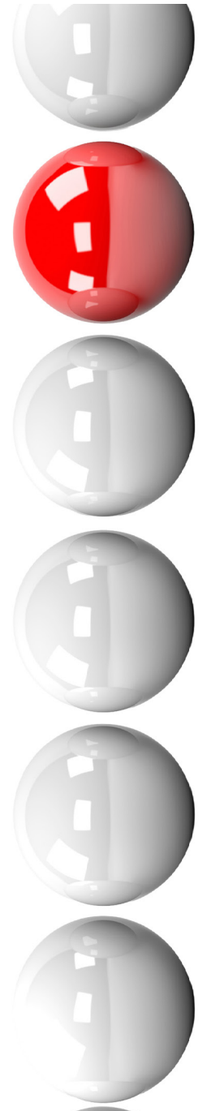
At Teknoware, open and constructive engagement with our stakeholders is an essential element of how we operate and grow. In addition to our employees, customers, suppliers, and the communities in which we operate, our key stakeholders also include financial stakeholders such as banks and insurance companies, as well as local development organisations that support regional economic growth and innovation. Each of these groups plays an important role in influencing our operating environment and guiding our sustainability priorities. Their insights help us anticipate emerging issues, strengthen our due diligence processes, and refine our strategic priorities.

Throughout the year, we maintained regular and transparent dialogue with these key groups. This engagement allows us to remain attentive to the expectations placed on us regarding responsible business conduct, environmental performance, human rights, and product quality. The perspectives gathered through these interactions serve as a valuable input into our ongoing materiality assessment process, ensuring that our sustainability focus areas remain relevant and aligned with our business context and stakeholder needs.

Our approach to communication and stakeholder engagement is grounded in openness, transparency, and integrity. We align our practices with internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines and Due Diligence Guidance for Responsible Business Conduct. These principles guide both the way we interact with stakeholders and the way we evaluate and address sustainability risks and opportunities within our value chain.

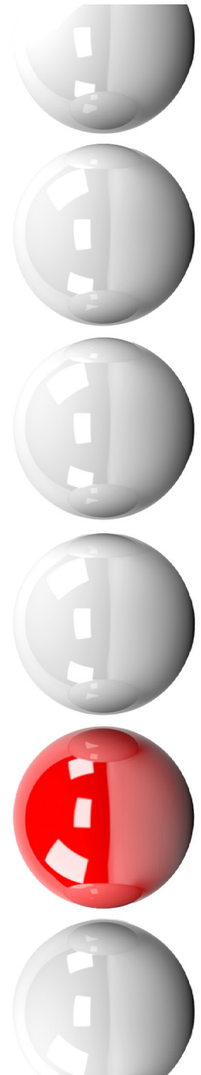
Stakeholder insights are regularly reported to our Group Leadership Team and the Board of Directors through structured updates and discussions. These interactions ensure that the views of our stakeholders inform strategic decision-making and that the management of stakeholder expectations is meaningfully integrated into our business model, product development, and long-term sustainability objectives.

A more detailed overview of our key stakeholder groups, their expectations, the forms of engagement we use, and how these perspectives are incorporated into our strategy is presented in the table following.



KEY STAKEHOLDER GROUPS AND ENGAGEMENT PRACTICES

STAKEHOLDER GROUP	MAIN EXPECTATIONS	ENGAGEMENT METHODS	STRATEGIC INTEGRATION
CUSTOMERS	Reliable, high quality and compliant products Ethical conduct Sustainability support	Meetings Surveys, audits Documentation	Product development Quality improvement Climate data work
EMPLOYEES	Fair employment, safe workplace Development opportunities Transparency	Internal comms Development discussions, surveys Occupational health	Competence development Wellbeing initiatives Leadership practices
SUPPLIERS	Predictable and fair procurement Timely payments ESG collaboration	Supplier meetings Audits Assessments, manuals	Responsible sourcing Compliance processes Improvement programs
OWNERS	Long term value creation Transparency Risk management	Board meetings Reporting Owner communication	Governance Risk management Strategic planning
FINANCIAL INSTITUTIONS & LOCAL DEVELOPMENT ORGANISATIONS	Financial reliability Climate risk awareness Sustainability reporting	Meetings Reporting Development initiatives	ESG disclosures Financial planning Regional collaboration
AUTHORITIES & REGULATORS	Compliance with laws Ethical conduct Contribution to society	Regulatory reporting Audits Monitoring	Compliance systems Proactive regulatory alignment
COMMUNITIES & SCHOOLS	Responsible citizenship Local support Cooperation with educationa institutions	Donations Partnerships School collaboration	Talent pipeline support Community well-being, Sustainability initiatives

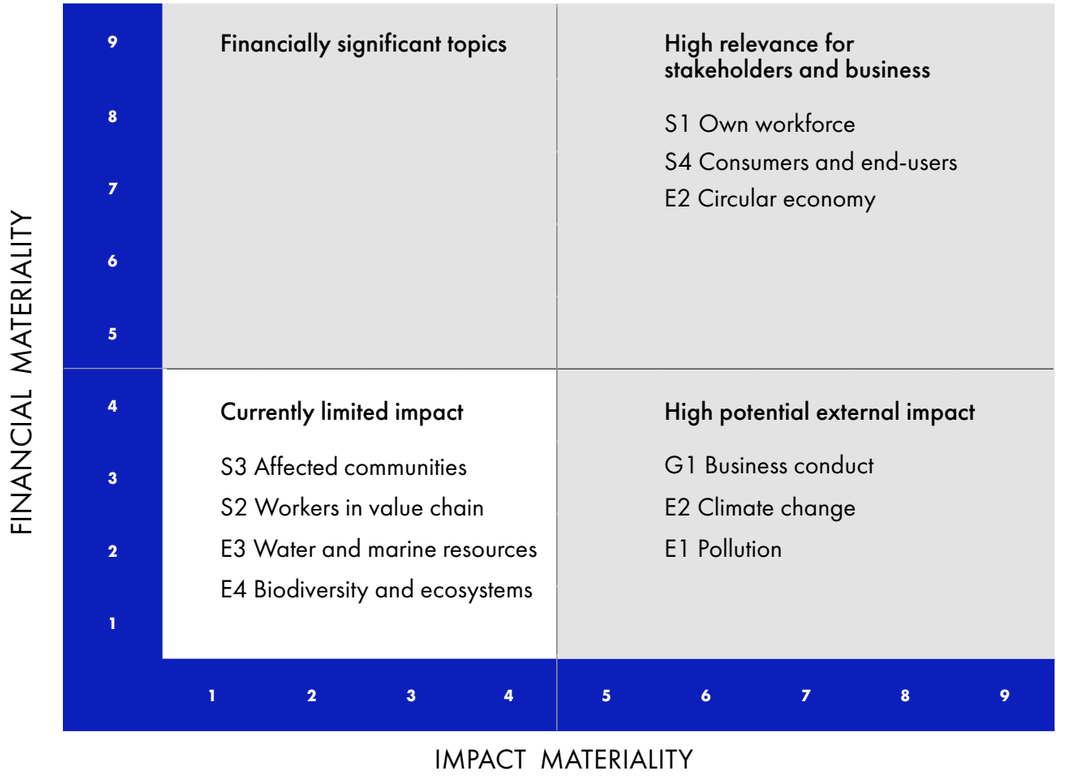


IDENTIFYING AND ASSESSING IMPACTS RISKS AND OPPORTUNITIES

In 2024-2025, Teknoware carried out a double materiality assessment in line with the CSRD and ESRS requirements to identify the sustainability topics most relevant to our business and stakeholders. The assessment covered our entire value chain and evaluated both impact materiality—actual and potential positive and negative impacts—and financial materiality, considering sustainability-related risks and opportunities that may influence our financial performance.

The process began with a cross-functional workshop to map our value chain and identify a preliminary list of sustainability themes, followed by a detailed assessment of impacts, risks and opportunities conducted by the Group Sustainability Manager, supported by interviews with functional leads. Stakeholder expectations were integrated through interviews with customers, suppliers, employees, owners, financial institutions, and local development organisations, complemented by reviews of stakeholder sustainability programmes.

The findings were validated with the extended leadership team, and a top-down alignment with subsidiaries ensured group-wide consistency. In total, 186 impacts, risks and opportunities were identified, and themes scoring 5–9 on our significance scale were defined as material. These material topics now guide our sustainability reporting, strategic focus areas, and the development of our ESG management practices.



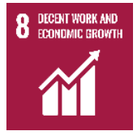
Results of materiality assessment carried out in 2025.

FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

The outcome of the double materiality assessment was used to shape the 2025 revision of Teknoware Group's Sustainability policy and sustainability programme to be implemented from 2026 onwards. The resulting priorities are fully aligned with the Group's business strategy, ensuring that sustainability contributes directly to long-term competitiveness, operational resilience, and value creation.
The programme addresses the most material environmental, social and governance topics and strengthens governance systems across all subsidiaries through ISO certified management frameworks, transparent reporting, and continuous stakeholder engagement.

Environmental (E)
Teknoware has established climate mitigation and circular-economy performance as central themes of its updated sustainability programme, to be implemented from 2026 onwards. The programme emphasises strengthened emissions data through full Scope 1–3 accounting with external assurance, alongside continued investments in energy efficiency, renewable energy, sustainable materials, product transparency and the systematic phase-out of harmful substances, supporting long-term alignment with SDG 12.

Social (S)
The materiality assessment confirmed the importance of safe, fair and inclusive working environments. Priorities include maintaining strong safety performance, building competencies, advancing diversity and inclusion—particularly in leadership pipelines—and reinforcing workforce resilience through proactive monitoring of turnover and retention, consistent with SDG 8.



Governance (G)
Strengthened ethical business conduct and responsible supply-chain practices were identified as key governance themes in the 2025 materiality assessment. Focus areas include enhanced supplier due-diligence processes, more structured sustainability assessments and audits, increased value-chain transparency, and reinforced anti-corruption measures aligned with SDG 17.

Together, these actions create a coherent and forward-looking sustainability agenda. Through stronger governance, improved environmental and social performance, and strategic alignment with global frameworks, Teknoware advances its contribution to sustainable development while supporting the Group's long term strategic objectives.

ENVIRONMENTAL DISCLOSURES

ENVIRONMENTAL RESPONSIBILITY

The 2025 materiality assessment reaffirmed climate change mitigation, energy management and circular-economy performance as Teknoware's core environmental priorities. These priority themes form the foundation of the environmental initiatives defined in the updated Teknoware Group sustainability programme.

The programme translates material impacts and risks into clear Group-wide objectives, quantitative targets and implementation measures covering operations, products and the value chain. It was approved by the Teknoware Group Leadership Team in 2025 and is implemented and monitored across all Group companies from 2026 onwards, ensuring consistent governance and accountability for environmental performance improvement.

Against this background, Teknoware's environmental actions focus on reducing greenhouse gas emissions across Scopes 1–3 and embedding circular economy principles into product development, material selection and compliance processes, as outlined below.

POSITIVE IMPACT

Teknoware's own operations have a relatively low direct environmental footprint, with limited impacts across greenhouse gas emissions, pollution, water use, and biodiversity.

Efficient in-house processes and controlled production environments help minimise direct environmental pressures and maintain strong compliance performance.

OPPORTUNITY

Significant opportunities exist to enhance environmental performance and strategic differentiation. These include deeper customer engagement on sustainability, the development of lower-emission and resource-efficient products, expanded circularity solutions, the elimination of substances of very high concern (SVHCs), and improved environmental transparency across the supply chain. Strengthening these areas can support long-term competitiveness and accelerate progress toward climate and circularity goals.

NEGATIVE IMPACT

Although Teknoware's own operations have low direct environmental impacts, the company's broader environmental footprint is significantly shaped by upstream value-chain processes. These upstream manufacturing and material-processing activities involve more energy- and resource-intensive operations, leading to higher climate-relevant emissions, increased water use, and biodiversity pressures associated with resource extraction. As a result, upstream value-chain impacts remain the most material environmental challenges for Teknoware.

RISK

Key environmental risks include exposure to tightening climate-transition regulations, potential scarcity or volatility of critical materials, and supplier-driven impacts that may not be fully visible or controllable. Dependencies on upstream manufacturing increase vulnerability to regulatory non-compliance, supply disruptions, and reputational risks if environmental standards are not consistently met across the value chain.

GREENHOUSE GAS EMISSIONS REDUCTION TARGETS AND CLIMATE TRANSITION

Teknoware aims to significantly reduce its greenhouse gas (GHG) emissions across Scopes 1, 2 and 3, addressing climate change as a material impact area identified in the materiality assessment. A Group-wide GHG emissions baseline has been established based on 2024 data. With both the 2024 and 2025 inventories externally verified, they provide a robust and reliable basis for target setting, performance monitoring and reporting.

At Group level, Teknoware targets a substantial reduction in Scope 2 emissions by increasing the share of renewable or fossil-free energy to more than 80% of total purchased energy by 2030. This target supports improved energy management and enables consistent emissions reductions across geographically diverse operations, while allowing for phased implementation in line with local availability of renewable energy solutions.

Indirect Scope 3 emissions, particularly from purchased materials and components, have been identified as a key focus area due to their significant share of total emissions. Scope 3 reduction targets will be defined in 2026, based on externally verified 2024–2025 inventories. Priority actions include increasing the use of recycled and bio-based materials and strengthening the use of supplier-specific emission data in procurement and product development decisions.

STRATEGIC LEVER	KEY ACTIONS	EXPECTED IMPACT
ENERGY TRANSITION	Secure renewable or fossil-free electricity for major sites	Significant reduction of Scope 2 emissions
ENERGY EFFICIENCY	Implement LED lighting, optimized HVAC, and smart energy monitoring	Lower energy demand and reduced Scope 1 & 2 emissions
GHG MANAGEMENT	Develop full Scope 1–3 GHG inventory with external assurance	Identification of high-impact areas and better prioritization
LOW-CARBON PRODUCTS	Expand EPDs and integrate ecodesign into R&D	Lower lifecycle emissions through material efficiency and design
SUPPLIER ENGAGEMENT	Conduct supplier assessments and require carbon data disclosure	Reduction of upstream Scope 3 emissions
INTERNAL CAPACITY	Provide training on climate change mitigation	Stronger implementation and organisational accountability

ENERGY CONSUMPTION AND GHG EMISSIONS

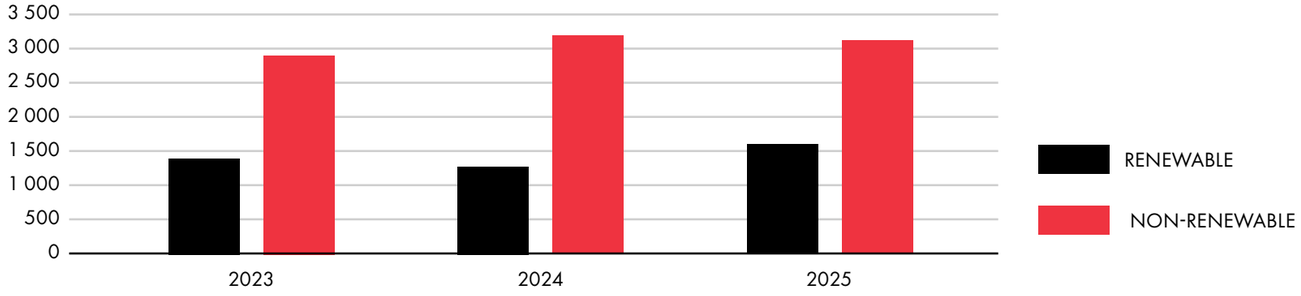
Energy use and purchased electricity represent Teknoware's most significant direct environmental impacts, as other types of direct emissions from manufacturing activities are limited. Consequently, energy consumption and Scope 1 and Scope 2 greenhouse gas (GHG) emissions are key focus areas of environmental management.

Data from 2022–2024 established a baseline for monitoring total energy consumption and Scope 1 and Scope 2 GHG emissions. Between 2023 and 2025, total energy consumption remained broadly stable, while the share of renewable electricity increased.

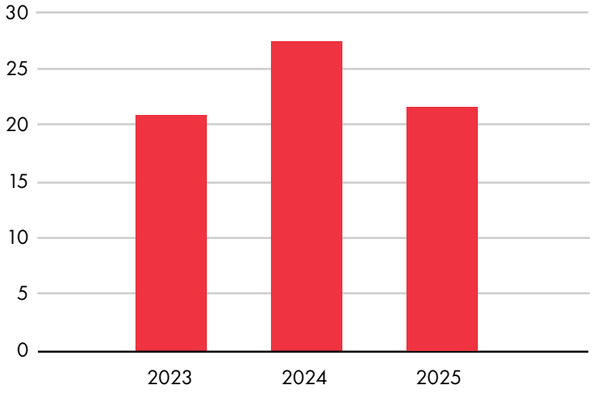
Scope 2 emissions increased in 2024 and decreased in 2025, in line with changes in the energy mix. Scope 1 emissions remained low and relatively stable across all reporting years.

In 2025, Teknoware set a Group-level target to increase the share of renewable electricity at major manufacturing sites. During the reporting year, Teknoware UK continued to source 100% renewable electricity, Teknoware Poland covered 57% of its electricity consumption through a photovoltaic-based renewable electricity agreement, and Teknoware Finland committed to transitioning to 100% renewable or fossil-free energy from January 2026. Site-specific decarbonisation roadmaps will be developed for Teknoware Inc. in the US and Teknoware Asia.

Energy and emissions performance is monitored using absolute and intensity-based indicators for total energy consumption and Scope 1 and Scope 2 emissions.



Consumption of renewable and non-renewable energy (MWh/year)



Scope 1-2 greenhouse gas emissions intensity 2023–2025 in $tCO_2e/M€$

CLIMATE CHANGE MITIGATION AND GHG EMISSIONS

Greenhouse Gas Emissions Performance

In 2025, Teknoware's total gross location based Scope 1 and Scope 2 GHG emissions amounted to 1,504 tCO_2e, representing a 18% decrease compared to the 2024 baseline of 1,843 tCO_2e. This reduction was primarily driven by a 20% decrease in Scope 2 emissions, reflecting increased use of renewable electricity. Gross Scope 1 emissions increased to 72 tCO_2e (2024: 45 tCO_2e), mainly due to changes in fuel use and operational activity levels, but remained immaterial at Group level.

Total gross location-based GHG emissions, including Scope 3, amounted to 17,823 tCO_2e in 2025, representing a 1% increase compared to the baseline year. Scope 3 emissions accounted for the majority of total emissions at 16,319 tCO_2e, increasing by 3% year on year. This increase reflects changes in value chain activity and underscores the continued relevance of indirect emissions for Teknoware's climate impact.

Emissions Intensity

Emission intensity indicators improved for operational emissions. Location based Scope 1 and Scope 2 emissions intensity decreased by 21%, from 27.38 tCO_2e/M€ in 2024 to 21.73 tCO_2e/M€ in 2025, indicating improved emissions performance relative to revenue. Location based Scope 1–3 emissions intensity remained broadly stable at 257.52 tCO_2e/M€ (2024: 258.99 tCO_2e/M€), reflecting the limited change in total value chain emissions.

Mitigation Actions and Targets

Teknoware's mitigation actions during the reporting period focused on increasing the share of renewable electricity at major manufacturing sites. These measures contributed to the reduction in Scope 2 emissions observed in 2025. Teknoware will continue to prioritise electricity-related decarbonisation as a key lever for reducing operational emissions.

Scope 3 emissions for the 2024 baseline year were externally verified, supporting the reliability of value chain emissions data. Based on this verified inventory, Teknoware will set Scope 3 greenhouse gas reduction targets in 2026.

Monitoring and Management

Greenhouse gas emissions are monitored annually using absolute and intensity based indicators for Scope 1, Scope 2, and Scope 3 emissions. These indicators are used to track progress against baseline performance and to inform future climate mitigation measures.

ABSOLUTE GREENHOUSE GAS EMISSIONS (tCO_2e)	2025	BASELINE (2024)	% CHANGE
Gross Scope 1 greenhouse gas emissions	72	45	38 %
Gross location-based Scope 2 greenhouse gas emissions	1 432	1 798	-20 %
Total (gross) location-based Scope 1 and Scope 2 GHG emissions	1 504	1 843	-18 %
Gross Scope 3 greenhouse gas emissions	16 319	15 764	3 %
Total (gross) location-based GHG emissions	17 823	17 607	1 %

GREENHOUSE GAS EMISSIONS INTENSITY (tCO_2e/M€)	2025	BASELINE (2024)	% CHANGE
Location-based Scope 1&2 emissions intensity	21.73	27.38	-21 %
Location-based Scope 1-3 emissions intensity	257.52	258.99	-1%

CLIMATE RISKS

Teknoware Group has identified both physical and transition risks associated with climate change and plans to begin evaluating these risks in a pragmatic and proportionate way. To avoid creating unnecessary new processes, climate-related risks will be considered within Teknoware's existing enterprise risk assessment framework. This approach ensures that climate issues are assessed consistently alongside other business risks while keeping the process manageable at this early stage.

As part of this integration, Teknoware aims to gradually:

- Map key assets, activities, and areas in the value chain where potential climate-related vulnerabilities may exist.
- Consider relevant physical risks, such as extreme weather events, and transition-related factors, including evolving regulations, market developments, or new technologies.
- Explore the use of scenario analysis and risk ratings over time, as appropriate, to improve understanding of potential impacts in the short, medium, and long term.
- Feed insights into existing enterprise risk management and sustainability planning processes, supported by KPIs and periodic updates through the double materiality assessment as the approach matures.

This integrated approach will enable the company to assess climate risks proportionately, avoid parallel processes, and gradually build internal capability. The table below summarises the climate-related physical and transition risks initially identified as part of this early-stage planning.

Physical Risks	Extreme Weather Events (Acute)	Severe storms or flooding may disrupt logistics, transportation, or supplier operations; increasing long-term infrastructure resilience needs.	Short-term: logistics disruptions Medium-term: supplier impacts Long-term: site resilience needs.	Integrate weather-risk into supplier reviews; strengthen business continuity; evaluate facility resilience.
Physical Risks	Temperature Variability (Chronic)	Rising temperatures may increase cooling energy demand, increase operational costs and cause raw material price volatility.	Medium-term: higher energy demand Long-term: resource constraints.	Monitor energy use; improve cooling efficiency; consider facility upgrades.
Physical Risks	Water Stress	Water scarcity may affect suppliers although Teknoware's own operations are not in high-risk areas.	Medium- to long-term: potential supplier disruptions.	Include water risk in supplier assessments; encourage water-efficient practices; diversify sourcing.
Transition Risks	Regulatory Changes	EU ecodesign, DPP, and carbon pricing requirements may affect Teknoware or its suppliers.	Short- to medium-term: new compliance requirements Medium- to long-term: supplier cost increases.	Monitor regulations; integrate ecodesign principles; engage suppliers on emissions data.
Transition Risks	Market Shifts	Demand for low-carbon products and verified environmental data is increasing.	Short- to long-term: greater data and sustainability expectations.	Enhance environmental data collection; develop EPDs; engage customers on sustainability.
Transition Risks	Technological Transition	Advances in renewable energy and material innovation may require process and product updates.	Medium- to long-term: costs and opportunities linked to new technologies.	Assess renewable energy feasibility; explore recycled/low-impact materials; pilot technology upgrades.

DESCRIPTION OF CIRCULAR ECONOMY PRINCIPLES

Aligned with the circular-economy priorities identified in the materiality assessment, Teknoware is embedding sustainability considerations into its product development processes. Product-specific Environmental Product Declarations (EPDs) are used to integrate lifecycle-based information into R&D, design and material selection, while also responding to customer demands for transparent environmental data. By 2030, EPD coverage will be extended to the Group's most important product types.

Teknoware is committed to full REACH and RoHS compliance across its product portfolio. From 2025 onwards, alternatives without restricted substances are assessed before approving new components, and substitution plans are in place for existing materials containing restricted substances. This proactive approach mitigates regulatory and business risks and supports customer and stakeholder expectations.

The Group is increasing the use of secondary raw materials as part of its circular economy strategy. In 2025, total material use amounted to 583 tonnes, with aluminium (75%), steel (18%), and plastics (7%) as the main material categories. By 2030, the Group aims to ensure that all packaging materials are made from recycled inputs and to increase the total share of recycled plastics and aluminium by 30%, supporting both resource efficiency and Scope 3 emission reduction targets.

WASTE AND RECYCLING

Waste management is a key element of Teknoware's environmental management approach. Waste streams are monitored across operations to support compliance with applicable legislation and to improve resource efficiency through waste reduction and increased recycling.

Data collected for the period 2023–2025 enables monitoring of waste generation trends, including hazardous and non-hazardous waste, and provides a basis for evaluating the effectiveness of waste management practices. Waste is classified and treated in accordance with local regulatory requirements and reporting practices.

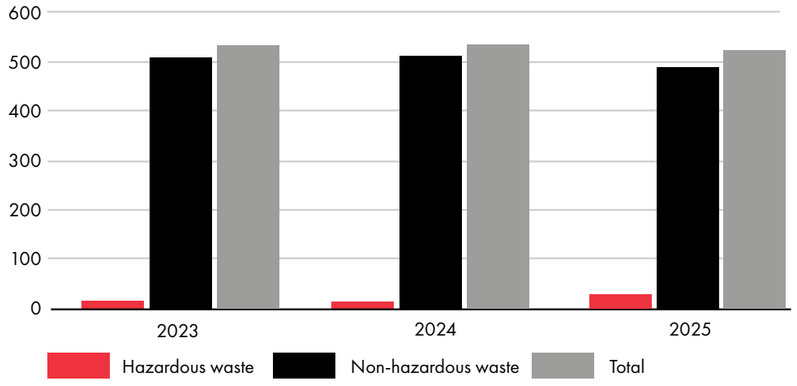
Teknoware tracks total waste volumes as well as the treatment methods applied, including recycling and disposal, which may include energy recovery. These indicators are used to support efforts to reduce waste generation and increase the share of waste diverted from disposal.

In 2025, Teknoware generated a total of 433.7 tonnes of waste, comprising 18.3 tonnes of hazardous waste and 415.4 tonnes of non hazardous waste. Compared with previous years, total waste generation decreased, largely due to a reduction in non hazardous waste volumes.

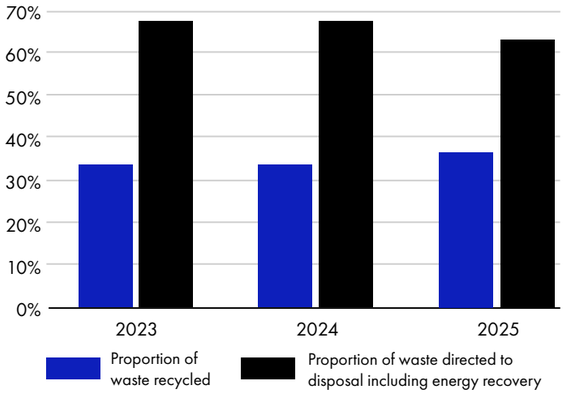
The volume of hazardous waste increased in 2025 relative to 2023 and 2024. Hazardous waste streams are managed in accordance with applicable legislation and continue to represent a small proportion of total waste generated.

The share of waste recycled increased to 44% in 2025, compared with 34% in 2023 and 35% in 2024. Accordingly, the proportion of waste sent to disposal, including energy recovery, decreased to 56%. This shift indicates progress in diverting waste from disposal towards recycling and improved material recovery.

Waste generation and treatment methods continue to be monitored annually to identify further opportunities to reduce waste, improve recycling rates and strengthen circularity across Teknoware's operations.



Waste generated in 2023–2025, showing volumes of hazardous and non-hazardous waste, and total annual waste volumes (tonnes).



Percentage of waste recycled and waste directed to disposal (incl. energy recovery), 2023–2025.

SITES IN BIODIVERSITY SENSITIVE AREAS

Teknoware Group manufacturing sites are based in Lahti, Finland; Siechnice, Poland; Trimdon Grange, UK; Conway, USA and Johor, Malaysia. The manufacturing sites are in areas that do not fall within a designated biodiversity-sensitive zone listed on the World Database on Protected Areas (WDPA).

POLLUTION OF AIR, WATER AND SOIL

Most of Teknoware manufacturing sites are not subject to any legal or national regulatory requirements regarding emissions to air or water. Only the manufacturing sites in Poland and Malaysia are subject to national regulatory requirements regarding emissions to air and both carry out annual air emissions monitoring and reporting to authorities. The site in Poland has a wet painting line, that also requires an environmental permit and annual monitoring and reporting.

WATER WITHDRAWAL

Teknoware Group manufacturing sites are not located in areas of high water-stress according to the WRI Aqueduct Water Risk Atlas. The manufacturing site in Conway, USA is located in medium-high water stress area (20-40%) indicating potential vulnerability to shortages if demand grows or supply decreases, even though there may not be scarcity in water availability at present. The site in Conway uses water for sanitary purposes only and water usage is therefore minimal. Teknoware Group's operations are not water-intensive, with water use limited primarily to sanitary purposes. In 2025, total water withdrawal across all sites was 5,183 m^3.

SUSTAINABILITY TOPICS WITH LIMITED IMPACT

Based on our materiality assessment, several sustainability topics were identified as having limited direct relevance to Teknoware's operations. These topics were assessed as immaterial because our activities do not generate significant impacts, risks, or opportunities related to them. As a result, they are not included in our detailed disclosures, but we continue to monitor developments to ensure that any changes in our operations or external expectations are reflected in future assessments.

SOCIAL DISCLOSURES

SOCIAL RESPONSIBILITY & HUMAN RIGHTS

Based on the 2025 materiality assessment, safe and healthy working conditions, fair and inclusive employment practices, and respect for human rights across the Group were identified as key social impact areas for Teknoware. These priorities guide the Group's social policies, processes and targets and form the foundation for advancing responsible labour practices across all subsidiaries.

Teknoware is committed to respecting internationally recognised human rights, including fundamental labour rights, and to providing safe, fair and inclusive working environments. Human rights considerations are embedded in the Group's policies, management instructions and operational practices.

As part of its safety management processes, Teknoware targets a Total Recordable Incident Rate (TRIR) below 3, supported by continuous monitoring, preventive measures and regular training. Workforce development is promoted through continuous competence building, ensuring employees have the skills needed to work safely and to support long-term business development.

Diversity, equity and inclusion are actively promoted throughout the organisation, with particular emphasis on leadership development and recruitment processes. Progress is monitored through workforce metrics, including employee turnover, which also supports talent retention and long-term workforce stability. Together, these measures contribute to a resilient, engaged and inclusive workforce and support the consistent implementation of Teknoware's human rights commitments across the Group.

POSITIVE IMPACT

Teknoware generates predominantly positive social impacts within its workforce, supported by strong employment practices, equality measures, and well-established health and safety management. High-quality working conditions and robust social dialogue contribute to employee wellbeing, engagement, and retention. These strengths also reinforce Teknoware's position as an attractive employer in competitive labour markets.

OPPORTUNITY

Teknoware has strong opportunities to enhance its positive social performance by deepening wellbeing initiatives across all locations, further strengthening its employer brand. Improved workforce planning, cross-training, and competency development can mitigate single-point risks and support long-term organisational capability. Expanding proactive recruitment strategies and partnerships can address hard-to-fill roles. In addition, continuous investment in product safety processes and customer-facing safety communication offers an opportunity to build public trust and differentiate Teknoware in the market.

NEGATIVE IMPACT

Potential negative impacts may arise if wellbeing practices are not applied consistently across global sites. Uneven support may contribute to increased turnover, absenteeism, and associated costs related to recruitment, onboarding, and training. Additionally, gaps in workforce planning or career development pathways may amplify pressures on teams and affect overall organisational resilience.

RISK

Key social risks include single- point- of-competence dependencies, where critical knowledge or specialised skills rest with individual employees, creating operational vulnerability in cases of absence or attrition. Recruitment challenges in certain professional roles—due to limited labour market availability—further increase exposure to skills shortages. Beyond workforce risks, product safety remains a paramount social risk, as failures could have significant consequences for public safety, customer trust, and brand reputation.

HUMAN RIGHTS POLICIES AND PROCESSES

Teknoware Group has established a Code of Conduct and a Sustainability Policy that set out its commitments related to human and labour rights. These policies address key topics including child labour, forced labour, human trafficking, non-discrimination, and occupational health and safety. The policies also cover career management and training, supporting continuous professional development through tailored training programmes, statutory safety training, and specialised skills development. In addition, they promote social dialogue and labour rights by respecting freedom of association, upholding collective bargaining rights, and fostering constructive cooperation between employees and management.

Teknoware's remuneration practices are governed by the principle of equal and non-discriminatory pay. Compensation is determined based on objective, job-related criteria, including role responsibilities, performance, competencies, and experience. Employees performing comparable work are compensated equally, irrespective of gender or other personal characteristics. Differences in remuneration reflect variations in job content and role requirements rather than individual attributes. Any differences in average remuneration between employee groups arise from the nature of tasks performed, not from discriminatory practices.

The company provides a secure, anonymous channel for reporting misconduct, aligned with the EU Whistleblower Directive, ensuring accountability and transparency.

The complaint channel (First Whistle) is accessible to both employees and external stakeholders. Additionally, each site develops Employee Handbooks that detail site-specific guidelines aligned with national legislations and stakeholder requirements.

No severe negative human rights incidents

In 2025, Teknoware has no confirmed human rights incidents in its own workforce. Teknoware is also not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users.

BETTER WORKPLACE KPIs

Teknoware is committed to equal opportunity, diversity and non-discrimination across all operations. We value diversity in backgrounds, skills, education and experience, and consider it an important enabler of innovation, resilience and sustainable business performance. Each site maintains an equality and diversity plan, which is reviewed annually to support consistent implementation of these principles.

Teknoware applies a zero-tolerance approach to harassment and discrimination. This commitment is set out in the employee Code of Conduct, which is provided to all new employees during induction and forms part of our employment expectations. All reported cases are taken seriously, investigated promptly and addressed through appropriate corrective actions. Identified weaknesses in policies or practices are reviewed and improved as part of our continuous development processes.

Teknoware's workforce age composition reflects a stable and experienced employee base, with the majority of employees in mid-career roles. Employees aged 30–50 years represent 59% of the workforce, providing a strong foundation of expertise, continuity and operational capability, while employees over 50 years account for 29%, contributing valuable experience and institutional knowledge. Employees under 30 years represent 12% of the workforce. This age structure supports business stability and knowledge retention, while highlighting the importance of continued focus on early-career recruitment, skills development and succession planning to ensure long-term workforce sustainability. Teknoware's management teams are characterised by a high level of experience and continuity, supported by a strong mid-career leadership base, while highlighting the importance of succession planning and leadership development to ensure long-term governance sustainability.

7

Board members

The board consists of seven professional members.

43%

Female members

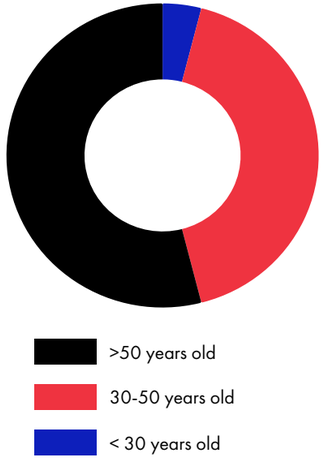
Three female and four male members, including the secretary, who is also a shareholder.

54

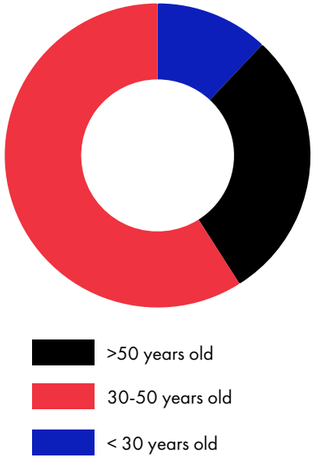
Median age

The median age of the board members is 54 years.

Age composition of the management teams across the Teknoware Group



Age composition of the workforce across the Teknoware Group



BETTER WORKPLACE KPIs

Teknoware is committed to supporting opportunities for professional development across the organisation. The company aims to create a workplace where employees can develop their skills and grow their careers over the long term. Training and development are managed through site-specific training plans, reflecting local operational needs and priorities. Training needs are identified through consultation with heads of departments and through individual performance and development discussions. Both planned and realised training activities are monitored annually to support structured competence development across all employee groups. All new employees complete a structured onboarding programme at the start of their employment. The onboarding programme covers key areas including the Code of Conduct, group and site-specific policies, quality and environmental management systems, and health and safety. Onboarding training is mandatory but is reported separately from ongoing training hours.

During the reporting period, training participation varied across employee groups, reflecting differences in role requirements and development needs. Training hours were highest among management and factory employees, indicating a strong focus on leadership development and operational competence. Office-based roles recorded lower average training hours, highlighting a potential area for strengthened development planning going forward.

Training access across genders was broadly balanced, with no significant differences in average training hours, supporting the organisation's objective of providing equal learning opportunities.

Performance and career development reviews were conducted across all employee categories, demonstrating that formal performance management practices are in place throughout the organisation. However, coverage was not yet universal and participation rates differed between genders and employee groups. Teknoware recognises this as an area for continuous improvement and aims to further strengthen the consistency and reach of performance and development discussions to better support individual growth and training planning.

Gender ratio: expressed as a percentage of female members

43%
Board members

33%
Management Team

61%
Workforce

Average hours of training that the organisation's employees have undertaken during the reporting period

	Hours
FEMALE EMPLOYEES	10
MALE EMPLOYEES	8
FACTORY	20
OFFICE	6
MANAGEMENT	27

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period

	%
FEMALE EMPLOYEES	20%
MALE EMPLOYEES	36%
FACTORY	35%
OFFICE	28%
MANAGEMENT	34%

BETTER WORKPLACE KPIs

Employee well-being, engagement, and organisational health are monitored through regular confidential employee surveys, including the Employee Net Promoter Score (eNPS), as well as through indicators such as employee absence, turnover and retention. These tools are used in combination to assess workplace conditions, safety, and engagement, and to identify potential risks and areas for improvement. Survey results and key metrics are reviewed at both site and Group level to support continuous development and informed decision-making.

In 2025, survey results indicated a decline in employee satisfaction and engagement compared to the previous survey, with overall results falling below the Company's internal target range. At the same time, a slight increase in employee turnover and higher levels of sickness-related absence were observed. Despite these developments, employee retention remained high at 93 %, reflecting continued workforce stability. These developments may indicate elevated risks related to employee well-being, retention, and organisational resilience. Survey participation remained high at 63%, supporting the reliability and representativeness of the findings.

The company has recognised these trends as a material social risk and a priority area for action. Survey findings, together with absence, turnover and retention data, provide a structured basis for identifying root causes and implementing corrective measures. In line with the Company's commitment to employee involvement and social dialogue, survey results are communicated and discussed with employees at each site. Site-specific action plans are developed in collaboration with employees and their representatives, taking into account local needs and working conditions.

The Group's workforce development continues to reflect organisational growth, supported by a stable core workforce. The majority of employees (83%) are employed on permanent contracts, contributing to overall workforce stability and continuity. Additionally, the identified developments in employee satisfaction, absence, and turnover are being closely monitored, and targeted actions are expected to support improvements in employee well-being, engagement, and overall organisational performance over time.

EMPLOYEE RETENTION

93%

	2023	2024	2025
TOTAL STAFF	442	435	457
TOTAL STAFF TURNOVER	2%	2%	10%
% OF DAYS ABSENT	1.07%	0.96%	3%

BETTER WORKPLACE KPIs

Teknoware is committed to providing a safe and healthy working environment for all employees. Occupational health and safety (OHS) is managed through site-specific Health and Safety Guidelines aligned with applicable local legislation. Roles and responsibilities for health and safety are defined in these guidelines, communicated during onboarding, and made accessible at all operational sites. Employee health and well-being are supported through occupational health services and other measures in accordance with local legal requirements and site practices.

OHS risks are identified and assessed through site-specific risk assessments, using internal expertise and external specialists where appropriate. Identified risks are evaluated to determine necessary control measures, including safe working practices and the use of personal protective equipment, in compliance with applicable legislation. Health and safety performance is monitored through regular discussions and meetings involving employees and management. Health and safety training is provided during onboarding and refreshed regularly through internal communications and training activities based on legal requirements and identified risks.

In 2025, no fatalities or high-consequence injuries were recorded across Teknoware's global operations. A total of 12 work-related injuries were reported, corresponding to a global injury rate of 3 per 100 employees, representing a decrease compared with the previous years. Nevertheless, lost working hours related to work-related injuries increased to 376 hours, indicating that some injuries resulted in longer recovery or absence periods. Lost working hours are monitored as part of Teknoware's ongoing OHS performance management.

During the reporting period, 12 work-related near misses were reported, corresponding to a global near-miss rate of 2.9 per 100 employees. Teknoware encourages systematic near-miss reporting as a key element of hazard identification and incident investigation. Near-miss reporting is considered a leading indicator of OHS performance, reflecting employee awareness of potential hazards and enabling preventive actions to be taken before injuries or accidents occur.

		2022	2023	2024	2025
TOTAL OF FATALITIES ACROSS OUR GLOBAL SITES		0	0	0	0
TOTAL OF HIGH CONSEQUENCE INJURIES ACROSS OUR GLOBAL SITES		0	1	1	0
TOTAL OF WORK-RELATED INJURIES ACROSS OUR GLOBAL SITES		12	12	17	12
TOTAL OF WORK-RELATED NEAR MISSES ACROSS OUR GLOBAL SITES		20	19	35	12
GLOBAL RATE OF FATALITIES	for every 100 employees (TRIR)	0	0	0	0
GLOBAL RATE OF HIGH CONSEQUENCE INJURIES	for every 100 employees (TRIR)	0	0.36	0.40	0
GLOBAL RATE OF INJURIES	for every 100 employees (TRIR)	4.50	4.63	7.21	3
GLOBAL RATE OF NEAR MISSES	for every 100 employees (TRIR)	7.49	6.77	14.01	2.9
GLOBAL LOST HOURS OF PRODUCTION RELATED TO ALL INJURIES (per year)		205	260	228	376

CAREER STORIES, TEKNOWARE POLAND

Sales Manager Marianna Lindert and Product Manager Przemyslaw Matysek were the first employees in Teknoware Poland in 2016. But which one was the very first?

"When I joined Teknoware, the factory was not yet operational. My office was located elsewhere where I handled phone calls and emails," says **Marianna Lindert**. As Sales Manager, she is responsible for customer relations and acquiring new clients, with a focus on the Poland and Czechia regions.

Product Manager **Przemyslaw Matysek** is responsible for managing production and personnel, handling audits with customers, and introducing new technologies.

"Alongside Marianna, I was one of the first hired employees in Poland. We both joined on the same day and still debate who really started first! We built the Poland factory from scratch, setting up equipment and space. Looking back, it was a unique and rewarding experience made possible by a small team," Przemyslaw describes.

The first machine arrived in Poland in August 2016. Operations began with a tem of three and now, nearly a decade later, Teknoware Poland operates six machines plus a painting line.

Marianna started as an Operating Assistant. The early phase involved extended hours and multitasking to support business growth. Now in sales, direct communication with customers has increased.

"This role requires close collaboration with our engineering team as well as providing customer support and optimal solutions for our customers, and managing office tasks such as invoicing and deliveries."

Stable growth and continuous development

"Reflecting on my first year, the progress has been substantial. While there is still room for improvement, I am optimistic about our continued development and stable growth as a team. The company began with a single brochure, gradually increasing available resources and capabilities, and now provides a comprehensive range of expertise to customers," Marianna sums up.

"Teknoware's project-based business model is unique, requiring new designs and products for each client," says Przemyslaw. "This keeps my work engaging as technology and market demands continually evolve. I research industry trends to drive production improvements and enjoy the variety that comes with managing people. We monitor international markets, evaluate how we can compete in evolving conditions and analyse the factors influencing customer choice, including price, sustainability, and other potential considerations."

STUDENT COLLABORATION, TEKNOWARE FINLAND

Teknoware hosted a Hackathon at its main office in Lahti, welcoming international students from Software and Systems Engineering, Information Technology Engineering, and Industrial Information Technology programs. The event offered participants a hands-on introduction to Teknoware's way of working through two intensive days.

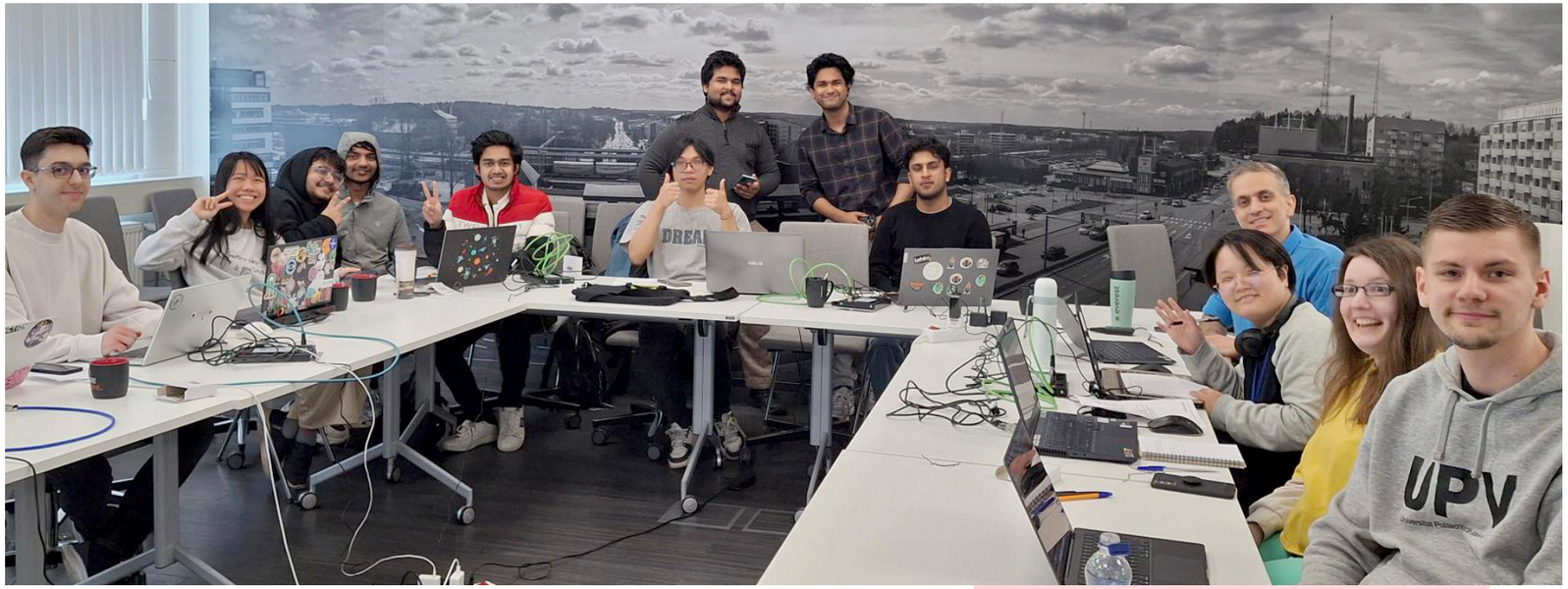
A Hackathon combines competition with collaboration, bringing people together to innovate and solve real-world challenges in a workshop-style environment. For Teknoware, it also provides a valuable opportunity to connect with students while gaining fresh perspectives and ideas.

As a market and innovation leader in intelligent lighting solutions, Teknoware designed the Hackathon challenge around simulating the TSA0002 sensor used in its Light Control Units (LCUs) during active control.

Lighting Solutions for Rolling Stock

During the Hackathon, participants were tasked with developing a tool featuring a user interface for Teknoware's testing engineers. The objective was to support the validation of complex active lighting solutions and ensure their suitability for increasingly demanding real-world conditions.

To support their work, students were given direct access to Teknoware's latest 1000 series LCU, equipped with advanced features and functionalities. This provided a unique opportunity to engage with real technology and gain practical insight into the development and testing of intelligent lighting systems.



Beyond the tech, the days were filled with networking and hands-on learning.

GOVERNANCE DISCLOSURES

GOOD GOVERNANCE

Within governance, Teknoware is strengthening responsible business practices by enhancing supplier sustainability evaluations and audit processes, increasing transparency across the value chain, and developing long-term partnerships that support sustainable development.

Ethical conduct is reinforced through systematic corruption risk assessments and targeted anti-corruption training for functions exposed to higher risk.

In parallel, Teknoware is further developing Group-level oversight of governance-related topics to ensure consistent implementation, effective monitoring, and continuous improvement across the organization. Together, these measures support responsible, transparent, and accountable business conduct across Teknoware's operations and throughout the supply chain.

POSITIVE IMPACT

Teknoware's governance framework is built on strong ethical foundations, supported by transparent whistleblower mechanisms and established supplier-management processes. These systems collectively promote responsible business conduct, enhance accountability, and reinforce stakeholder trust across the organisation.

OPPORTUNITY

Teknoware can build on its strong governance culture to further strengthen its reputation and deepen sustainable supplier relationships. There is significant opportunity to enhance resilience by improving transparency, expanding ethical oversight across the value chain, and increasing engagement with whistleblower mechanisms.

Continued investment in governance practices can support long-term growth and reinforce stakeholder confidence.

NEGATIVE IMPACT

Although direct negative governance impacts are limited, certain weaknesses can still occur. Instances of insufficient transparency or unclear communication related to decision-making may reduce stakeholder confidence. Additionally, inconsistent application of governance practices across global operations or the value chain may create gaps that hinder overall effectiveness.

RISK

Key governance-related risks include the potential for inadequate internal controls or oversight across international operations, which may lead to compliance failures or unnoticed unethical behaviour.

Limited visibility of issues raised through whistleblowing channels and the possibility of reporting inaccuracies also pose risks to ethical standards, operational efficiency, and long-term organisational credibility.

GOVERNANCE STRUCTURE AND POLICIES

Sustainability at Teknoware Group is governed through clear roles and responsibilities to ensure effective oversight, accountability, and consistent implementation across the Group.

The Group Leadership Team has overall responsibility for sustainability matters. It approves the Group's sustainability direction, targets, and the results of the annual double materiality assessment. The Group Leadership Team ensures that key sustainability topics are considered in strategic decision-making and in the management of risks and opportunities.

The Board of Directors supervises sustainability as part of its oversight of the Group's overall management and strategy. The Board follows the development of sustainability priorities and ensures that sustainability considerations are integrated into Teknoware Group's long-term strategic focus areas.

The Group Sustainability Manager coordinates sustainability work across the Group. This role includes developing and updating sustainability-related policies, coordinating sustainability reporting, supporting subsidiaries in implementation, and ensuring consistency and data quality.

Subsidiaries and business areas are responsible for implementing sustainability actions in their daily operations. They monitor progress, contribute data, and identify sustainability-related impacts, risks, and opportunities relevant to their activities.

Sustainability-related risks and opportunities are addressed through Teknoware Group's enterprise risk assessment processes. These processes enable systematic identification, assessment, and reporting of relevant risks and opportunities to the Group Leadership Team.

Teknoware is committed to conducting business ethically and responsibly. This commitment is guided by internationally recognised principles, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Sustainable Development Goals, and the ILO Declaration on Fundamental Principles and Rights at Work.

The Group's sustainability and business conduct expectations are defined in the Teknoware Sustainability Policy, the Code of Conduct, and the Supplier Code of Conduct. These policies apply to all employees and subsidiaries, and, where relevant, to business partners. They set out Teknoware Group's expectations regarding ethical conduct, human rights, labour practices, environmental responsibility, and responsible business behaviour.

REMEDIATION AND GRIEVANCE MECHANISMS

Teknoware maintains a formal grievance mechanism to ensure transparency, accountability, and safe reporting of concerns. The Whistleblowing Policy and the FirstWhistle platform provide an anonymous and secure channel for employees and stakeholders to report suspected misconduct or breaches of the Code of Conduct. Teknoware does not tolerate retaliation against individuals who raise concerns in good faith, and all reports are investigated thoroughly and in accordance with applicable legislation. Corrective actions are implemented when policy deviations or procedural weaknesses are identified.

ANTI-CORRUPTION

Teknoware adopts a zero-tolerance approach to bribery and corruption. The Company prohibits offering, promising, accepting, or requesting bribes in any form, and only token or promotional gifts that do not compromise integrity may be accepted. All breaches are treated as serious misconduct.

To further strengthen its anti-corruption framework, Teknoware will implement a Group-wide corruption risk assessment in 2026, focusing on identifying exposure across business units, functions, and geographical areas. In parallel, Teknoware will introduce mandatory anti-corruption training for at-risk functions, ensuring that employees in procurement, sales, engineering, and management understand relevant risks, reporting obligations, and preventive measures. Additionally, Teknoware will issue detailed guidelines on sensitive transactions, business hospitality, and gifts to ensure consistent application of ethical standards across all subsidiaries. These measures will expand the Company's existing ethical compliance framework and ensure Group-wide alignment with international anti-corruption best practices.

REVENUES DERIVED FROM ACTIVITIES

Teknoware Group is not active in any of the controversial sectors listed in the VSME standard, including:

a. The production or trade of controversial weapons.
b. The cultivation and production of tobacco.
c. The fossil fuel sector.
d. The manufacturing of pesticides and other agrochemical products.

Furthermore, Teknoware Group is not excluded from any EU reference benchmarks aligned with the Paris Agreement.

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

Neither the Teknoware Group nor any of its subsidiaries have been subject to convictions or fines for violations of anti-corruption and anti-bribery laws.

BETTER SOURCING

Teknoware aims to promote responsible and sustainable practices throughout its supply chain. Sustainability considerations are integrated into supplier selection, evaluation, and ongoing cooperation, with a focus on quality, environmental responsibility, ethical conduct, and continuous improvement.

Supplier requirements and management systems

Teknoware prioritises collaboration with suppliers that hold certifications for internationally recognised management systems, such as ISO 9001 (Quality Management) and ISO 14001 (Environmental Management). The validity of supplier certifications is reviewed annually and updated, or re-audited certificates are requested upon expiry.

Teknoware recognises that not all suppliers operate under formally certified systems. Some suppliers may have alternative quality or environmental management systems that are comparable to ISO 9001 or ISO 14001. The requirement for ISO 14001 certification depends on the nature, scale, and environmental impact of the supplier's operations, with higher expectations applied to suppliers engaged in higher-impact activities. Where suppliers operate an uncertified management system, its adequacy is assessed on a case-by-case basis.

Teknoware promotes open and constructive engagement with suppliers to strengthen sustainability performance across the value chain. Identified gaps are addressed through dialogue and jointly agreed actions, recognising that meaningful improvement is achieved over time

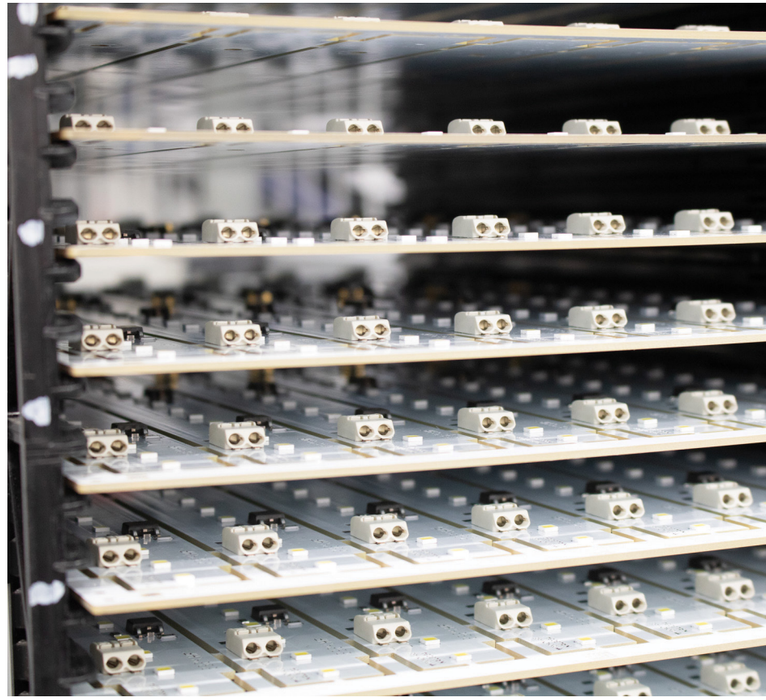
New suppliers

All new suppliers are required to:

- Complete a supplier self-assessment questionnaire
- Comply with Teknoware's Code of Conduct
- Comply with the Supplier Code of Conduct (SCoC), i.e. the Supplier Manual

New suppliers are requested to formally approve Teknoware's Code of Conduct, and the share of suppliers that have returned a signed commitment is monitored annually.
Teknoware's Supplier Code of Conduct, or Supplier Manual, is based on customer expectations and recognised industry best practices. The Manual defines requirements related to ethical conduct, labour practices, health and safety, environmental responsibility, and compliance.

Where suppliers do not fully meet the requirements, Teknoware seeks to support supplier development and improvement. In certain cases—particularly for suppliers of Teknoware-specific products or critical components—an on-site audit may be conducted.



BETTER SOURCING

Existing suppliers and supplier evaluation

Suppliers representing approximately 90% of total procurement spend are evaluated twice per year. The evaluation covers the following areas:

- Delivery performance (on-time delivery, OTD)
- Product quality
- Quality of operations
- Sustainability performance

Sustainability performance is assessed across five areas:

- Company management
- Business conduct and compliance
- Social sustainability
- Environmental sustainability
- Supplier sustainability

The results of supplier evaluations are communicated to the suppliers, and any required development actions are discussed collaboratively. Supplier evaluation is intended to support mutual development, improve performance, and strengthen long-term cooperation.

The evaluation of sustainability performance is a newly introduced element in Teknoware's supplier evaluation process and is being progressively rolled out across the entire Group.

Code of Conduct and certifications 2025	%
Suppliers signing the Teknoware Code of Conduct	90%
Suppliers with ISO 9001 certification	35%
Suppliers with ISO 14001 certification	21%

100%
New suppliers screened using environmental criteria

100%
New suppliers screened using social criteria

17
New suppliers audited on-site

119
Existing suppliers responded to sustainability self-assessment

ENVIRONMENTAL AND SOCIAL INITIATIVES

DONATIONS IN FINLAND, UK AND MALAYSIA

MACMILLAN BAKE OFF FUNDRAISING

On 25 September 2025, Teknoware UK held the MacMillan bake off fundraising event at the Trimdon Grange Community Centre.
All employees contributed to the fundraising.

The Teknoware UK team was able to fundraise the whopping sum of £163 for the MacMillan Cancer Support charity! Teknoware UK will double the amount, so the overall sum going to MacMillan Cancer Support will be £326.

FEED THE NEEDY PROJECT

On 15 November 2025, Teknoware Asia took part in the Feed the Needy Project, an initiative that provides homecooked meals and food assistance to underprivileged individuals and families. Beyond meeting immediate needs, the programme empowers single mothers and other participants by involving them in meal preparation and with that creating income, opportunity, and dignity.

Teknoware Asia provided 250 meal packs, benefiting 50 families in the community.

ANNUAL DONATION TO PÄIJÄT-HÄME CENTRAL HOSPITAL

Each year, Teknoware Finland makes a goodwill Christmas donation of €1,000 to help enhance the comfort and well-being of young patients during their hospital stay. The contribution made in December 2025, will be used to provide items that bring joy and ease, making hospital visits a little brighter for children.

We are grateful for the opportunity to contribute to this meaningful cause.

RONALD MCDONALD HOUSE EMERGENCY LIGHTING SUPPORT

Teknoware Finland donated emergency lighting luminaires to the Ronald McDonald House in Helsinki as part of a charity project improving safety and comfort for families of seriously ill children.

The project was carried out by Rexel Finland in collaboration with Teknoware, Legrand, and Saipu Oy.

LIST OF SUBSIDIARIES

Name of subsidiary	Address of site	Postal code of site	City of site	Country of site	GPS Location of site
Teknoware Oy	Ilmarisentie 8	FI-15200	Lahti	Finland	60.982628, 25.661342
Teknoware Rail & Road Oy*	Ilmarisentie 3B	FI-15200	Lahti	Finland	60.982628, 25.661342
Teknoware Poland Sp. z o.o.	ul. Grabskiego 22	55-011	Siechnice	Poland	51.032388, 17.150728
Teknoware UK Limited	Trimdon Grange Industrial Estate	TS29 6PE	Trimdon Grange, County Durham	United Kingdom	54.714383, -1.424106
Teknoware Inc.	673 Century Circle	29526	Conway, SC.	United States of America	33.836004, -79.047814
Teknoware Asia Sdn. Bhd.	No. 26, Jalan Mega 1/1, Kawasan Perindustrian Nusa Cemerlang	79200	Iskandar Puteri, Johor	Malaysia	2.022882, 103.311456
Teknoware Emergency Lighting Oy*	Ilmarisentie 8	FI-15200	Lahti	Finland	60.982628, 25.661342
Teknoware Sverige AB	Gräsdalsgatan 10	SE-653 43	Karlstad	Sweden	59.380915, 13.502763
Teknoware Middle East FZCO	#601, 4WA, Dubai Airport Free Zone, PO Box 118688		Dubai	United Arab Emirates	25.204800, 55.270800
Teknoware Deutschland GmbH	Hauptstraße 15	10827	Berlin	Germany	52.517388, 13.395131

*As a result of the legal restructuring of the Teknoware Group, a new corporate structure came into effect on 1 January 2026. At that time, Teknoware Rail & Road Oy and Teknoware Emergency Lighting Oy commenced operations as separate legal entities. The head offices of Teknoware Oy, Teknoware Rail & Road Oy, and Teknoware Emergency Lighting Oy are all located in Lahti, Finland. Lahti site also hosts the only manufacturing site for emergency lighting and the largest manufacturing site for rail and road solutions within the Group.

VSME & GRI DISCLOSURE MATRIX

Reporting entity: Teknoware Group
Reporting basis: Consolidated

Basic Module (B1–B11)

VSME Ref	GRI Ref	Disclosure	Location in Report
B1	GRI 2-1, 2-6	Basis for preparation	pp. 15–16
B2	GRI 2-23	Policies and sustainability practices	pp. 16–17, 21, 32-33, 41-42
B3	GRI 302-1, 305-1, 305-2	Energy and Scope 1–2 emissions	pp. 25–26
B4	GRI 305-7	Pollution	p. 30
B5	GRI 304-1	Biodiversity	p. 30
B6	GRI 303-3	Water	p. 30
B7	GRI 301-1, 306-3, 306-4	Materials, waste and circular economy	pp. 28–29
B8	GRI 2-7	Workforce characteristics	pp. 34–37
B9	GRI 403-9	Health and safety	p. 37
B10	GRI 404-1, 405-2	Training, remuneration, social dialogue	pp. 33–36
B11	GRI 205-3	Anti-corruption	p. 43

Comprehensive Module (C1–C9)

VSME Ref	GRI Ref	Disclosure	Location in Report
C1	GRI 2-22	Business model and strategy	p. 17
C2	GRI 2-23	Policies and actions	pp. 16–17, 21, 32-33, 41-42
C3	GRI 305-5	Climate targets	pp. 24–26
C4	GRI 2-25	Climate risks	pp. 27
C5	GRI 414-1	Human rights policies	pp. 33
C6	GRI 3-3	Social risk management	pp. 32–33
C7	GRI 2-30	Employee engagement	pp. 33–37
C8	GRI 308-1	Supplier sustainability	pp. 42, 44–45
C9	GRI 205-1	Business conduct / revenues	p. 43

TEKNOWARE LIGHTING AND INTERIORS

Teknoware is the market leader in lighting solutions for public transport vehicles and the largest manufacturer of emergency lighting systems in the Nordic countries.

teknoware.com

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